

North Atlantic Energy Service Corporation  
Semi-Annual Fitness for Duty Report  
January 1, 1994, through June 30, 1994

9408170118

North Atlantic Energy Service Corporation  
Semi-Annual Fitness-for-Duty Report  
for period ending June 30, 1994

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**Fitness for Duty Program  
Performance Data  
Personnel Subject to 10CFR 26**

NORTH ATLANTIC ENERGY SERVICE CORPORATION		JUNE 30, 1994
Company		6 Months Ending
P.O. BOX 300		
SEABROOK, NH 03874		
Location		
BRUCE R. SEYMOUR		(603) 474-9521 x4015
Contact Name		Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input type="checkbox"/> Appendix A to 10CFR 26		
Marijuana	50 / 15	Amphetamines    1000 / 500    _____ /
Cocaine	300 / 150	Phencyclidine    25 / 25    _____ /
Opiates	300 / 300	Alcohol (% BAC)    0.04    _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		890		12		694	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		3		0		684	10
For Cause	Post accident	0		0		0	
	Observed behavior	0		0		2	1
Random		274	2	2		192	4
Follow-up		137		0		24	
Other		1		0		6	
Total		415	2	2	0	908	15

### PROGRAM EFFECTIVENESS

North Atlantic Energy Service Corporation has been involved in the systematic collection and analysis of objective FFD data since the inception of the current regulations. The information collected for this period is presented in the graphic analysis beginning after the management summary in this report.

An internal audit of the NAESCO FFD program was conducted during this period by the Nuclear Safety Assessment Group. They found the program to be effectively implemented and noted that a proactive attitude was exhibited by management towards further enhancements.

The NRC rule change, reducing the licensee random screening rate from 100% to 50%, became effective January 1, 1994. The data collected since this change are too limited to allow any definitive evaluation of its effect. Monitoring of this area shall continue.

During the first six months of 1994 NAESCO brought in over 1,045 short-term contractors to work a refueling outage. Approximately 785 tests were conducted on these short-term contractors, resulting in 15 positive tests (of which 10 were pre-badging, 4 were random, and 1 was for-cause). The positive percentage rate for outage related tests is approximately 1.9%.

If the outage related tests are deducted from the total tests, the remaining tests include 2 positive random tests. The percentage rate for the non-outage related tests is approximately 0.37% for the period. This percentage is well below the last-published industry average of 0.68% (the overall confirmed positive rate across all categories of tests administered during 1992).

There were no drug or alcohol related accidents or incidents during this period which had the possibility of affecting public health or safety.

All available evidence indicates that the continued support of management and employees has provided the basis for the FFD program's effectiveness in achieving a workplace free from the effects of drugs and alcohol.

INITIATIVES

1. Updated computer program to accommodate random selection rate change.
2. Made the following procedural changes during the first six months of 1994:
  - Changed annual random screening selection rate of licensee personnel from 100% to 50%
  - Added a note to clarify that excessive drinking (prior to a five hour pre-work abstinence) may still result in a BAC at or above .04% upon arrival at work.
3. Implemented plan to meet drug and alcohol screening demands of scheduled plant outage, and ordered necessary materials.
4. Made adjustments in screening facility personnel schedules, in support of the plant outage, to better accommodate Fitness for Duty needs.
5. In response to a self-inspection (following a violation at another nuclear facility), reorganized a number of office forms into a more formalized structure.
6. Reviewed and recommended changes for computer based training program after scrutinizing all FFD sections.
7. Reviewed North Atlantic Fitness for Duty policy and Northeast Utilities Fitness for Duty policy for synergy.

SUMMARY LIST OF TELEPHONICALLY REPORTED EVENTS

During this period two (2) events were telephonically reported as required by 10 CFR Part 26.

1. Date of Event: 14 June 1994
- Position of Individual: Licensed Senior Simulator Instructor
- How Discovered: Random
- Substance: Alcohol
- Management Action Taken:
- Individual was denied access to Seabrook Station for fourteen (14) days per North Atlantic FFD Procedure 11401.
  - Individual was referred to the Employee Assistance Program per North Atlantic FFD Procedure 11401 for assessment and possible referral(s).
  - Unescorted protected area access was denied until return to work requirements were completed.
  - A management review of prior work was conducted to determine if there were any possible compromises in the implementation of North Atlantic's policies and procedures.
  - Individual was placed on a follow-up testing program for three (3) years upon return to work.

2. Date of Event: 30 June 1994  
Position of Individual: Contractor  
How Discovered: Self-referral to Supervisor  
FFD Violation: Possession of alcohol  
in Protected Area

Management Action Taken:

- Unescorted protected area access was temporarily withdrawn. (The sanction for possession of alcohol in the protected area is a five year suspension per North Atlantic FFD procedure 11401.)
- Statements were obtained from the individual and from the supervisor.
- The individual was given a for-cause drug and alcohol test.
- The individual was temporarily removed from the job and escorted off site.
- The Fitness for Duty Advisory Board convened within hours to evaluate the event and determine the course of action to be taken. The Board's deliberations and subsequent decision was heavily influenced by the expeditious manner in which the individual reported the situation to the supervisor, and the integrity demonstrated from the time the individual discovered the problem. The Board determined that the following actions would be taken: waive sanctions, pay for time missed, reinstate protected area access, and return the employee to the job immediately (next day). The Board also decided that the employee was to (1) meet with EAP prior to July 9, 1994, and (2) review the STAR (Stop/Think/Act/Review) procedure to see how it might have been used in relation to the event and discuss this with their supervisor.
- The employee's supervisor was notified (and told to notify the employee immediately) of all determinations of the Advisory Board.



BLIND SPECIMENS

To ensure laboratory quality control, North Atlantic Energy Service Corporation contracted with Duo Research Inc., Stevensville, MD, to provide blind performance test specimens that were submitted to the contracted HHS-certified laboratory, SmithKline Beecham Clinical Laboratories, Norristown, PA, in accordance with the NRC Guidelines (10 CFR 26, Appendix A). Approximately 80 percent of these blind performance test specimens were blank (i.e., certified to contain no drug) and the remaining samples were positive for one or more drugs per sample in a distribution such that all the drugs to be tested were included in approximately equal frequencies of challenge.

During the first six months of 1994, North Atlantic Energy Service Corporation submitted 144 blind performance test specimens to SmithKline Beecham Clinical Laboratories with the following results:

Negative: 118\* (82%)

Positive: 26 (18%)

144

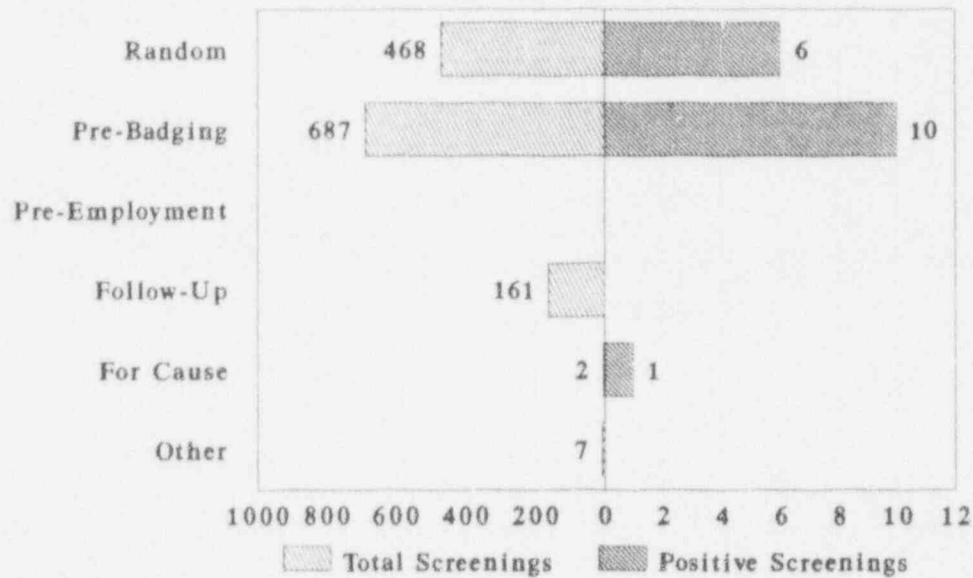
\* This figure includes three specimens which were incorrectly reported as negative. Had these been correctly identified and reported as positive, the percentages for negative and positive blind samples would have been 80% and 20% respectively.

Three false negative tests were reported by the testing laboratory, SmithKline Beecham Clinical Laboratories. One (1) should have tested positive for morphine, and two (2) should have tested positive for marijuana (THC). An unannounced inspection and records audit was conducted by Dr. Robert E. Willette, of Duo Research Inc., who stated that these tests did not constitute unsatisfactory performance on the part of the testing laboratory under the HHS Guidelines.

All three false negative tests were reported to the NRC in a letter dated June 16, 1994, along with detailed reports from Dr. Willette.

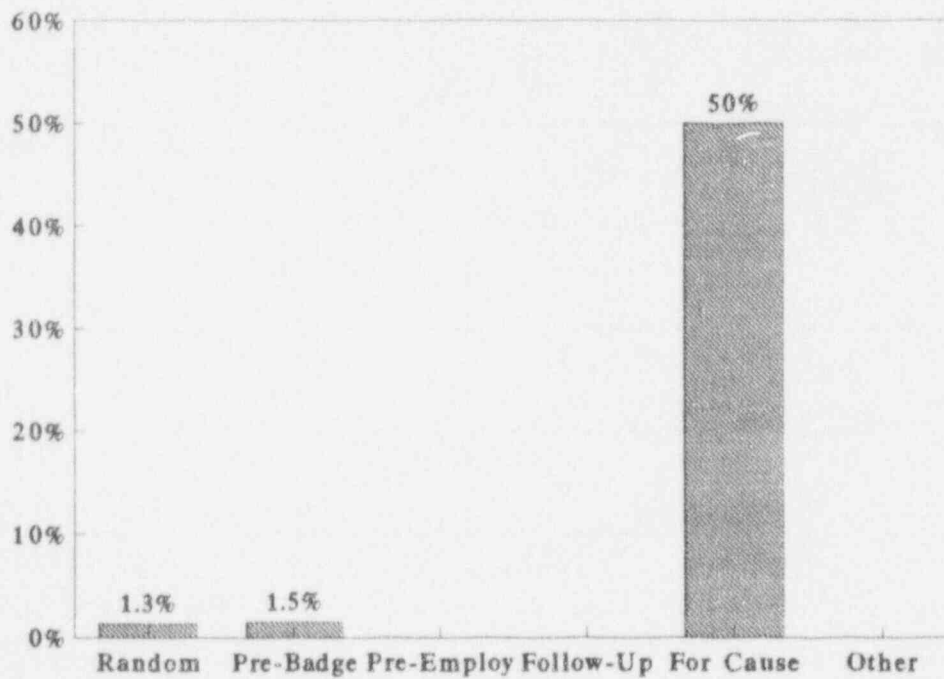


## Total Screenings vs. Positive Screenings

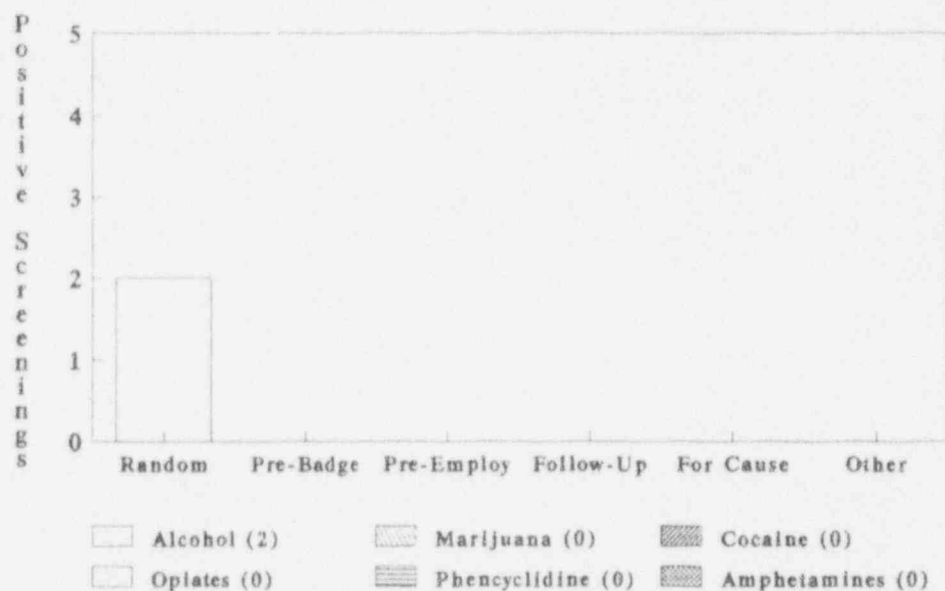


Total Screenings: 1325  
Total Positive Screenings: 17

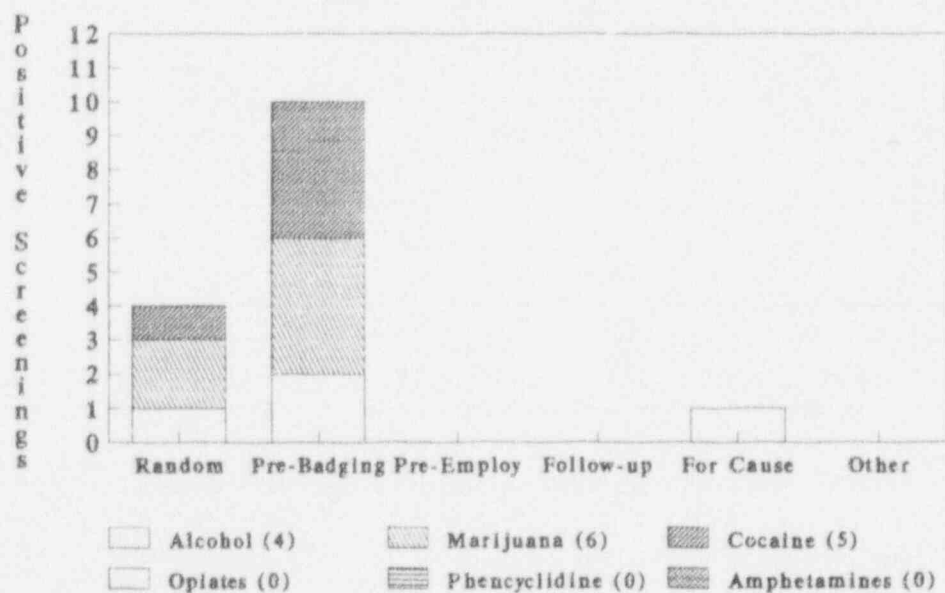
## Positive Percentage of Screenings



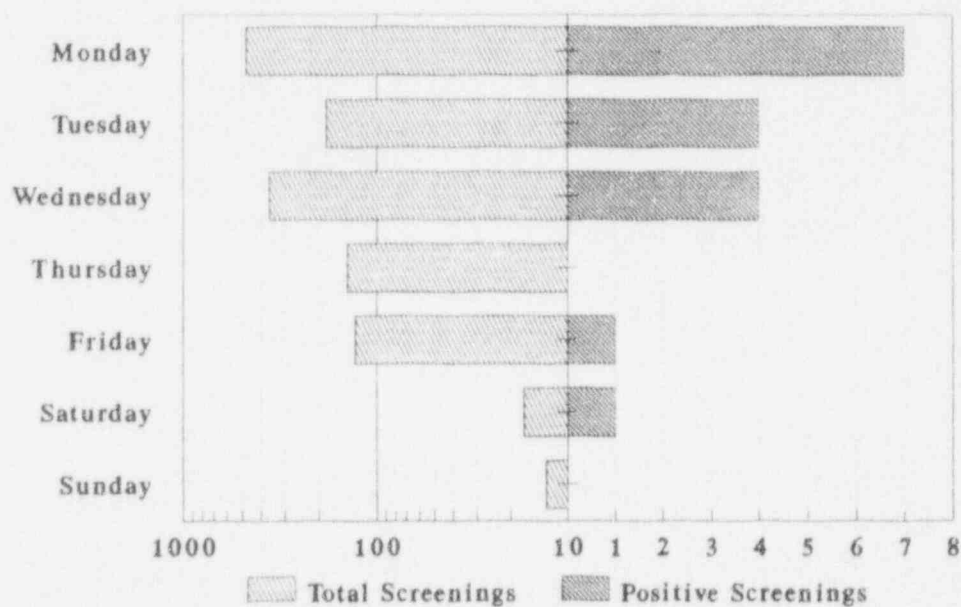
### Positive Screenings Licensee Personnel



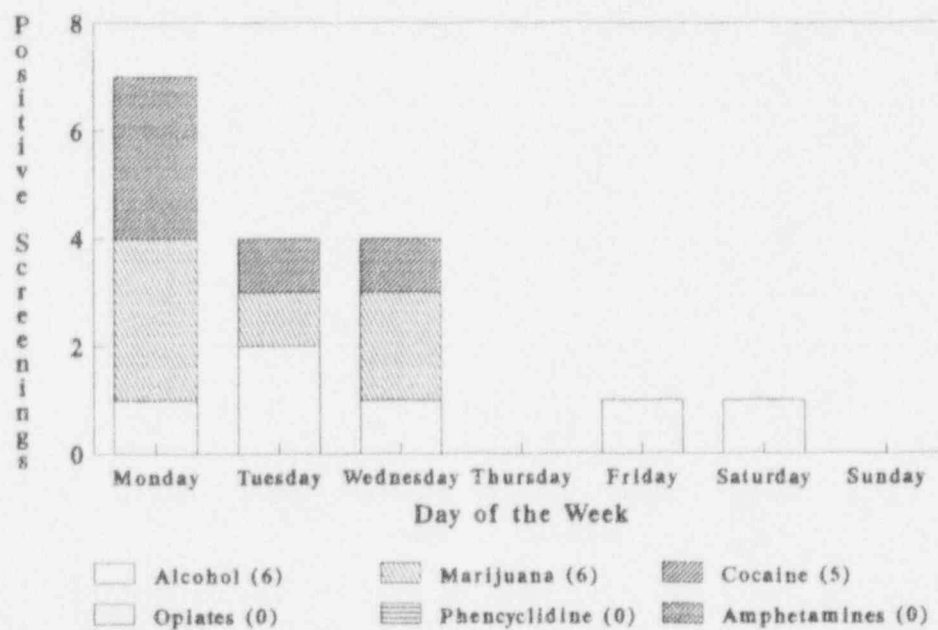
### Positive Screenings Contractor Personnel



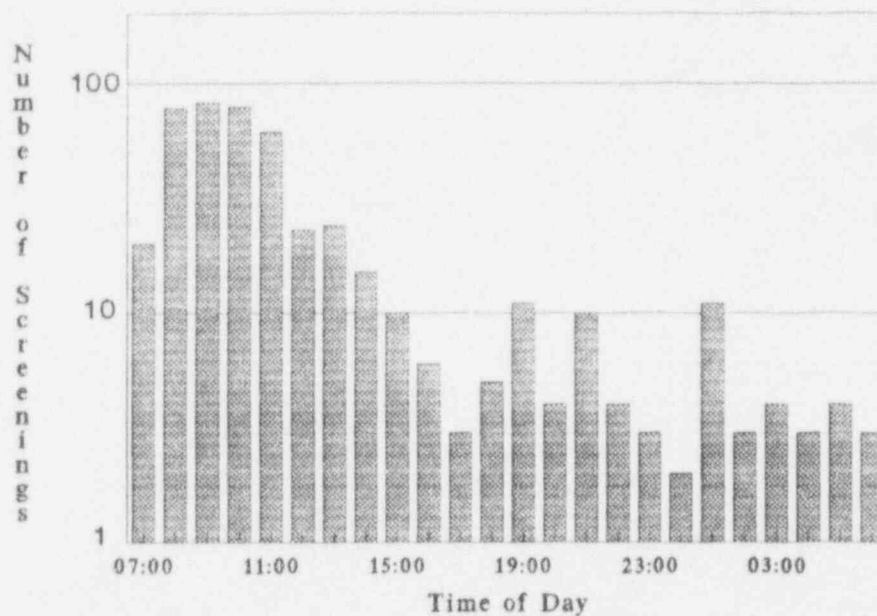
### Total and Positive Screenings by Day of the Week



### Substance by Day of the Week



### Distribution of Random Screenings over time of day



Total Random Screenings: 468

### Random Screenings by Day of the Week

