

# **Presentation for the Nuclear Energy Institute Access Authorization, FFD Workshop**

10 CFR Part 26  
Fitness for Duty Program Performance in 2014

***“A Direct Contribution to Safety and Security”***

July 20, 2015

Brian Zaleski, FFD Program Specialist



# Discussion Topics

- Generic performance
- Results by Test Category and Employment Type
- Historical positive rates (Pre-Access, Random, For Cause tests)
- Substances
  - Historical presentation of substances detected
  - 2014 results by employment type
  - Alcohol
  - Multi-substance positives
- Subversions
- Outage worker data
- 26.717 Annual Reporting QA issues/Best Practices



# Generic Industry Performance – 2014



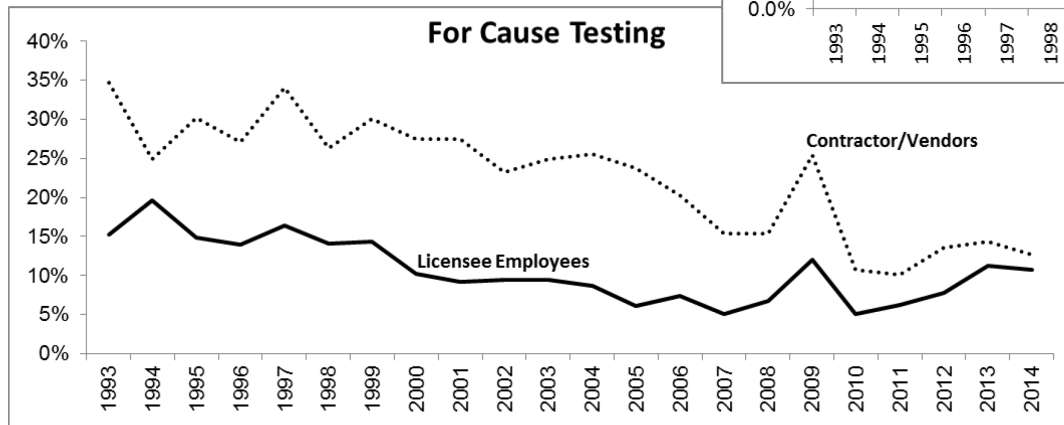
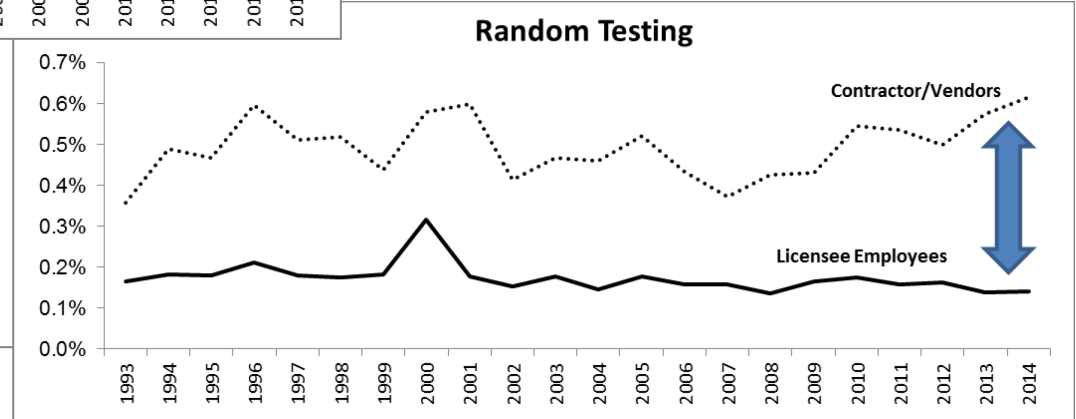
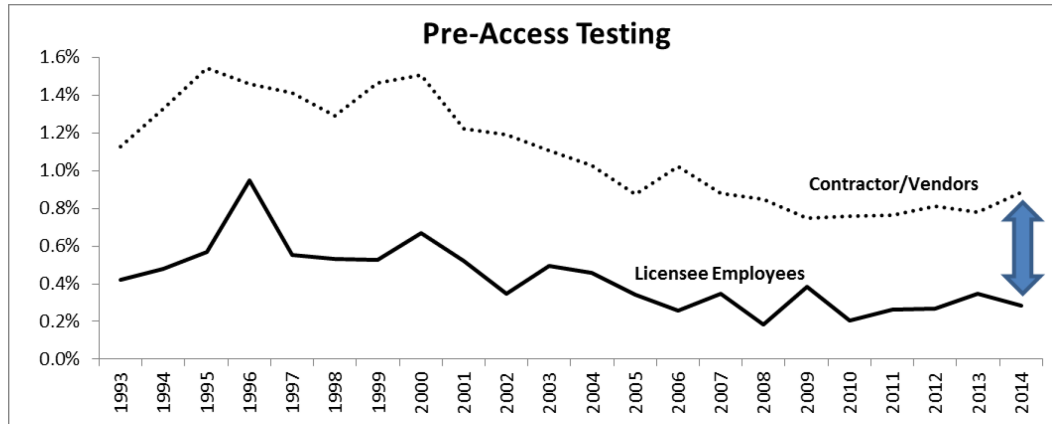
- 75**            **Licensees and other entities with an FFD program**
- 166,590**    **Individuals drug & alcohol tested** (*up 3% from 2013*)
- 1,132**       **Individuals that tested positive for a drug, alcohol, or refused a test**
  - 67% identified at Pre-access testing
  - 19% identified at Random testing
- 0.68%**      **Industry positive rate, all tests** (*up from 0.62% in 2013*)
  - 0.23% licensee employee positive rate (*down from 0.25% in 2013*)
  - 0.88% contractor/vendor positive rate (*up from 0.81% in 2013*)
- 0.34%**      **Industry random testing positive rate** (*up from 0.31% in 2013*)
  - 0.14% licensee employee positive rate (*same as in 2013*)
  - 0.62% contractor/vendor positive Rate (*up from 0.57% in 2013*)

# Results by Test and Employment Categories 2014

Test Category	Licensee Employees			C/Vs			Total		
	Tested	Positive	Percent Positive	Tested	Positive	Percent Positive	Tested	Positive	Percent Positive
Pre-Access	9,545	27	0.28%	82,822	735	0.89%	92,367	762	0.82%
Random	37,545	53	0.14%	27,143	167	0.62%	64,688	220	0.34%
For Cause	215	23	10.70%	481	61	12.68%	696	84	12.07%
Post-Event	241	1	0.41%	656	12	1.83%	897	13	1.45%
Followup	3,382	14	0.41%	4,560	39	0.86%	7,942	53	0.67%
<b>Total</b>	<b>50,928</b>	<b>118</b>	<b>0.23%</b>	<b>115,662</b>	<b>1,014</b>	<b>0.88%</b>	<b>166,590</b>	<b>1,132</b>	<b>0.68%</b>

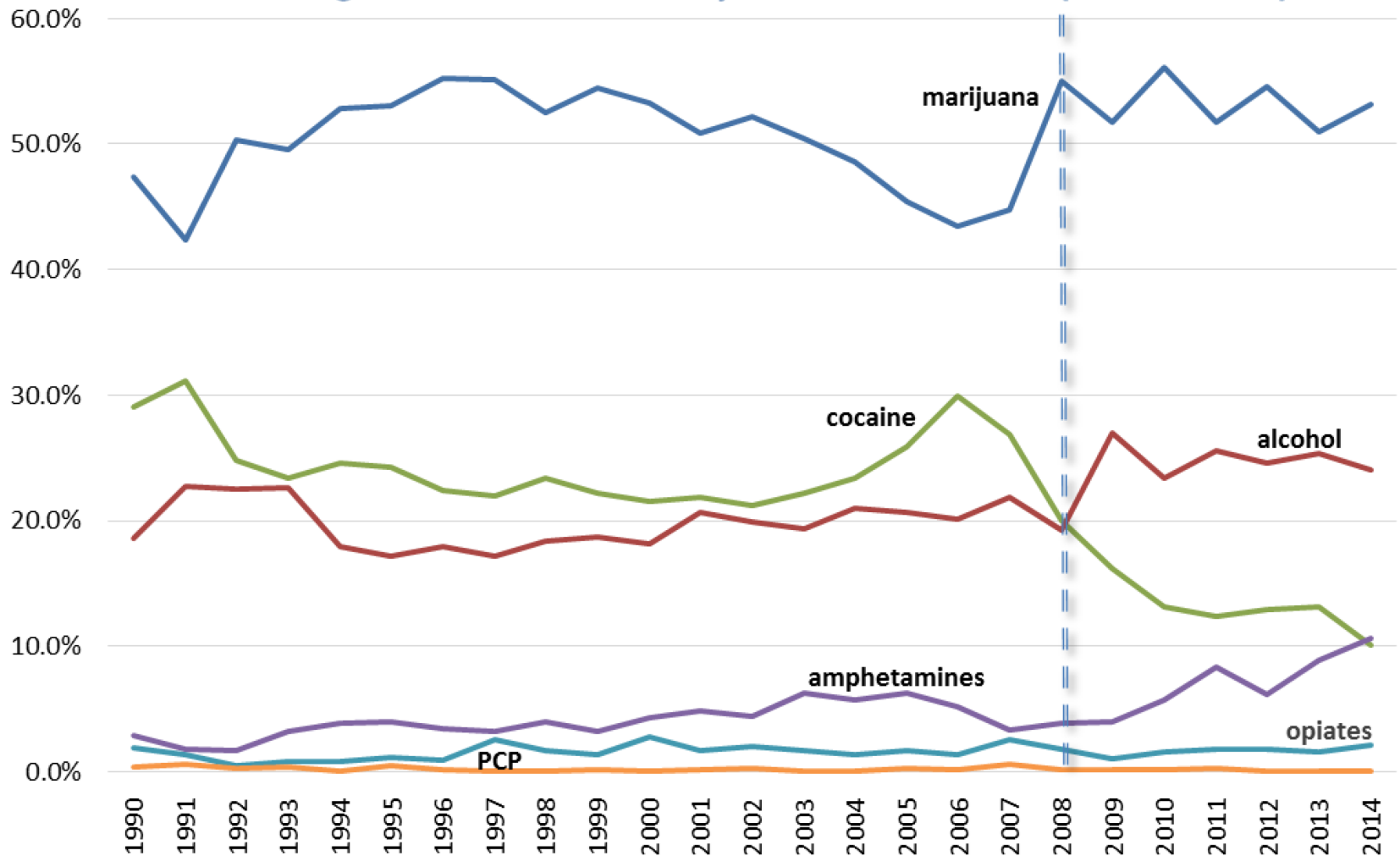
- 90% of positives and testing refusals from contractor/vendors (C/Vs)
- Positives and testing refusals by employment type is very different by test category
  - C/Vs (72% at Pre-access; 16% at Random, 6% at For Cause)
  - Licensee employees (23% at Pre-access, 45% at Random, 20% at For Cause)

# Positive Rates by Employment Category (Pre-access, Random, and For Cause Testing)



## NRC Drug and Alcohol Testing Panel (10 CFR Part 26)

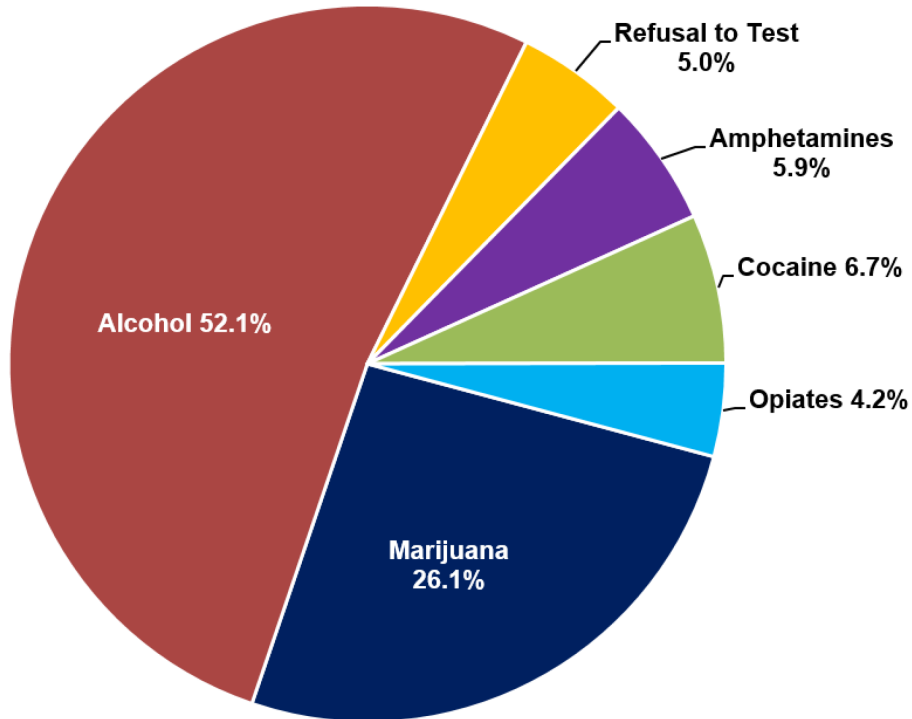
### Percentage of Total Positives by Substance Tested (1990 - 2014)



# Results by Employment Type, 2014

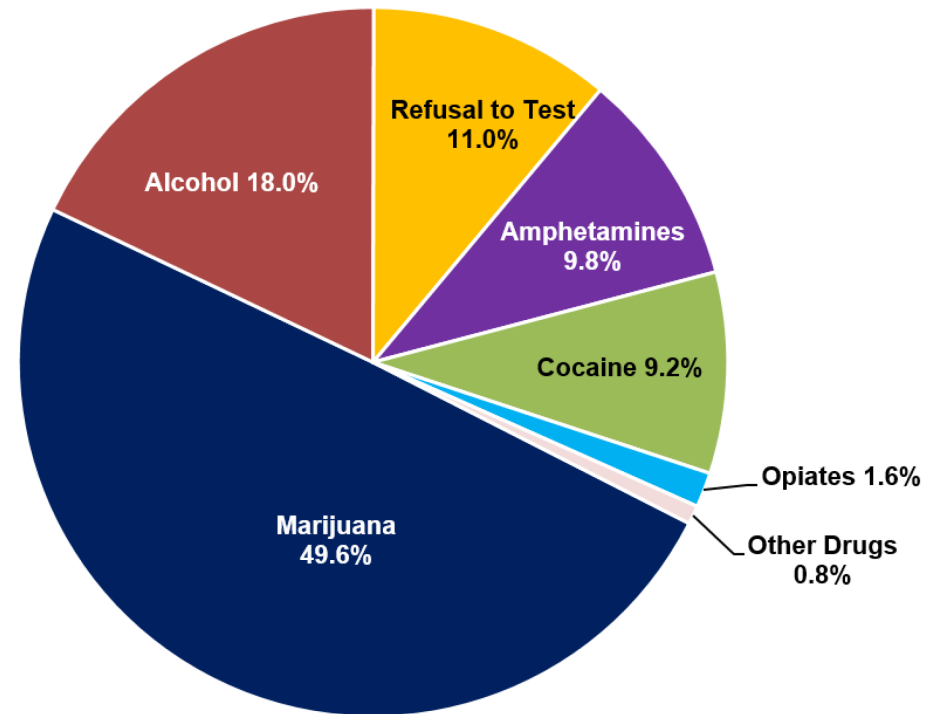
## Licensee Employees

(50,928 tested, 119 positive)



## Contractor/Vendors

(115,662 tested, 1,069 positive)



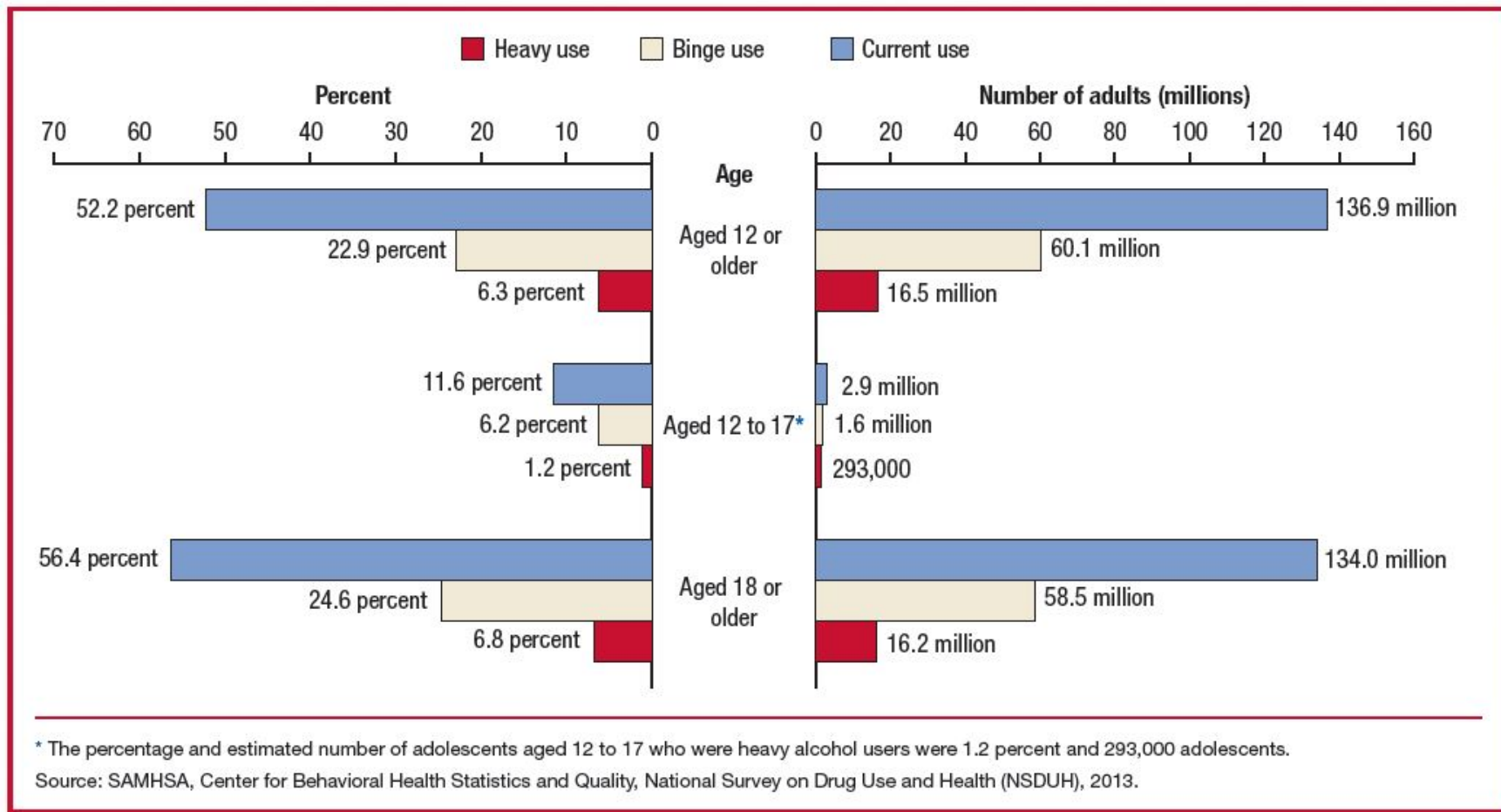
# Multi-Substance Positive Results 2014

	Pre-Access	Random	For Cause	Followup	Grand Total
Amphetamines; Alcohol				1	1
Amphetamines; Cocaine		1	1		2
Amphetamines; Cocaine; Marijuana		1			1
Amphetamines; Marijuana	4				4
Amphetamines; Methamphetamines	12	6	1		19
Amphetamines; Methamphetamines; Cocaine	1				1
Amphetamines; Methamphetamines; Marijuana	3				3
Amphetamines; Methamphetamines; Other: Hydrocodone			1		1
Amphetamines; Opiate: Codeine			1		1
Cocaine; Marijuana	5				5
Cocaine; Opiate: Morphine	1				1
Marijuana; Alcohol	1	1	1		3
Marijuana; Methamphetamines		1			1
Marijuana; Other: Methadone; Other: Benzodiazepines	1				1
Marijuana; Other: Propoxyphene	1				1
Opiate: Codeine; Opiate: Morphine		2			2
Other: Hydrocodone; Other: Oxycodone; Other: Oxymorphone			1		1
<b>Grand Total</b>	<b>29</b>	<b>12</b>	<b>6</b>	<b>1</b>	<b>48</b>



# Alcohol Use in Society

FIGURE 1. Alcohol use in the past month among individuals aged 12 or older: 2013

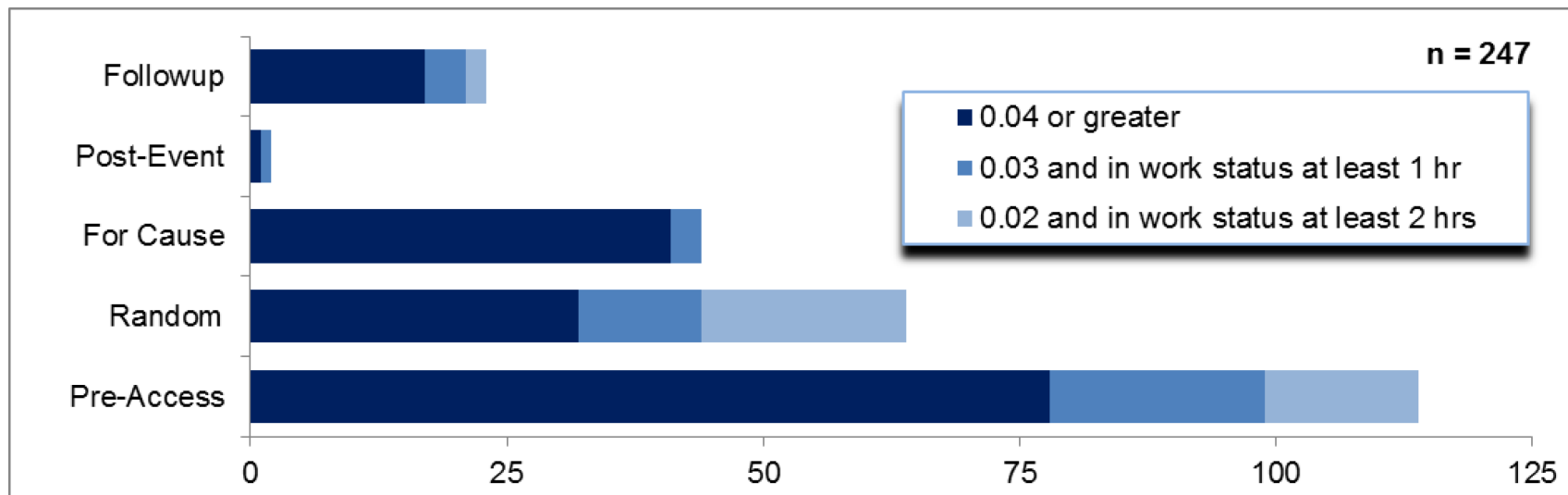


**Heavy use:** 5 or more drinks on same occasion on 5 or more days in past 30 days

**Bing use:** 5 or more drinks on same occasion on at least 1 day in past 30 days

**Current use:** any use of alcohol beverages (beer, wine, liquor, etc)

# Alcohol Test Results by Test Type, 2014



	Pre-Access	Random	For Cause	Post-Event	Followup	Grand Total
0.04 or greater	78	32	41	1	17	169
0.03 and in work status at least 1 hr	21	12	3	1	4	41
0.02 and in work status at least 2 hrs	15	20			2	37
Grand Total	114	64	44	2	23	247

# Subversion Attempts 2014

- 16.5% subversion rate (187 of 1,132 D&A violations)
- 96% of subversions by CVs (180 of 187)
- 72% of subversions at Pre-Access testing (134 of 187)
- 63% of subversions identified by specimen temperature (118 of 187)
- 120 of 187 individuals did not provide a 1<sup>st</sup> or 2<sup>nd</sup> specimen for testing
- 63 of 187 individuals tested positive (e.g., observed collection)

	Pre-Access	Random	For Cause	Followup	Grand Total
Amphetamines	2				2
Amphetamines; Marijuana	1				1
Amphetamines; Methamphetamines	1				1
Cocaine	4	4	1		9
Marijuana	38	6	1	1	46
Marijuana; Other: Methadone; Other: Benzodiazepines	1				1
Marijuana; Other: Propoxyphene	1				1
Methamphetamines		1			1
Opiate: Morphine	1				1
<b>Grand Total</b>	<b>49</b>	<b>11</b>	<b>2</b>	<b>1</b>	<b>63</b>

- 4 of 187 individuals identified by validity testing (1 adulterated & 3 substituted results)

# Outage Worker Positive Rates, 2014

- NRC added the optional “Outage Worker” field in the Single Positive Test form update for 2014 reporting.
- Added field to evaluate if can further refine analysis of where positive test results are occurring.

**Outage Worker (optional)?**

Yes

Outage worker. Select "Yes" if the individual has been brought on-site to support activities associated with a refueling or maintenance outage.

Outage Worker?	Pre-Access	Random	For Cause	Post-Event	Followup	Total
No	41%	78%	67%	80%	57%	51%
Yes	59%	22%	33%	20%	43%	49%
	n = 184	n = 54	n = 15	n = 5	n = 21	n = 279

- 16 sites utilized the field and reported 279 results (representing ~25% of test results for 2014)

# 26.717 Annual Reports

## QA Items & Best Practice Suggestions

- **E-forms not “Validated & Locked”** – Ensure a “Locked” green button appears in each form before submission, this is a required step.
- **Inconsistent totals for Annual Reporting Form for Drug and Alcohol Results (ARF) and Single Positive Test forms (SPTFs)**
  - The number of positive, adulterated, substituted, and refusal to test results reported in the ARF table (*Tests Conducted in the Calendar Year*) must equal the number of SPTFs submitted.
  - The Reason for Testing selected in each SPTF must align with the ARF total.
- **Inaccurate subversion attempt reporting (SPTFs):**
  - **Incomplete selection of subversion attempt checkboxes.** Verify that the checkboxes selected are consistent with the subversion attempt text description
  - **Incorrect reporting of “substituted” validity test results.**  
See 10 CFR 26.161(d) and subversion reporting guidance at:  
<http://pbadupws.nrc.gov/docs/ML1234/ML12346A186.pdf>

# 26.717 Annual Reports (continued)

## QA Items & Best Practice Suggestions

- **Special Analyses Tests (26.163(a)(2) – Limit of Detection (LOD) testing values reported in the ARF.** Ensure that the number of dilute specimens tested to LOD is reported in the ARF.
- **Random testing percentage for the testing pool (ARF) –** Report values to one decimal place (e.g., 50.8% and not 51%)
- **SPTF/ARF: Guidance is included with many form fields** (hold your cursor/mouse over a form field and a text box will appear with additional information)
- **General submission portal issues:**
  - **Missing files/transmissions not completing** (retain NRC receipt email for recordkeeping/troubleshooting; lists submission ID# and document ML#)
  - **Submission Type** – Make sure you select from the drop-down menu: “10 CFR Part 26 (Fitness for Duty and Annual Fatigue Reporting)”
  - **Can submit 50-100 MB of information per submission** (each e-form for 2014 was well under 1 MB per file)

# NRC Fitness for Duty Program Staff



## U.S. Nuclear Regulatory Commission

Office of Nuclear Security and Incident Response

Division of Security Policy, Security Programs and Support Branch

Paul Harris, Senior Program Manager

[Paul.Harris@nrc.gov](mailto:Paul.Harris@nrc.gov) (301-287-9294)

Will Smith, Security Specialist

[Will.Smith@nrc.gov](mailto:Will.Smith@nrc.gov) (301-287-3541)

Brian Zaleski, FFD Program Specialist

[Brian.Zaleski@nrc.gov](mailto:Brian.Zaleski@nrc.gov) (301-287-0638)