


**RESPONSE SHEET**

**TO:** Brooke P. Clark, Secretary  
**FROM:** Chair Hanson  
**SUBJECT:** COMAXC-23-0001: Enabling the Mission –  
A Measured Approach to the Future of Work

Approved  X  Disapproved  X  Abstain       Not Participating      

**COMMENTS:** Below       Attached  X  None      

Christopher T.  
Hanson

 Digitally signed by Christopher T.  
Hanson  
Date: 2023.06.02 09:23:50 -04'00'

**Entered in STARS**

Yes      

No  X

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**Signature**  
**Christopher T. Hanson**

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**Date** **06/02/2023**

Chair Hanson's Comments on COMAXC-23-0001  
"Enabling the Mission – A Measured Approach to the Future of Work"

I have been impressed by the staff's dedication in accomplishing our mission through the public health emergency and I have no doubt that the staff will continue to prove themselves committed public servants as we move into the next chapter. It is clear from outreach and engagement efforts undertaken by the Executive Director for Operations (EDO) that workplace flexibility is of high importance to the NRC staff and consistently ranks as a top factor for job satisfaction as well as the decision whether to remain with the agency. Therefore, getting the agency's flexible work model right is important. To a large extent, maintaining or expanding flexibilities signals to the staff that senior leadership trusts they will continue to fulfill the mission regardless of their work location. Of course, we have to balance the benefits individuals realize from flexibilities with organizational needs.

It is vital to the success of the agency to ensure we continue to meet our mission to protect public health and safety and the environment, improve organizational health, and retain and recruit staff. We are not alone. This is a complex issue many agencies and organizations are grappling with. I appreciate Commissioner Caputo sharing her concerns and suggestions regarding the future of flexible work at the agency in her April 6, 2023, COMAXC-23-0001. She raised a number of important issues that I agree are critical to consider in charting a path forward.

The Office of Management and Budget (OMB) released Memo M-23-15 in mid-April that outlined steps agencies "will take to ensure that agency decisions regarding work environments continue to improve organizational health and organizational performance." After being shared with the Commission for awareness, the EDO submitted the first deliverable, the Work Environment Plan, on May 15, 2023. OMB provided feedback on the NRC's Plan on May 31, 2023. This feedback will be followed by coordination with OMB and interagency partners during strategic review meetings this summer when the EDO and the agency's designated Performance Improvement Officer will present key findings and evidence-based implementation plans outlining the future of flexible work at the NRC. Working through this OMB process will allow the staff to evaluate the agency's telework programs, including the issues highlighted by Commissioner Caputo, while also gaining insights from efforts at other federal government agencies.

The authority for telework decisions continues to remain with the EDO. As the staff meets with OMB and the President's Management Council, the EDO should regularly update the Commission. In addition, in lieu of a notation vote paper, the staff should provide to the Commission no later than 10 business days before NRC is expected to reach a final agency decision on its Work Environment Plan, an information paper discussing: (1) the staff's proposed decision; (2) anticipated guidance for implementing Presence with Purpose norms and behaviors; (3) key performance indicators for monitoring accomplishment of our mission, organizational health, and public confidence; (4) expected changes to policies, management directives, collective bargaining agreement, and other governing documents; (5) data relied upon to reach its proposed decision, and (6) an internal strategic communication plan. The information paper should include a summary of all formal and informal feedback received from OMB and discuss how the staff responded to feedback, including highlighting any feedback that was not incorporated into the NRC plan. The information paper should also include a narrative and relevant data on how NRC's plan for the work environment compares to other agencies of similar size and function.