

**From:** Christopher Cahill  
**To:** Marc Ferdas  
**Date:** 3/23/04 3:06PM  
**Subject:** SCWE

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See if this matches up with your notes

0-24

### AREAS FOR IMPROVEMENT

- 1) Engineering issues were not developed. Evaluation focus was limited to event driven conditions as opposed to technical issues.
- 2) Control and retention of handwritten notes has not been formalized.
- 3) Several work centers had limited or no contact with the IAT, specifically security, system/design engineering and QA.
- 4) The interview selection process has the utility act as an intermediary in development of the sample pool. Specifically, the IAT selects a sample pool by job type and the licensee selects the individual to go to the interview. In order to remove the appearance that the licensee has influenced the process the team should have selected the individuals by name for the interviews.
- 5) The IAT did not incorporate an "Open Door" policy as part of the plan. However, they did follow-up on developed sources as appropriate.

### POTENTIAL FOLLOW-UP

- 1) Small pocket of the population (Salem and Hope Creek Chemistry) did not want to participate in the interviews.
- 2) One work group was reported to have stopped writing notifications in protest. The ~~union~~ steward became aware of the issue and convinced the workers to halt the protest.

### OVERALL OBSERVATIONS

No new safety issues were revealed to us during our discussions with the selected IAT members. It appears that the IAT questions being asked are adequate and appropriate that time is being afforded to each participating individual. Preliminary findings by the IAT has identified that the Labor/Management relationship needs improvement. It also appears that some individuals that could be affected by lay-offs have taken the approach of maintaining a "Low Profile" so as not to draw attention to themselves. Our reviews identified some potential areas for improvement in the interview process, see comments above.

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**From:** Christopher Cahill

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nrc.gov

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MESSAGE

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No

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