

SUBJECT: NLS-85/03A

Technical Specification Figures 6.2.1-1 and 6.2.2-1, pages 6-3/6-4

#### DISCUSSION

It is proposed that the responsibilities of the Manager, Nuclear Human Resources, shown on the Offsite Organization Chart as reporting to the Senior Vice-President, Nuclear, be incorporated in the newly established position of Manager of Employment reporting to the Director of Personnel. Further, it is proposed that the responsibilities of the Administrative Supervisor, shown on the Unit Organization Chart as reporting to the GGNS General Manager, be incorporated in the newly established position of Personnel Supervisor reporting to the Manager of Employment in the Personnel Department. These two changes require removing the positions from the organization charts in the technical specifications.

#### JUSTIFICATION

MP&L has planned for some time a reorganization of the Personnel Department to best meet the human resource objectives of the Nuclear Production Department through programs designed to attract, motivate, develop, and retain qualified employees. These programs are most effectively administered and the nuclear human resource objectives best met through establishing the roles of Manager of Employment and Personnel Supervisor in the Personnel Department to incorporate the nuclear human resource responsibilities. This action provides the capability to coordinate the entire resources of the Personnel Department in support of the Nuclear Production Department.

The reorganization under the Manager of Employment involves the addition of two recruiting positions with direct emphasis on nuclear recruiting. Other positions functioning to provide support to nuclear are the three positions conducting position task analysis. Lines of communication between the Manager of Employment and corporate management will remain open to ensure that nuclear related personnel matters are adequately addressed. The Personnel Supervisor and staff on site at Grand Gulf Nuclear Station will continue to provide personnel services for the plant under the Manager of Employment. The personnel related responsibilities of the Administrative Supervisor will be retained by him in his new position of Personnel Supervisor. The Personnel Supervisor and staff will remain on site to enhance the lines of communication between the GGNS Plant Staff and the Personnel Department. Some of his non-personnel related responsibilities will be assumed by individual departments in the Nuclear Production Department.

The individual who is assigned the responsibilities of nuclear human resources as Manager of Nuclear Human Resources would assume the position of Manager of Employment reporting to the Director of Personnel. In addition to being highly experienced in nuclear related personnel matters, as Manager of Employment his expertise and service would be complemented by the Personnel Department total staff and expertise. The Manager of Employment would be responsible for the recruiting and employment, equal opportunity and affirmative action programs, and the position task analysis function.

It is considered that these proposed changes would significantly enhance the level of participation, continuity, coordination, and service to the nuclear function in areas relating to human resources.

#### SIGNIFICANT HAZARDS CONSIDERATION

The proposed changes do not involve a significant hazards consideration. The responsibilities incorporated within the Manager of Nuclear Human Resources and Administrative Supervisor positions will be retained and enhanced in the proposed changes to Manager of Employment and Personnel Supervisor. These changes do not increase the probability or consequences of an accident previously evaluated or create the possibility of a new or different kind of accident from any accident previously evaluated, nor do they involve a reduction in a margin of safety. In addition, an evaluation of the effect of this organization change in accordance with the requirements of 10CFR50.59 has been performed and demonstrates that these changes do not have an adverse effect on safety.