



Department of Energy

National Training Center
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February 20, 2013

MEMORANDUM FOR DISTRIBUTION

FROM:

Karen L. Boardman
KAREN L. BOARDMAN

CHAIR
FEDERAL TECHNICAL CAPABILITY PANEL

SUBJECT:

Quarterly Report on Federal Technical Capability

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, 2012.

Attachment 1 provides the Status of Qualifications in the TQP. The Department of Energy's (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 92%. In addition, 77% 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 21.

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

FR - 96% fully qualified or on schedule for qualification; 86% fully qualified
STSM - 86% fully qualified or on schedule for qualification; 77% fully qualified
NSS - 91% fully qualified or on schedule for qualification; 78% fully qualified
SSO - 95% fully qualified or on schedule for qualification; 82% 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 at (505) 845-6444, or your staff may contact Jeanette Yarrington at (301) 903-7030.

Attachments

cc w/attachments:

FTCP Agents

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Status of Qualifications in the Technical Qualification Program (TQP)										
December 31, 2012										
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	94	65	11	2	18	81%	69%	79%	Staffing numbers rebaselined this quarter to incorporate changes identified in the FTCP Workforce Analysis for 2012. Quarterly Report statistics are significantly negatively impacted by vacant positions that are identified as needed but not authorized to be staffed.
Livermore Site Office	LSO	50	40	10	2	0	100%	80%	96%	Two TQP participants retired at end of December, one each qualified in WM and S&S. They will not be replaced. Duties distributed among remaining staff.
Nevada Site Office	NSO	73	63	9	1	1	99%	86%	97%	Site Manager (STSM) position vacant. Will be filled by 4th QTR FY 13
NNSA Production Office	NPO	162	144	16	0	2	99%	89%	99%	
Savannah River Site Office	SRSO	21	19	2	0	0	100%	90%	100%	
Sandia Site Office	SSO	49	33	7	1	9	82%	67%	80%	6 of the shortfalls are address via NNSA/HQ support; working staffing of other 3 through cross-qualification.
NNSA HQ	NA-HQ	195	159	27	8	9	95%	82%	91%	Based on a reorganization - NA-10 and NA-00 will probably be broken-out in the future. Total need for TQP capabilities will be re-evaluated then and reported in the Annual Staffing Plan(s) (last reported in the Jan. 2012 Plan as 84 capabilities required).
NNSA Totals		644	523	82	14	39	94%	81%	92%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	14	11	2	0	1	93%	79%	93%	CBFO Manager is working with DOE HQ on approaches to address CBFO staffing needs. CBFO Deputy Manager position currently vacant - interviews are ongoing to fill position. One FR candidate in early phase of qualification. One SSO candidate in early phase of qualification.
CBC	CBC	13	7	6	0	0	100%	54%	100%	The EMCBC includes six STSM's, two FR's, three Quality Assurance, one Emergency Management, and one Radiation Protection mandatory participation in the Technical Qualification Program (TQP). Two of the three STSM's will complete requalification this fiscal year. The EMCBC will continue to track voluntary participation in the TQP but will only report mandatory capabilities to the TQP.
OSS&SP Field Personnel	OSSSP	50	19	15	0	16	68%	38%	68%	Three technical capabilities needed at MOAB. The MOAB FPD is fully qualified as a STSM, the Quality Assurance, Health and Safety Manager is qualified as a STSM, and the FR is fully qualified. Three technical capabilities needed at SPRU. The STSM is fully qualified, the Radiation Protection Specialist has not completed the required technical training, and the FR is completing the initial training. The ETEC STSM is fully qualified. The West Valley Demonstration Project (WVDP) data includes 4 Cadre assigned to the project. Fully Qualified: 1 STSM, 2 FR, 2 TPM/FPD, 1 Decontamination and Dismantlement, 1 Emergency Management, 2 Environmental Compliance, 1 Environmental Restoration, 1 Safeguards and Security, 1 Industrial Hygiene, and 1 Radiation Protection. TQP In progress: 1 STSM, 1 Technical Training, 1 TPM/FPD, 1 Environmental Compliance, 2 Environmental Restoration, 1 Waste Management, and 1 Fire Prot. Need to start: 1 Transportation and Traffic Management, 1 Waste Management, 1 Occupational Safety, 1 TPM/FPD, 1 Construction Management, and 1 Facilities Maintenance Management. Need to start are individuals who are already working towards initial TQP and these will be their second or third TQP. Current SHORTFALLS are being covered by: SME Support services: 1 Radiation Protection, 1 Civil Engineer, 1 Criticality Safety, 1 Nuclear Safety Systems, 1 Mechanical Systems, and 1 Quality Assurance.
Office of River Protection	ORP	103	93	7	0	3	97%	90%	97%	Decrease in 4 personnel by attrition.
Portsmouth/Paducah Project Office	PPPO	25	14	11	0	0	100%	56%	100%	
Richland Operations Office	RL	68	55	13	0	0	100%	81%	100%	
Savannah River Ops. Office	SR	198	167	15	1	16	92%	84%	91%	The reduction in needed capabilities since the FY12 Q4 report is due to a reduction in the need of one NSS, one SSO, one Chem Process, and one Safeguard and Security Specialist. Management has a plan in place to address the delinquent qualification of one individual. DOE-SR plans to recruit and fill vacancies considering internal as well as external sources (as budgetary constraints permit) to fill any voids created by attrition and downsizing. Peak workload will be addressed through details and reassignments of existing staff, and use of support service contracts.
EM Headquarters	EM-HQ	76	44	32	5	0	100%	58%	93%	
EM Totals		547	410	101	6	36	93%	75%	92%	
Others										
Chief of Nuclear Safety	CNS	7	4	1	0	2	71%	57%	71%	Of the total onboard CNS staff of seven, four are required to qualify STSM and one is required to qualify Nuclear Safety Specialist (NSS), and two are identified as SMEs for QA and not required to achieve STMS status. Two positions remain unfilled.
Health, Safety and Security	HSS	105	71	26	0	8	92%	68%	92%	HSS is reporting 8 shortages: 4 NSS, 1 IH, 1 Emergency Management, 1 Envir. Restoration, and 1 Personnel Security.
Idaho Operations Office	NE-ID	124	109	12	0	3	98%	88%	98%	Investigating hiring based on current programmatic budget.
Oak Ridge Office (SC)	SC-OR	72	40	13	0	19	74%	56%	74%	
Office of Science - HQ	SC-HQ	3	2	1	0	0	100%	67%	100%	
Chicago - (SC)	SC-CH	5	4	1	0	0	100%	80%	100%	
Pacific Northwest Site Office (SC)	PNSO	6	4	2	1	0	100%	67%	83%	
Others Totals		322	234	56	1	32	90%	73%	90%	
DOE Total		1513	1167	239	21	107	93%	77%	92%	
DOE Goals		-	-	-	-	-	-	-	80%	
Notes:										

Status of Qualifications in the Facility Representative (FR) Program

December 31, 2012

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	17	13	2	0	2	88%	76%	88%	
Livermore Site Office	LSO	5	4	1	0	0	100%	80%	100%	FR in initial qualification was selected for a 120-day detail to support QA needs; qual
Nevada Site Office	NSO	7	7	0	0	0	100%	100%	100%	
NNSA Production Office	NPO	21	19	2	0	0	100%	90%	100%	
Savannah River Site Office	SRSO	3	3	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	6	5	0	0	1	83%	83%	83%	
NNSA HQ	NA-HQ	4	4	0	0	0	100%	100%	100%	
NNSA Totals		63	55	5	0	3	95%	87%	95%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	2	1	0	0	100%	67%	100%	Three individuals FR qualified. Two FRs performing full time FR duties; one qualified FR has Work Control and FR Supervisory duties (limited FR duties). Additional FR candidate in early phase of qualification.
CBC	CBC	2	2	0	0	0	100%	100%	100%	Two fully qualified Cadre Facility Representatives are supporting the Separations Process Research Unit.
OSS&SP Field Personnel	OSSSP	3	2	1	0	0	100%	67%	100%	2 - FR's Fully Qualified at WVDP and One Facility Representative in training at the Separations Process Research Unit.
Office of River Protection	ORP	14	14	0	0	0	100%	100%	100%	
Portsmouth/Paducah Project Office	PPPO	6	6	0	0	0	100%	100%	100%	
Richland Operations Office	RL	20	18	2	0	0	100%	90%	100%	
Savannah River Ops. Office	SR	31	25	3	0	3	90%	81%	90%	The latest FR Analysis increased the number of required FRs from 30 to 31 based on a change and need for FR coverage in one organization. Authorization to fill one shortfall is pending HQ-EM approval to post the vacancy.
EM Totals		79	69	7	0	3	96%	87%	96%	
Others										
Idaho Operations Office	NE-ID	18	13	4	0	1	94%	72%	94%	Investigating hiring based on current programmatic budget.
Oak Ridge Office (SC)	SC-OR	0	0	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		22	17	4	0	1	95%	77%	95%	
DOE Total		164	141	16	0	7	96%	86%	96%	
Notes:										

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program

December 31, 2012

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)	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	8	4	2	0	2	75%	50%	75%	
Livermore Site Office	LSO	8	6	2	0	0	100%	75%	100%	
Nevada Site Office	NSO	12	11	0	0	1	92%	92%	92%	Site Manager (STSM) position vacant. Will be filled by 4th QTR FY 13
NNSA Production Office	NPO	12	10	2	0	0	100%	83%	100%	
Savannah River Site Office	SRSO	2	2	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	3	2	1	1	0	100%	67%	67%	
NNSA HQ	NA-HQ	52	48	4	2	0	100%	92%	96%	Based on an NNSA reorganization - NA-10 and NA-00 will probably be broken-out in the future. Total need for STSMs will be re-evaluated then and reported in the Annual Staffing Plan(s) (last reported as 31 capabilities required). Progress - we cleared five Red STSM Re-quals and had one go Red. Two STSMs are still overdue for re-qual, and two are in initial qualification. One Red STSM was re-qualified on 1 October 12 (and is counted as re-qualified for this report to demonstrate good progress).
NNSA Totals		97	83	11	3	3	97%	86%	94%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	0	0	1	80%	80%	80%	Deputy Manager position vacant - interviews ongoing. CBFO Manager, Director of Office of Site Operations, Director of ES&H and FTCP Agent are STSM qualified. (Currently FTCP Agent and Director of ES&H same individual)
CBC	CBC	6	3	3	0	0	100%	50%	100%	Three STSM's are fully qualified. Two STSM's continues to complete the necessary paperwork for requalification and one STSM continues to complete the necessary training and qualification for initial qualification. The two requalification candidates shall be completed by the end of the fiscal year.
OSS&SP Field Personnel	OSSSP	6	5	1	0	0	100%	83%	100%	SPRU - Fully Qualified; ETEC - Fully Qualified, MOAB - Fully Qualified; WVDP - One fully qualified and one needing to submit qualification package for review and approval.
Office of River Protection	ORP	13	10	3	0	0	100%	77%	100%	ORP has 2 additional fully qualified STSMs who are in positions outside of the strict definition of an STSM.
Portsmouth/Paducah Project Office	PPPO	6	2	0	4	4	33%	33%	-33%	The Portsmouth and Paducah Site Leads and Deputy Manager will need to qualify for STSM.
Richland Operations Office	RL	7	5	2	0	0	100%	71%	100%	
Savannah River Ops. Office	SR	29	24	1	0	4	86%	83%	86%	Four of the five positions will be staffed near term, within the next 90 days. Interim coverage for the other position will be shared by other qualified STSMs within the organization with the vacancy.
EM Headquarters	EM-HQ	24	15	4	0	5	79%	63%	79%	
EM Totals		96	68	14	4	14	85%	71%	81%	
Others										
Chief of Nuclear Safety	CNS	6	4	0	0	2	67%	67%	67%	2 STSM positions remain unfilled from transferred personnel
Health, Safety and Security	HSS	19	13	0	0	6	68%	68%	68%	Several managers need to complete Oral Boards and a few need to schedule STSM course.
Idaho Operations Office	NE-ID	8	8	0	0	0	100%	100%	100%	
Oak Ridge Office	SC-OR	9	5	2	0	2	78%	56%	78%	
Office of Science - HQ	SC-HQ	3	2	1	0	0	100%	67%	100%	ADDFO is undergoing qualification; completion of competencies behind schedule but not past 18 month initial qualification period.
Chicago - (SC)	SC-CH	2	1	1	0	0	100%	50%	100%	
Pacific Northwest Site Office (SC)	PNSO	2	2	0	0	0	100%	100%	100%	
Others Totals		49	35	4	0	10	80%	71%	80%	
DOE Total		242	186	29	7	27	89%	77%	86%	
Notes:										

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

December 31, 2012

Update Frequency: Quarterly

OVERALL NUCLEAR SAFETY SPECIALIST (NS) PERSONNEL QUALIFICATIONS

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	11	9	0	0	2	82%	82%	82%	
Livermore Site Office	LSO	4	2	2	0	0	100%	50%	100%	
Nevada Site Office	NSO	3	3	0	0	0	100%	100%	100%	
NNSA Production Office	NPO	11	10	1	0	0	100%	91%	100%	
Savannah River Site Office	SRSO	2	2	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	2	2	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	16	13	1	1	2	88%	81%	81%	
NNSA Totals		49	41	4	1	4	92%	84%	90%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	1	1	0	0	0	100%	100%	100%	1 FTE needed - we have one Haz Cat 2 nuclear facility, one DSA, one TSR, and one SER. NSS candidate completed qualification during the last quarter. Two individuals qualified as NSS.
OSS&SP Field Personnel	OSSSP	1	0	0	0	1	0%	0%	0%	This function is performed by a Support Services Contractor.
Office of River Protection	ORP	8	8	0	0	0	100%	100%	100%	ORP has 3 dual qualified NSS/Criticality Safety Engineers plus a 4th (Division Director) also qualified as a Criticality Safety Engineer. ORP has one additional NSS who is approaching final qualification as a Criticality Safety Engineer.
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	7	4	3	0	0	100%	57%	100%	
Savannah River Ops. Office	SR	23	22	0	0	1	96%	96%	96%	This position has not been authorized to be filled due to budgetary constraints. Interim coverage is currently provided part time by an employee within the owning organization.
EM Headquarters	EM-HQ	4	4	0	0	0	100%	100%	100%	
EM Totals		45	40	3	0	2	96%	89%	96%	
Others										
Chief of Nuclear Safety	CNS	1	0	1	0	0	100%	0%	100%	One staff member is qualifying.
Health, Safety and Security	HSS	19	7	8	0	4	79%	37%	79%	HSS is reporting a shortage of 4 Nuclear Safety Specialists.
Idaho Operations Office	NE-ID	7	6	1	0	0	100%	86%	100%	
Oak Ridge Office (SC)	SC-OR	2	2	0	0	0	100%	100%	100%	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	1	1	0	0	0	100%	100%	100%	
Others Totals		31	17	10	0	4	87%	55%	87%	
DOE Total		125	98	17	1	10	92%	78%	91%	

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

December 31, 2012

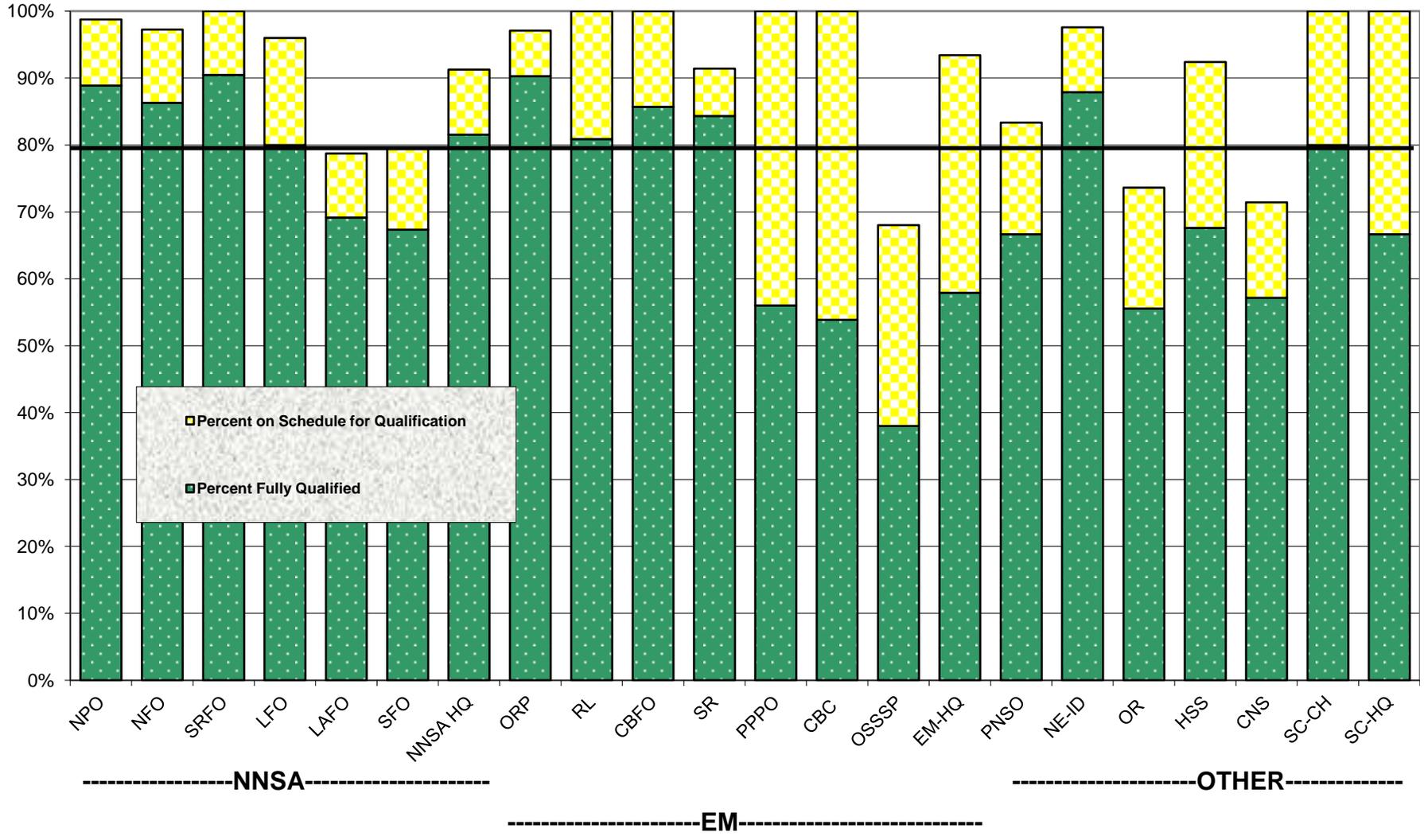
Update Frequency: Quarterly

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	5	3	2	2	0	100%	60%	60%	
Livermore Site Office	LSO	3	3	0	0	0	100%	100%	100%	
Nevada Site Office	NSO	4	4	0	0	0	100%	100%	100%	
NNSA Production Office	NPO	12	10	2	0	0	100%	83%	100%	
Savannah River Site Office	SRSO	1	1	0	0	0	100%	100%	100%	
Sandia Site Office	SSO	1	1	0	0	0	100%	100%	100%	
NNSA HQ	NA-HQ	2	2	0	0	0	100%	100%	100%	
NNSA Totals		28	24	4	2	0	100%	86%	93%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	5	4	1	0	0	100%	80%	100%	Four individuals SSO qualified; one individual in early phase of qualification. One individual assigned to another Office in CBFO and no longer performing SSO duties. CBFO Manager is working with DOE HQ on CBFO staffing needs and evaluating internal CBFO Organizational assignments to support SSO in the interim, if needed.
Office of River Protection	ORP	8	7	1	0	0	100%	88%	100%	Increase in 1 qualification since last quarter.
Portsmouth/Paducah Project Office	PPPO	3	2	0	0	1	67%	67%	67%	
Richland Operations Office	RL	4	2	2	0	0	100%	50%	100%	
Savannah River Ops. Office	SR	21	18	3	0	0	100%	86%	100%	
EM Totals		41	33	7	0	1	98%	80%	98%	
Others										
Idaho Operations Office	NE-ID	6	4	1	0	1	83%	67%	83%	SSO Gap in Capabilities is being covered by SSO qualified Nuclear Safety Specialists.
Oak Ridge Office (SC)	SC-OR	2	2	0	0	0	100%	100%	100%	
Chicago - (SC)	SC-CH	1	1	0	0	0	100%	100%	100%	
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	0	0%	0%	0%	SSO support for two active safety significant systems and one passive system is provided through qualified SC ISC staff.
Others Totals		9	7	1	0	1	89%	78%	89%	
DOE Total		78	64	12	2	2	97%	82%	95%	
Notes:										

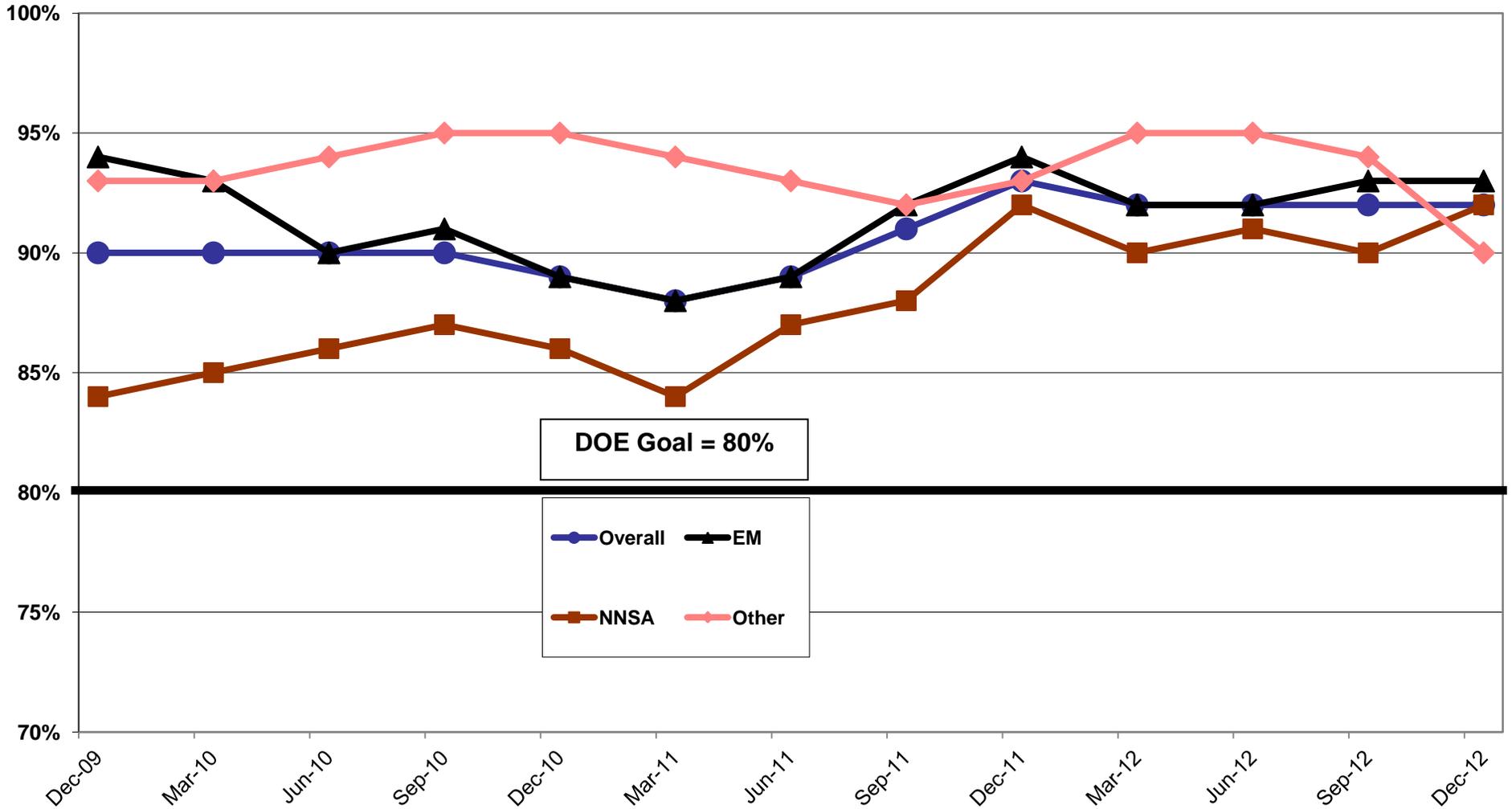
TQP - Qualified & on Schedule for Qualification by Office - December 2012

(Does Not Include 21 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)

