



OAK RIDGE INSTITUTE
FOR SCIENCE AND EDUCATION

The Department of Energy Human Reliability Program

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Center for Human Reliability Studies

2007 SASIG Workshop

April 17-19, 2007

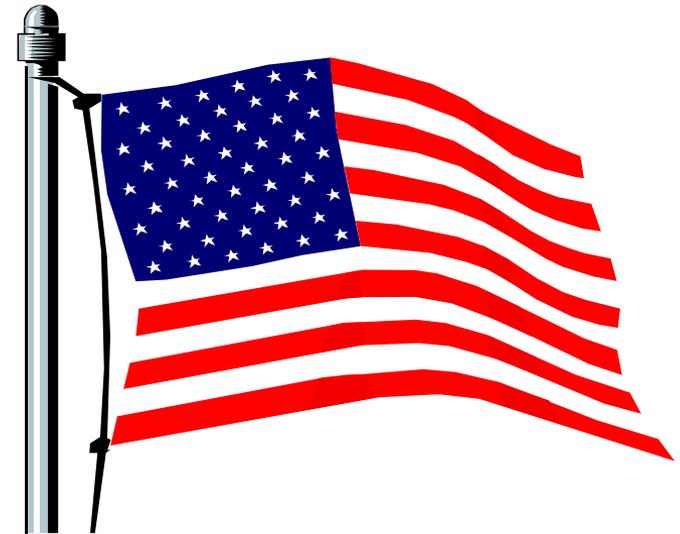
Oak Ridge, Tennessee



Introduction

- The DOE Human Reliability Program (HRP) is designed to protect national security and worker and public safety by continuously evaluating the reliability of those who have access to sensitive materials, facilities, and programs.

National security



Worker and public safety

Introduction (continued)

Designation of HRP Positions

- HRP certification is required for each individual assigned to, or applying for, a position that:
 - Affords access to Category I Special Nuclear Material (SNM) or has responsibility for transportation or protection of Category I quantities of SNM
 - Involves nuclear explosive duties or has responsibility for working with, protecting, or transporting nuclear explosives, nuclear devices, or selected components

Introduction (continued)

Designation of HRP Positions (continued)

- Affords access to information concerning vulnerabilities in protective systems when transporting nuclear explosives, nuclear devices, selected components, or Category I quantities of SNM
- Is not included above, but affords the potential to significantly impact national security or cause unacceptable damage and is approved as an HRP position

Introduction (continued)

- The Center for Human Reliability Studies (CHRS), established in 1986, is the only DOE-designated Center of Excellence within ORISE.
- CHRS provides technical support for the DOE Office of Health, Safety and Security, Office of Security Policy.
 - HRP instructional materials (brochures, videos, documents, etc.)
 - Quarterly survey of employees in HRP
 - On-site briefings
 - Currently providing technical assistance in rewriting the HRP Rule (10 CFR 712)
- Conducts research and prepares position papers on security issues and concerns.

HRP Products Available from CHRS

- Brochures
- Badge cards
- Posters
- Computer-based instruction
- HRP orientation videos
- Documents



Brochures

- Human Reliability Program
 - The need for an HRP
 - How it works
 - Who needs to be HRP certified
 - Certification requirements
 - Employee responsibilities
 - Due process



HUMAN RELIABILITY PROGRAM

The manufacture, storage, transport, deployment, and maintenance of special nuclear nuclear materials (SNM) represent an important responsibility that the U.S. Department of Energy (DOE) takes very seriously. To ensure that this responsibility is met, DOE has established the Human Reliability Program (HRP).

The HRP's unified management structure protects the national security through a system of continuous evaluation and ensures the reliability of individuals who occupy positions offering access to certain materials, nuclear explosives devices, facilities, and programs.

U. S. Department of Energy
Office of Security
Washington, DC 20585



Brochures (continued)

- Answers to frequently asked questions regarding the Human Reliability Program
 - What is the HRP?
 - Why have an HRP?
 - What decides if a position requires HRP certification?
 - What kind of jobs require HRP certification?
 - What are my responsibilities under the HRP?
 - What are my rights under the HRP?
 - Where can I get more information about the HRP?

U. S. Department of
Energy

DOE
Human
Reliability
Program
(10 CFR Part 712)

Questions and Answers

Office of
Health, Safety and Security
Office of Security Policy
Washington, DC 20585



Brochures (continued)

- Addressing safety and security concerns under the HRP
 - Imminent risk
 - Reporting safety concerns
 - Reporting security concerns
 - Is it a safety or security concern?

Addressing
safety and
security
concerns

safety
HRP
security

under the
Human
Reliability
Program
(HRP)

Badge Card - HRP Responsibilities for Employees

HRP RESPONSIBILITIES

10 CFR Part 712

- Notify occupational medical department of any physical/mental condition requiring medication or treatment
- Report conditions/circumstances that may affect your ability to perform HRP duties
- Report concerns regarding the reliability of other HRP-certified individuals
- Complete annual HRP instruction requirement
(over)

Front

HRP RESPONSIBILITIES

10 CFR Part 712 (continued)

- Provide full, frank, and truthful answers to questions relevant to HRP certification; authorize others to do so
- Furnish necessary releases, acknowledgments, and waivers
- Comply with HRP return-to-work requirements
- Submit QNSP, Part 2 annually
- ***Support the safety/security intent of the HRP***
(2/06)

Back



Badge Card – HRP Responsibilities/Supervisor HRP Duties

HRP RESPONSIBILITIES (10 CFR Part 712)

- Notify occupational medical department of any physical/mental condition requiring medication or treatment
- Report conditions/circumstances that may affect your ability to perform HRP duties
- Report concerns regarding the reliability of other HRP-certified individuals
- Provide full, frank, and truthful answers to questions relevant to HRP certification; authorize others to do so
- Furnish necessary releases, authorizations, and waivers
- Comply with HRP return-to-work requirements
- Complete annual instructional requirement
- Promptly conduct annual supervisory review (2/06)

Front

SUPERVISOR HRP DUTIES (10 CFR Part 712)

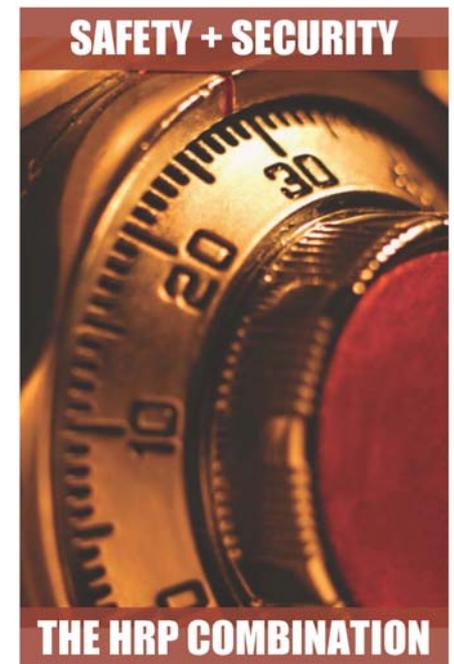
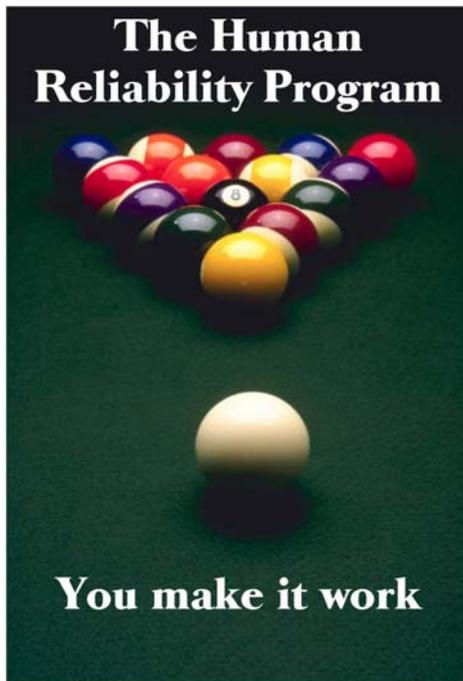
- Support the intent of the HRP; educate employees regarding HRP responsibilities
- Observe employees' attitudes and normal behavior to detect unusual or unacceptable behavior
- Report safety/security concerns; deny access to sensitive areas if necessary
- Ensure that employees on sick leave for 5 or more consecutive days obtain return-to-work authorization
- Remind employees to report medication/treatment to occupational health
- Be aware of behavior that may indicate alcohol/drug use; notify employees of random testing; remove from HRP duties employees who test positive (2/06)

Back



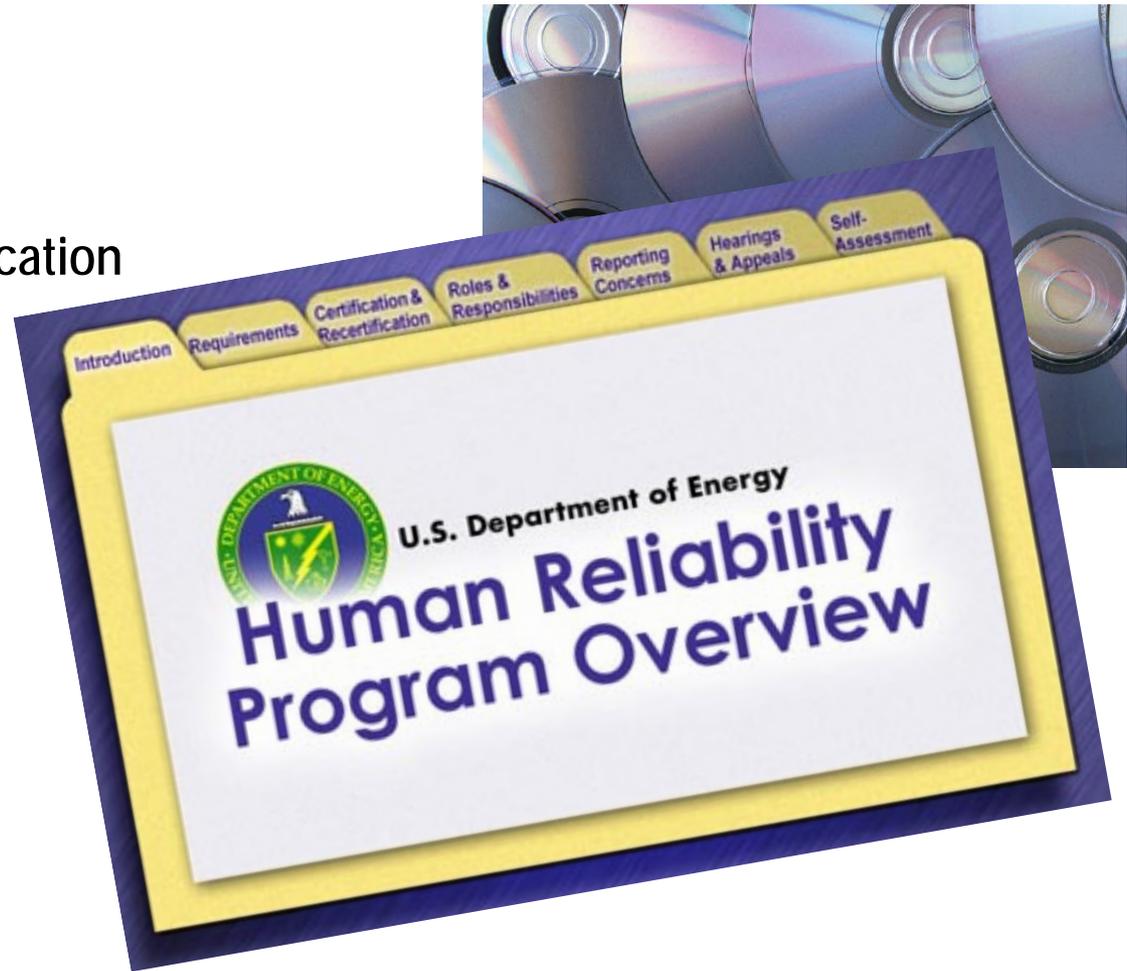
Posters

- New posters are distributed to the HRP sites quarterly.



Computer-Based Instruction

- Introduction
- Requirements
- Certification & Recertification
- Reporting Concerns
- Hearings and Appeals
- Self Assessment



HRP Videos

- Your HRP Responsibilities
- HRP Certification
- HRP Supervisor Responsibilities



Orientation for Employees

- Outlines HRP
- Explains
 - Importance of HRP in the workplace
 - The certification process
 - Employee responsibilities
 - Differences from the former programs
 - New elements



Orientation for Supervisors



- Contains all information in the Orientation for Employees
- Explains supervisors' duties under the HRP

Detection of Unusual Behavior in the Workplace



- Participant manual and instructor's guide
 - Assists facilities in implementing the HRP requirement
 - Identifying and reporting behavior that could indicate reliability concerns

Tools for the HRP Supervisor

- Supervisor's HRP duties
- HRP certification process
- Supervisory review



HRP Certification

- Safety and security concerns
- Removal
 - Process
- Revocation
 - Process

Human Reliability Program Certification

*An explanation of the
HRP process
for removals
and revocations*



Random Drug Screening System

- The Random Drug-Screening System (RDSS) has been designed to ensure that
 - each participant in a drug-testing program is selected for a random drug test at least once every 12 months and
 - to provide detailed documentation in a user-friendly environment.
- The RDSS is concerned only with the random selection process and does not affect the process of conducting the tests.



Contacting CHRS

- To obtain HRP products, contact CHRS by:
 - Phone 865-576-2208
 - Fax 865-576-7903
 - E-mail Louise.Wyatt@orise.orau.gov
 - P. O. Box 117, Mail Stop 50, Oak Ridge, TN 37831-0117
- Additional information about CHRS
 - <http://orise.orau.gov/nsem/chrs.htm>

