



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

August 2, 2024

SECRETARY

IN RESPONSE, PLEASE
REFER TO: M240711

MEMORANDUM TO: Mirela Gavrilas
Executive Director for Operations

FROM: Carrie M. Safford, Secretary

SUBJECT: STAFF REQUIREMENTS – BRIEFING ON RESULTS OF THE
AGENCY ACTION REVIEW MEETING

On July 11, 2024, the Commission was briefed by the NRC staff on the results of the Agency Action Review Meeting. The staff discussed resident inspector recruitment and retention, material and waste performance trends, the calendar year (CY) 2023 Reactor Oversight Process (ROP) self-assessment, and the CY 2023 construction ROP self-assessment.

The meeting, which was held in the Commissioners' Hearing Room, One White Flint North, Rockville, Maryland at 10:00 a.m. Eastern Time, was open to members of the public attending in person and via webcast.

The staff should provide an annual report to the Commission on the health of the resident inspector program consisting of four high-level summaries, one from each region. The report should include information such as the number of resident inspector positions turned over that year and the number due to turn over in the coming two years, the number of qualified candidates who applied for each opportunity that arose and their relevant years of experience, and the number of resident inspectors currently serving under an extension of time and how long those extensions are expected to exist before mandatory rotation can be accomplished. The report should also include the number, locations, duration, and cost of temporary resident inspector placements which are done to compensate for delays in assignment of permanent resident inspectors.

Consistent with the direction previously provided in SRM-SECY-20-0107, the staff should continue to develop career path opportunities that value resident inspector experience, including how this has been done in the past, to make the resident inspector positions more attractive. This should include considering resident inspector experience for positions, either in senior management or senior non-supervisory staff positions.

The staff should conduct an updated survey of other federal agencies to seek "best practices" for recruitment and retention used for programs and positions similar to the NRC's resident inspector program. In conducting the survey, the staff should review both post-COVID and pre-COVID "best practices," including what is different or changed. The survey should also collect any new retention and recruitment efforts being considered by agencies' leadership. The staff should prepare a summary of survey results for the Commission for information which may be similar to Enclosure 1 of SECY-20-0107. The summary should include how the identified "best

practices” compare to the retention and recruitment incentives currently utilized, or being considered, for the NRC’s resident inspector program.

cc: Chair Hanson
Commissioner Wright
Commissioner Caputo
Commissioner Crowell
OGC
CFO
OCA
OIG
OPA
ODs, RAs, ACRS, ASLBP
PDR