



Department of Energy
National Nuclear Security Administration
Service Center
P. O. Box 5400
Albuquerque, NM 87185



MAR 22 2010

MEMORANDUM FOR: Distribution

FROM: *Karen L. Boardman*
Karen L. Boardman, Chairperson, Federal Technical Capability Panel

SUBJECT: Quarterly Report on Federal Technical Capability - 10-NA SC-004

This Quarterly Report on the Federal Technical Capability Program (FTCP) contains information on the status of qualifications in the Technical Qualification Program (TQP) and technical skill gaps as of December 31, 2009.

Attachment 1 provides the Status of Qualifications in the TQP. The U.S. Department of Energy (DOE) goal is to exceed 80% "fully qualified or on schedule for qualification" for all personnel in the TQP. Currently, this overall DOE TQP qualification rate is 90%. Four offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 66 % of all required personnel are fully qualified. Headquarters and site office managers are encouraged to maintain emphasis on the timely qualifications of their technical personnel. A second goal is that there will be no personnel participating in the TQP who are overdue in their qualifications. The number of personnel overdue in their qualifications is 17.

Attachment 2, 3, 4 and 5 provide specific status of qualifications for Facility Representatives (FR), Senior Technical Safety Managers (STSM), Nuclear Safety Specialists (NS), and Safety System Oversight (SSO) personnel, respectively. General status of qualification in these areas is:

- FR - 90% fully qualified or on schedule for qualification; 74% fully qualified
- STSM - 93% fully qualified or on schedule for qualification; 65% fully qualified
- NS - 89% fully qualified or on schedule for qualification; 67% fully qualified
- SSO - 93% fully qualified or on schedule for qualification; 66% fully qualified

Attachment 6 shows the status of overall TQP qualifications. Attachments 7 and 8 provide trend data for overall TQP qualification and staffing shortfalls. More detailed Facility Representatives qualification data is published quarterly by the Facility Representative Program Manager.

If you have any questions or comments, please contact me, or your staff may contact Robert McMorland at (202) 586-0057.

Attachments

cc w/attachments:

FTCP Agents

E. White, NNSA SC

R. McMorland, HS-1.1

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Manager, Pacific Northwest Site Office (PNSO)

Manager, Pantex Site Office (PXSO)

Manager, Portsmouth/Paducah Project Office (PPPO)

Manager, Richland Operations Office (RL)

Manager, Sandia Site Office (SSO)

Manager, Savannah River Operations Office (SR)

Manager, Savannah River Site Office (SRSO)

Manager, Y-12 Site Office (YSO)

Status of Qualifications in the Technical Qualification Program (TQP)										
December 31, 2009										
Update Frequency: Quarterly										
OVERALL TQP QUALIFICATIONS										
Office		Number of Capabilities Needed (C)	Number of Capabilities Staffed by Onboard, Fully Qualified Personnel (D)	Number of Capabilities for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of Capabilities for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of Capabilities for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	116	67	28	4	21	82%	58%	78%	Recruiting to fill authorized positions. 7 FTEs are over target. Includes recently issued Safeguards and Security qualification cards.
Livermore Site Office	LSO	48	38	6	0	4	92%	79%	92%	Vacancy announcement is in process for Deputy Manager position. One Facility Representative vacancy is currently on hold. A Facility Representative and Industrial Hygiene Position will be filled through the Future Leader Program staff currently on board.
Nevada Site Office	NSO	75	62	8	0	5	93%	83%	93%	Plan to fill by end of 2nd qtr FY10: 1 FR position. Plan to fill by end of 3rd qtr FY10: 1 QA position. Plan to fill by end of 1st qtr FY11: 1 STSM, 1 ER, and 1 EC positions.
Pantex Site Office	PXSO	50	30	17	1	3	94%	60%	92%	See the next several sheets for shortfall explanations
Savannah River Site Office	SRSO	20	18	2	0	0	100%	90%	100%	
Sandia Site Office	SSO	57	30	17	0	10	82%	53%	82%	See Note 1.
Y-12 Site Office	YSO	87	67	17	0	3	97%	77%	97%	Vacancies due to retirement and Transfer. Working to backfill
NNSA Headquarters	NA-HQ	161	67	50	6	44	73%	42%	69%	See Note 2.
NNSA Service Center	NA-SC	55	34	14	0	7	87%	62%	87%	Hiring in FY10: 2 STSM, 1 NSS, 2 Technical Program Managers, 1 Electrical Systems and Safety Oversight, & 1 Occupational Safety & Health.
NNSA Totals		669	413	159	11	97	86%	62%	84%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	16	11	5	0	0	100%	69%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	35	26	9	0	0	100%	74%	100%	EMCBC, EM Cadre, and field personnel at ANL, BNL, Denver, FCP, GJO/MOAB, OAK, MCP, SPRU and WVDP.
Office of River Protection	ORP	103	69	32	0	2	98%	67%	98%	See NS table for shortfall explanation
Portsmouth/Paducah Project Office	PPPO	23	17	6	0	0	100%	74%	100%	PPPO has established obtaining Federal Project Director qualifications as a priority over TQP certification. This affects 4 individuals in the TQP.
Richland Operations Office	RL	80	56	24	0	0	100%	70%	100%	
Savannah River Ops. Office	SR	231	146	58	1	27	88%	63%	88%	Staffing actions currently in process will reduce the shortfall by 2 FTE. FY10 budget cuts and HQ reduced FTE ceiling significantly impact ability to eliminate the shortfall at present.
EM Headquarters	EM-HQ	75	30	40	0	5	93%	40%	93%	One position has been advertised. The other 4 are on HOLD.
EM Totals		563	355	174	1	34	94%	63%	94%	
Others										
Chief of Nuclear Safety	CNS	9	5	4	2	0	100%	56%	78%	Of the total CNS staff of nine, six are required to qualify STSM and one detailee is required to qualify Nuclear Safety Specialist and the two remaining staff members identified as SMEs for QA (and not liable for STSM). Additionally, all but the CNS and NSS staff are required to qualify HQ SSO.
Health, Safety and Security	HSS	111	85	24	0	2	98%	77%	98%	HS-40 has 1 unfilled NSS position; will recruit to fill this vacancy. HS-50 FR position vacated due to retirement; plan to fill this position.
Idaho Operations Office	NE-ID	146	129	16	2	1	99%	88%	98%	Posted to fill Site Office Manager position; posting closes 2-9-10.
Oak Ridge Office	OR	188	124	38	0	26	86%	66%	86%	Anticipate filling the following positions in FY 2010: 2 Safety Basis Lead Reviewers, 2 Facility Representatives, 1 Criticality Safety Engineer, 1 QA Engineer, 2 Project Engineers, 1 Environmental Scientist, 1 General Engineer/Physical Scientist Team Leader, 1 Industrial Hygienist, 3 General Engineer/Physical Scientists, 1 Security Specialist, 3 ES&H Team Leaders, 1 Health Physicist, 2 Safety Specialists, 1 Civil Engineer, 1 General Engineer/Classification Analyst, 1 Chemical Engineer, 1 Personnel Security Specialist, and 1 Emergency Management Specialist.
Office of Science - HQ	SC-HQ	2	1	1	1	0	100%	50%	50%	
Pacific Northwest Site Office (SC)	PNSO	6	6	0	0	0	100%	100%	100%	1 NS and 5 additional SSO support provided by the SC Integrated Support Center.
Others Totals		462	350	83	5	29	94%	76%	93%	
DOE Total		1694	1118	416	17	160	91%	66%	90%	
DOE Goals		-	-	-	-	-	-	-	80%	
Notes:										
1. Aviation Safety, Civil Structural Engineering, and Electrical Systems capabilities provided through NNSA/SC matrix support; Sandia Site Office (SSO) is transitioning Governance during 2010 per the NNSA initiative. A comprehensive workforce staffing analysis will be performed to assist in the transition. Subsequent quarterly reports will reflect all changes to SSO staffing requirements.										
2. NNSA HQ established the Technical Training and Competency Program to better implement TQP at NNSA Headquarters. This includes a more thorough analysis of participants and competency shortfalls to align more completely to the most recent annual workforce analysis. A result additional staffing shortfalls have been reported in this quarterly report. Actions for addressing the staffing shortfalls were provided in the NNSA HQ Workforce Analysis and Staffing Plan Report for CY 2009.										

Status of Qualifications in the Facility Representative (FR) Program

December 31, 2009

Update Frequency: Quarterly

OVERALL FACILITY REPRESENTATIVE (FR) PERSONNEL QUALIFICATIONS

Office		Number of FR Capabilities Needed (C)	Number of FRs Staffed by Onboard, Fully Qualified Personnel (D)	Number of FRs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of FRs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of FRs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	14	10	3	0	1	93%	71%	93%	EM FTE recruitment pending HQ approval and program direction funding.
Livermore Site Office	LSO	6	4	0	0	2	67%	67%	67%	One Facility Representative vacancy currently on hold. One Facility Representative vacancy to be filled through the Future Leader Program staff currently on board.
Nevada Site Office	NSO	7	6	0	0	1	86%	86%	86%	FR position selection process underway.
Pantex Site Office	PXSO	10	10	0	0	0	100%	100%	100%	
Savannah River Site Office	SRSO	3	3	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	11	7	1	0	3	73%	64%	73%	DOE-STD-1063-2006 Staffing Analysis completed. Waiting for hiring freeze to be lifted.
NNSA Headquarters	NA-HQ	7	1	1	0	5	29%	14%	29%	
Y-12 Site Office	YSO	13	11	1	0	1	92%	85%	92%	1 vacancy due to transfer. Working to Backfill.
NNSA Totals		71	52	6	0	13	82%	73%	82%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	1	2	0	0	100%	33%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	7	6	1	0	0	100%	86%	100%	Includes qualified FRs at BNL (2), MOAB, SLAC, SPRU, and WVDP. 1 Cadre FR is in initial qualification at WVDP.
Office of River Protection	ORP	15	12	3	0	0	100%	80%	100%	
Portsmouth/Paducah Project Office	PPPO	6	4	2	0	0	100%	67%	100%	
Richland Operations Office	RL	20	18	2	0	0	100%	90%	100%	
Savannah River Ops. Office	SR	36	19	13	0	4	89%	53%	89%	Shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time.
EM Totals		87	60	23	0	4	95%	69%	95%	
Others										
Health, Safety and Security	HSS	1	0	0	0	1	0%	0%	0%	Planning underway to replace retired FR.
Idaho Operations Office	NE-ID	22	21	1	0	0	100%	95%	100%	
Oak Ridge Office	OR	24	17	5	0	2	92%	71%	92%	2 EM FR vacancies.
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		50	41	6	0	3	94%	82%	94%	
DOE Total		208	153	35	0	20	90%	74%	90%	
Notes:										

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program										
December 31, 2009										
Update Frequency: Quarterly										
OVERALL SENIOR TECHNICAL SAFETY MANAGER (STSM) PERSONNEL QUALIFICATIONS										
Office		Number of STSM Capabilities Needed (C)	Number of STSMs Staffed by Onboard, Fully Qualified Personnel (D)	Number of STSMs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of STSMs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E) (E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	9	7	1	0	1	89%	78%	89%	LASO Technical Deputy recruitment pending HQ authorization.
Livermore Site Office	LSO	8	6	1	0	1	88%	75%	88%	Vacancy announcement is in process for Deputy Manager position.
Nevada Site Office	NSO	12	7	4	0	1	92%	58%	92%	Position vacancy announcement posted.
Pantex Site Office	PXSO	7	5	1	0	1	86%	71%	86%	Issuing STSM FAQ to Assistant Manager Nuclear Engineering. Assistant Manager Oversight and Assessments onboard, waiting for training records to be transferred.
Savannah River Site Office	SRSO	3	3	0	0	0	100%	100%	100%	There are 2 additional fully qualified STSMs in the organization.
Sandia Site Office	SSO	4	4	0	0	0	100%	100%	100%	
Y-12 Site Office	YSO	5	5	0	0	0	100%	100%	100%	
NNSA Headquarters	NA-HQ	51	34	11	3	6	88%	67%	82%	
NNSA Service Center	NA-SC	14	11	1	0	2	86%	79%	86%	Hiring Nuclear Security Department and Package Certification Division Managers in FY10.
NNSA Totals		113	82	19	3	12	89%	73%	87%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	0	0	100%	80%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	15	7	8	0	0	100%	47%	100%	All STSMs in qualification and requalification have completed the STSM course. 2 are awaiting oral board. 4 packages are awaiting EM-61 review.
Office of River Protection	ORP	8	5	3	0	0	100%	63%	100%	
Portsmouth/Paducah Project Office	PPPO	6	4	2	0	0	100%	67%	100%	Senior Technical Advisor positions will be STSM Qualified when filled. The Portsmouth Site Lead will need to qualify for STSM.
Richland Operations Office	RL	6	6	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	31	19	10	0	2	94%	61%	94%	Shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time.
EM Headquarters	EM-HQ	28	8	20	0	0	100%	29%	100%	
EM Totals		99	53	44	0	2	98%	54%	98%	
Others										
Chief of Nuclear Safety	CNS	6	5	1	0	0	100%	83%	100%	Of the total CNS staff of nine, six are required to qualify STSM. The remaining staff are either recognized QA SMEs or qualifying Nuclear Safety Specialist (NSS), in the case of one detailee, and required to qualify STSM.
Health, Safety and Security	HSS	20	14	6	0	0	100%	70%	100%	One Manager completed the STSM course and will soon complete oral board. 2 Managers are on schedule to take the STSM course. 3 Managers are in the early process of becoming STSM qualified.
Idaho Operations Office	NE-ID	8	7	0	0	1	88%	88%	88%	Posted to fill Site Office Manager position; posting closes 2-9-10.
Oak Ridge Office	OR	28	17	11	0	0	100%	61%	100%	
Office of Science - HQ	SC-HQ	2	1	1	1	0	100%	50%	50%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		66	46	19	1	1	98%	70%	97%	
DOE Total		278	181	82	4	15	95%	65%	93%	
Notes:										

Status of Qualifications in the Nuclear Safety Specialist (NS) Program

December 31, 2009

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATION:

Office		Number of NS Capabilities Needed (C)	Number of NSs Staffed by Onboard, Fully Qualified Personnel (D)	Number of NSs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of NSs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of NSs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	10	9	1	0	0	100%	90%	100%	
Livermore Site Office	LSO	3	3	0	0	0	100%	100%	100%	
Nevada Site Office	NSO	3	3	0	0	0	100%	100%	100%	
Pantex Site Office	PXSO	4	2	1	0	1	75%	50%	75%	1 NS retired. 1NS working to backfill Nuclear Engineering Supervisor position. Position has been advertised and certifications are in process to fill the 1 open position.
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	3	1	0	0	2	33%	33%	33%	Safety Basis Professional Staffing Analysis completed. Waiting for hiring freeze to be lifted. Using contract support and detail assignments as compensatory measures.
Y-12 Site Office	YSO	7	4	3	0	0	100%	57%	100%	3 additional NSS capabilities needed to augment SSO qualifications.
NNSA Headquarters	NA-HQ	12	4	6	2	2	83%	33%	67%	
NNSA Service Center	NA-SC	9	5	3	0	1	89%	56%	89%	Hiring 1 NSS in FY10 to replace transfer.
NNSA Totals		52	32	14	2	6	88%	62%	85%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	2	0	0	0	100%	100%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	0	0	0	0	0	N/A	N/A	N/A	See Note 1.
Office of River Protection	ORP	7	2	3	0	2	71%	29%	71%	2 contractors onboard. 1 hiring action in progress. Lost 1 NSS through retirement.
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO serving as Nuclear Safety Lead with support from subcontractors.
Richland Operations Office	RL	4	4	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	28	17	9	1	2	93%	61%	89%	Shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time.
EM Headquarters	EM-HQ	4	3	1	0	0	100%	75%	100%	
EM Totals		46	29	13	1	4	91%	63%	89%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0					1 detailee is required to qualify NS commencing in Q1 FY10.
Health, Safety and Security	HSS	12	8	3	0	1	92%	67%	92%	HS-40 working on filling 1 vacant position. HS-20, HS-40 and HS-60 each have a person engaged in qualification.
Idaho Operations Office	NE-ID	16	15	1	0	0	100%	94%	100%	
Oak Ridge Office	OR	8	6	1	0	1	88%	75%	88%	Anticipate filling ES&H Team Lead position in FY 2010 that will perform this function.
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	0	NA	NA	NA	NS support provided by SC Integrated Support Center.
Others Totals		36	29	5	0	2	94%	81%	94%	
DOE Total		134	90	32	3	12	91%	67%	89%	

Notes:

Note 1: Applies only to WVDP. Two employees are secondarily qualified but have no time to dedicate to it currently. Short-term needs are being filled with expertise from HQ and/or CBC personnel supplemented by a support services contractor. If need increases, consideration of hiring a FTE may be warranted.

Status of Qualifications in the Safety System Oversight (SSO) Program

December 31, 2009

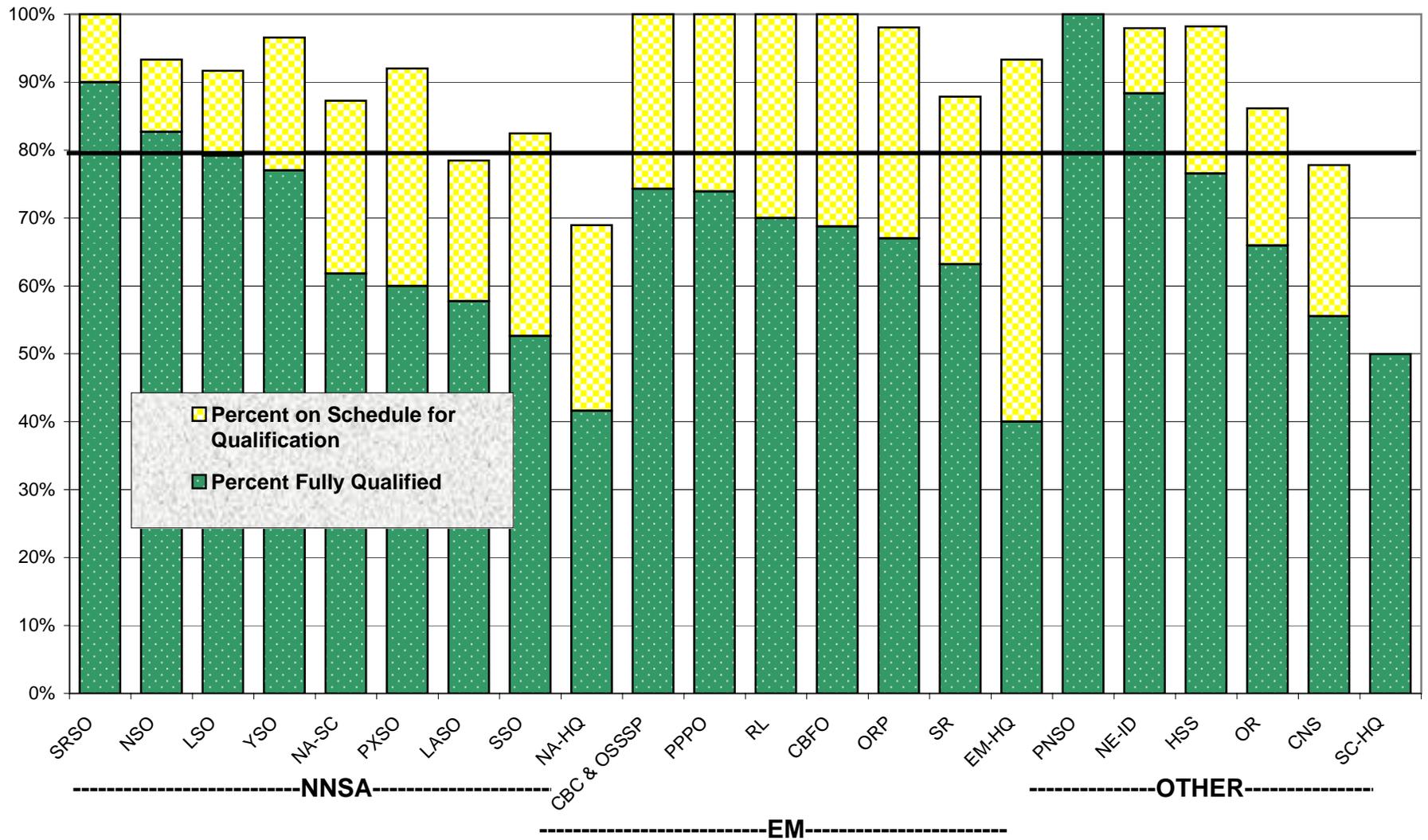
Update Frequency: Quarterly

OVERALL SAFETY SYSTEM OVERSIGHT (SSO) PERSONNEL QUALIFICATIONS

Office		Number of SSO Capabilities Needed (C)	Number of SSOs Staffed by Onboard, Fully Qualified Personnel (D)	Number of SSOs for Which Onboard Staff are Engaged in Initial Qualification, or are Overdue Either for Initial Qualification or Requalification (Includes Column F) (E)	Number of SSOs for Which Onboard Staff are Overdue to Complete Initial Qualification or Requalification (F)	Staffing Shortfall, i.e. Number of STSMs for Which Personnel are Not Onboard =C-(D+E)	Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Required Capabilities That Are Either Fully Qualified or on Schedule for Qualification =(D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	6	0	3	0	3	50%	0%	50%	Recruiting to fill 1 SSO FTE. 2 SSO FTEs are over target.
Livermore Site Office	LSO	3	3	0	0	0	100%	100%	100%	
Nevada Site Office	NSO	3	3	0	0	0	100%	100%	100%	
Pantex Site Office	PXSO	5	2	2	0	1	80%	40%	80%	Fire Protection onboard; will issue FAQ in Q2 FY2010.
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	0	100%	100%	100%	
Y-12 Site Office	YSO	6	2	4	0	0	100%	33%	100%	Vacancies filled; qualifications in progress.
NNSA Totals		26	13	9	0	4	85%	50%	85%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	6	4	2	0	0	100%	67%	100%	
Office of River Protection	ORP	7	6	1	0	0	100%	86%	100%	Number of SSOs reduced from 14 to 7. Reclassified Waste Treatment Plant SSOs to SMEs.
Portsmouth/Paducah Project Office	PPPO	2	1	1	0	0	100%	50%	100%	SSO hired at the Portsmouth Site. SSO is in initial qualification process.
Richland Operations Office	RL	6	6	0	0	0	100%	100%	100%	
Savannah River Ops. Office	SR	22	12	9	0	1	95%	55%	95%	Shortfall impacted by FY10 budget cut. Personnel engaged in qualification are on track to complete within the allotted time.
EM Totals		43	29	13	0	1	98%	67%	98%	
Others										
Chief of Nuclear Safety	CNS	7	5	2	2	0	100%	71%	71%	All CNS staff with the exception of the CNS and NSS detailee are required to qualify HQ SSO.
Idaho Operations Office	NE-ID	13	10	3	0	0	100%	77%	100%	
Oak Ridge Office	OR	4	4	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	1	1	0	0	0	100%	100%	100%	Additional SSO support provided by the SC Integrated Support Center for 5 systems.
Others Totals		25	20	5	2	0	100%	80%	92%	
DOE Total		94	62	27	2	5	95%	66%	93%	
Notes:										

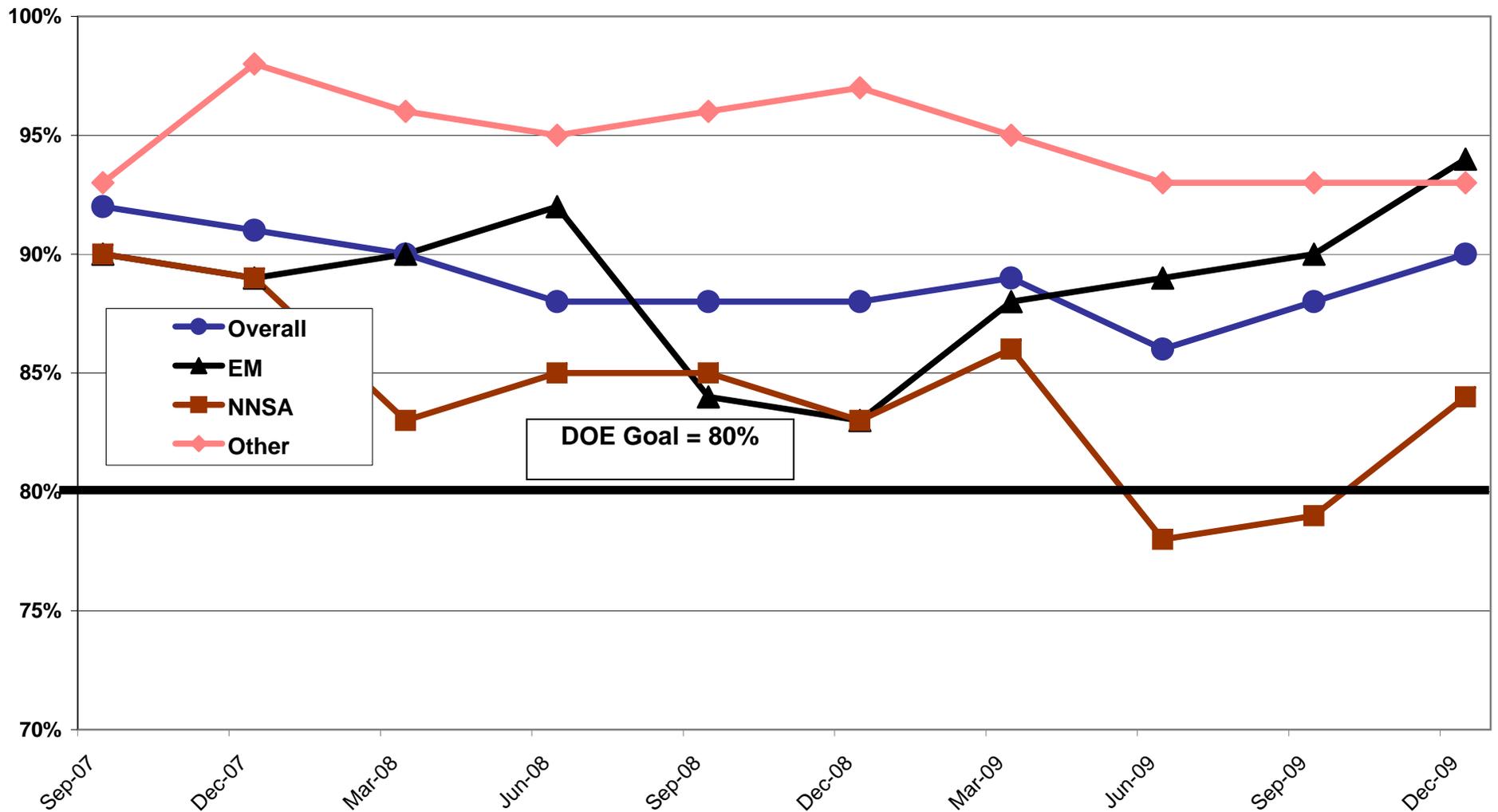
TQP - Qualified & on Schedule for Qualification by Office - December 2009

(Does Not Include 17 Persons Who Are Overdue to Complete Qualification/Requalification)



Overall TQP Qualification Trend

Percentage of Capabilities for Which Personnel are Qualified or On Schedule to Qualify



Staffing Shortfall (Capabilities for Which Personnel Are Not Onboard)

