

**Annual Workforce Analysis and Staffing Plan Report  
as of December 31, 2011  
Reporting Office: NA-26 Office of Fissile Material Disposition**

**Section One: Current Mission(s) of the Organization and Potential Changes**

1. The Office of Fissile Material Disposition (NA-26) is part of the National Nuclear Security Administration (NNSA). NA-26 supports NNSA Strategic Plan Goal #2, "Provide technical leadership to limit or prevent the spread of materials, technology, and expertise relating to weapons of mass destruction; advance the technologies to detect the proliferation of weapons of mass destruction worldwide, and eliminate or secure inventories of surplus materials and infrastructure usable for nuclear weapons." The NA-26 organization focuses on the safe and secure disposition of nuclear materials declared surplus to the U.S. nuclear weapons program.

NA-26 currently has no operational nuclear or radiological facilities under its cognizance but personnel located at the Savannah River Site (SRS) are fully involved in various stages of the design and construction of major (multi-billion dollar) Hazard Category 2 facilities at SRS, as described below.

2. The following plutonium disposition program construction, start-up, and operational activities are ongoing at the Savannah River Site:
  - Mixed-Oxide (MOX) Fuel Fabrication Facility (MFFF)
    - Construction began August 2007 and is ongoing.
    - Operations anticipated 2016.
  - Waste Solidification Building (WSB)
    - Construction began December 2008 and is ongoing.
    - Operations anticipated 2013.
3. NNSA has a new preferred alternative to provide feed materials for the MFFF. Rather than constructing a new stand-alone facility, NNSA's preferred alternative would utilize a combination of existing facilities and make modifications to the MFFF to provide the nuclear materials required to make MOX fuel. As a result, NA-26/SRS's technical staffing requirements may change. Some portions of the mission may be accomplished at other NNSA sites (e.g. LANL) and some may be accomplished in EM owned facilities at SRS. Section Two has been updated to reflect the likely future technical staffing requirements of purely the NA-26/SRS portions of the mission.

**Section Two: Technical Staffing**

See the table on page 3 of this report for NA-26 personnel at SRS only (excludes NA-26 personnel at HQ).

NA-26 is in a unique position with respect to required technical competency because TQP planning and participation are not driven by existing facilities and safety systems. NA-26 management has taken the following factors into consideration in defining technical competency/TQP participation goals:

- Technical competency in specific disciplines is required during design and construction of complex, high hazard nuclear facilities.
- Technical competency in specific disciplines is required during the startup, testing, and operations of complex, high hazard nuclear facilities.

## Section Two - SITE CHARACTERISTICS TABLE

The organizational approach for oversight of the MFFF and WSB once they enter operations has not yet been developed. Options have been identified for NNSA management and a path forward is expected during 2012. NA-26/SRS has leveraged existing staff to begin the transition to operations through the competitive reassignment of existing construction engineers to facility representatives, a natural transition. The future needs identified in the table reflect no significant changes in the current oversight model.

**Number of Hazard Category 1, 2, or 3 Nuclear Facilities:**

HC1: 0 HC2: 0 HC3: 0

**Number of Radiological Facilities:** 0

**Number of High or Moderate Hazard Non-Nuclear Facilities:** 0

**Number of Low Hazard Non-Nuclear Facilities:** 2

**Number of Documented Safety Analyses:** 0

**Number of Safety Systems:** 0

**Number of Site Contractor FTEs:** 2,212 (MOX, M&O contractor, and other direct support contractors)

**Number of Federal Office FTEs:** 40<sup>1</sup>

1. NA-26 Personnel at SRS only.

**Section Two – Technical Staffing Summary Table (see Notes below)**

Technical Capability	For All Facilities <sup>1</sup>		Comments
	Number of FTEs Needed <sup>1</sup>	Number of FTEs Onboard <sup>1</sup>	
Senior Technical Safety Managers	5	7	
Safety System Oversight Personnel	2	0	Future need – recruitment
Facility Representatives	7	3	Planned recruitments or reassignments in FY2012-2014
Other Technical Capabilities:			
Aviation Safety Manager	0	0	
Aviation Safety Officer	0	0	
Chemical Processing	1	2	
Civil/Structural Engineering	1	1	
Construction Management	7	7	
Criticality Safety	0.5	0.5	
Deactivation & Decommissioning	0	0	
Electrical Systems	2	2	
Emergency Management	1	0	Staff supplemented by DOE-SR and SRSO matrix support
Environmental Compliance	1	1	
Environmental Restoration	0	0	
Facility Maintenance Management	1	0	Future need – recruitment/staff realignment
Fire Protection Engineering	1	1	
Industrial Hygiene	0.25	0	DOE-SR/SRSO matrix support
Instrumentation & Control	0	0	
Mechanical Systems	2	2	
Nuclear Explosive	0	0	
Nuclear Safety Specialist	3	3	
Occupational Safety	1	1	
Quality Assurance	2	1	Future need – recruitment
Radiation Protection	0	0	Future DOE-SR matrix support
Safeguards & Security	2	1	Future need – recruitment
Safety Software Quality Assurance	0.25	0	DOE-SR/SRSO matrix support
Technical Program Manager	5	6	
Technical Training	0	0	
Transportation & Traffic Mgmt	0	0	Future DOE-SR/SRSO matrix support
Waste Management	0	0	Future DOE-SR/SRSO matrix support
Weapons QA	0	0	
Federal Project Directors <sup>1</sup>	2	11	Required: one Level 4, 1 Level 3. On Board: seven Level 1, one Level 2, two Level 3, one Level 4

Note: Due to some individuals having multiple qualifications and some are not TQP participants, these numbers do not directly relate to actual on board staffing.

### **Section Three: Current shortages and plans for filling them.**

- High priority positions to be filled near term using accelerated recruitment/replacement (e.g. relief from hiring freeze):
  - None.
- Medium priority positions to be filled using normal recruitment/replacement process:
  - NA-26 will continue to seek Facility Representatives for the MFFF and WSB in 2012; likely through competitive internal reassignment.
  - NA-26 will seek to enhance emergency management, program management, and project control functions through transfer of experienced personnel from within NA-26 or NNSA-Headquarters.
- Other positions to be covered by alternate means (e.g., matrix, support service contractors, other sites, programs or service centers).
  - Future needs involving industrial hygiene, radiation protection, safety software quality assurance, transportation/traffic management, and waste management may be acquired through matrix support from the DOE-SR Operations Office or the NNSA Savannah River Site Office if a qualified candidate is not available through other means.
  - Short-term specialized technical expertise may be obtained from the NNSA Service Center, the US Army Corps of Engineers, or through the use of technical support service contractors.

### **Section Four: Projected shortage/surplus over next five years**

To support the Plutonium Disposition Program as it moves forward, NA-26 predicts an adequate number of qualified technical personnel and expects to continue to recruit and fill positions that come available through attrition in accordance with HQ guidance and direction.

Recruitment will consider changes to the NA-26 mission, project schedules, and any gaps left due to changes in currently planned matrix support from other organizations (for example, our ability to obtain matrix support from the DOE-SR Operations Office may be significantly reduced over the next 5+ years as they face their own staffing challenges and increased workload).

NA-26 SRS has previously supported other NNSA staffing initiatives. Five former NA-26 SRS Future Leaders have been transitioned to permanent status as engineers supporting the PDP projects and programs. In 2011-2012, NA-26 participated in the NNSA Nonproliferation Graduate Fellows Program and obtained skilled technical support from two individuals identified through this program. These programs may be used in the future to address specific needs or address skill mix issues.

### **Section Five: General comments or recommendations related to the Technical Staffing**

None.