



Department of Energy
National Nuclear Security Administration
Service Center
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MAR 2 2009

MEMORANDUM FOR: Distribution

FROM:

Karen L. Boardman, Chairperson, Federal Technical Capability Panel

SUBJECT:

Quarterly Report on Federal Technical Capability - 09-NA SC-003

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, 2008.

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 88%. Six offices are below the 80% goal, but are actively working to correct their staffing shortfalls. In addition, 63% 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 24.

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 - 88% fully qualified or on schedule for qualification; 70% fully qualified
- STSM - 87% fully qualified or on schedule for qualification; 58% fully qualified
- NS - 81% fully qualified or on schedule for qualification; 60% fully qualified
- SSO - 78% fully qualified or on schedule for qualification; 59% 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)

Senior Advisor for ES&H (NA-3.6)

Status of Qualifications in the Technical Qualification Program (TQP)										
December 31, 2008										
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 Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	121	42	46	3	33	73%	35%	70%	See Note 1.
Livermore Site Office	LSO	50	36	11	1	3	94%	72%	92%	3 vacancies on hold due to hiring freeze
Nevada Site Office	NSO	75	52	14	0	9	88%	69%	88%	Plan to fill 9 vacancies (2 - STSM, 1 - NS, 1 - SSO, 3 - QA, 1 - S&S, & 1 - Technical Training) by 12-31-09.
Pantex Site Office	PXSO	44	30	8	0	6	86%	68%	86%	1 - FR, 2 - STSM, 1 - SSO, & 2 - NS. See the respective tables for details.
Savannah River Site Office	SRSO	18	12	6	0	0	100%	67%	100%	
Sandia Site Office	SSO	42	25	7	3	10	76%	60%	69%	Staffing shortfall includes 5 vacancies (3 FR and 2 NSS) and other capability requirements provided through NA-SC matrix support or support contractor
Y-12 Site Office	YSO	97	72	16	0	9	91%	74%	91%	Essential Federal Capabilities needed to support UPF Project. Vacancies are due to job transfers and backfills, and will be filled when hiring freeze is lifted
NNSA Headquarters	NA-HQ	99	43	48	13	8	92%	43%	79%	NNSA hiring freeze in effect. Delinquency resolution is receiving senior management attention
NNSA Service Center	NA-SC	43	30	10	0	3	93%	70%	93%	1 Office of Technical Services Associate Director, 1 Fire Protection Engineer, & 1 Electrical Systems & Safety Oversight position awaiting posting.
NNSA Totals		589	342	166	20	81	86%	58%	83%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	13	10	1	0	2	85%	77%	85%	See FR table.
CBC and OSS&SP Field Personnel	CBC & OSSSP	32	25	7	0	0	100%	78%	100%	EMCBC, EM Cadre, and field personnel at ANL, BNL, Denver, FCP, GJO/MOAB, OAK, MCP SPRU and WVDP.
Office of River Protection	ORP	76	42	34	0	0	100%	55%	100%	Technical staff realigned to 2009 staffing plan. In the past 6 months added approximately 20 technical FTEs.
Portsmouth/Paducah Project Office	PPPO	25	17	5	0	3	88%	68%	88%	As of January 2009, PPPO has made an offer for the vacant FR position in Paducah. No selection was made from the most recent selection certificate for the vacant Senior Technical Advisor position. The Portsmouth Site Lead position was posted and SMEs are currently reviewing packages.
Richland Operations Office	RL	77	46	30	0	1	99%	60%	99%	1 new FR reports in February 2009. Expect 1 new Occupational Safety hire in January 2009 for succession planning
Savannah River Ops. Office	SR	234	145	36	0	53	77%	62%	77%	Shortfalls will be addressed through Merit promotions or DEU announcements.
EM Headquarters	EM-HQ	79	18	54	0	7	91%	23%	91%	Vacancies are being posted.
EM Totals		536	303	167	0	66	88%	57%	88%	
Others										
Health, Safety and Security	HSS	122	99	22	0	1	99%	81%	99%	1 FR position just vacated due to retirement.
Chief Nuclear Safety CTA Staff	CNS	9	5	4	3	0	100%	56%	67%	CNS staff dual qualify as STSM and SSO.
Idaho Operations Office	NE-ID	145	120	20	0	5	97%	83%	97%	NE recruiting 1 FTE to fill NS/SSO and 1 FTE for QA. EM recruiting to fill 1 FTE for NS/SSC
Oak Ridge Office	OR	179	133	34	0	12	93%	74%	93%	Anticipate filling the following positions during FY 2009: 2 - STSMs, 1 - General Engineer, 2 - Lead Safety Basis Reviewers (awaiting ERB approval), 3 - ES&H Team Leaders, 1 - Environmental Scientist, 1 - Health Physicist, 1 - Industrial Security Specialist, and 1 - Personnel Security Specialist.
Office of Science - HQ	SC-HQ	2	1	1	1	0	100%	50%	50%	
Pacific Northwest Site Office (SC)	PNSO	6	5	1	0	0	100%	83%	100%	1 NS and 5 additional SSO support provided by SC Integrated Support Center.
Others Totals		463	363	82	4	18	96%	78%	95%	
DOE Total		1588	1008	415	24	165	90%	63%	88%	
DOE Goals		-	-	-	-	-	-	-	80%	
Notes:										
1. As of 31 December 2008, LASO had an authorized end-strength of 146; 123 personnel actually on-board; and 29 vacancies of which 20 were TQP-related. Presently all hiring actions are frozen										

Status of Qualifications in the Facility Representative (FR) Program

December 31, 2008

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 Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =(E+E)-F/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	14	6	6	0	2	86%	43%	86%	Does not include 1 fully qualified FR who has been detailed within LASO to a non-FR position.
Livermore Site Office	LSO	7	4	2	1	1	86%	57%	71%	FR vacancy on hold due to hiring freeze.
Nevada Site Office	NSO	9	7	2	0	0	100%	78%	100%	
Pantex Site Office	PXSO	10	8	1	0	1	90%	80%	90%	FR personnel action on hold due to hiring freeze.
Savannah River Site Office	SRSO	4	2	2	0	0	100%	50%	100%	
Sandia Site Office	SSO	11	7	1	1	3	73%	64%	64%	Personnel actions initiated for 2 position. Further action on hold due to hiring freeze.
Y-12 Site Office	YSO	15	13	1	0	1	93%	87%	93%	Vacancy to be filled after hiring freeze is lifted.
NNSA Totals		70	47	15	2	8	89%	67%	86%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	3	1	0	0	2	33%	33%	33%	2 Positions posted. 1 offer accepted; 1 offer declined. Position announcement is still active.
CBC and OSS&SP Field Personnel	CBC & OSSSP	7	5	2	0	0	100%	71%	100%	FRs at BNL, MOAB, SLAC SPRU, and WVDP. Recent selection made for 2nd FR (in qualification) at BNL.
Office of River Protection	ORP	15	9	6	0	0	100%	60%	100%	
Portsmouth/Paducah Project Office	PPPO	6	4	1	0	1	83%	67%	83%	As of January 2009, PPPO has made an offer for the vacant FR position in Paducah.
Richland Operations Office	RL	20	17	2	0	1	95%	85%	95%	1 FR reports in February 2009.
Savannah River Ops. Office	SR	32	18	4	0	10	69%	56%	69%	7 positions will be addressed through staffing initiatives via Merit Promotion or DEU. 3 positions will be filled by EM Career Interns.
EM Totals		83	54	15	0	14	83%	65%	83%	
Others										
Health, Safety and Security	HSS	1	0	0	0	1	0%	0%	0%	1 FR position just vacated due to retirement.
Idaho Operations Office	NE-ID	23	21	2	0	0	100%	91%	100%	
Oak Ridge Office	OR	24	17	7	0	0	100%	71%	100%	
Pacific Northwest Site Office (SC)	PNSO	3	3	0	0	0	100%	100%	100%	
Others Totals		51	41	9	0	1	98%	80%	98%	
DOE Total		204	142	39	2	23	89%	70%	88%	
Notes:										

Status of Qualifications in the Senior Technical Safety Manager (STSM) Program										
December 31, 2008										
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 Capabilities for Which Onboard Staff 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	6	2	1	2	80%	60%	70%	See Notes 1. & 2.
Livermore Site Office	LSO	9	6	2	0	1	89%	67%	89%	Deputy Manager position on hold due to hiring freeze.
Nevada Site Office	NSO	9	4	3	0	2	78%	44%	78%	Plan to fill both vacancies by 12 -31-09.
Pantex Site Office	PXSO	7	3	2	0	2	71%	43%	71%	Personnel actions in process for Assistant Manager (AM) for Oversight and Assessment, and AM Nuclear Engineering.
Savannah River Site Office	SRSO	2	1	1	0	0	100%	50%	100%	Assistant Manager for Mission Assurance currently completing qualification. There are 2 additional fully qualified STSMs in the organization.
Sandia Site Office	SSO	4	3	1	1	0	100%	75%	75%	Lead SSO STSM qualification in progress. Assistant Manager Engineering, Safety and Environment vacancy due to a transfer; backfill on hold until hiring freeze is lifted.
Y-12 Site Office	YSO	7	5	1	0	1	86%	71%	86%	NNSA hiring freeze in effect. Delinquency resolution is receiving senior management attention.
NNSA Headquarters	NA-HQ	45	28	13	6	4	91%	62%	78%	Posting for Office of Technical Services Associate Director expected in FY09.
NNSA Service Center	NA-SC	12	7	4	0	1	92%	58%	92%	
NNSA Totals		105	63	29	8	13	88%	60%	80%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	4	0	0	0	100%	100%	100%	See Note 3.
CBC and OSS&SP Field Personnel	CBC & OSSSP	9	4	5	0	0	100%	44%	100%	All STSMs have completed the STSM course.
Office of River Protection	ORP	9	6	3	0	0	100%	67%	100%	
Portsmouth/Paducah Project Office	PPPO	6	3	1	0	2	67%	50%	67%	Portsmouth Site Lead and Senior Technical Advisor positions will be STSM Qualified when filled. One qualified STSM position requires requalification.
Richland Operations Office	RL	6	5	1	0	0	100%	83%	100%	New FR Division Director to become STSM qualified.
Savannah River Ops. Office	SR	28	16	12	0	0	100%	57%	100%	Personnel requalifications are on schedule to finish on time.
EM Headquarters	EM-HQ	27	6	16	0	5	81%	22%	81%	Vacancies are being posted.
EM Totals		89	44	38	0	7	92%	49%	92%	
Others										
Health, Safety and Security	HSS	18	10	8	0	0	100%	56%	100%	3 Managers completed the STSM course and need oral boards. 2 Managers are on schedule to take the STSM course later this year. 1 new manager recently came onboard and 1 manager has just recently retired. 1 HSS employee is due for requalification and needs only to complete oral board which will be scheduled soon.
Chief Nuclear Safety CTA Staff	CNS	9	6	3	2	0	100%	67%	78%	CNS staff dual qualify as STSM and SSO.
Idaho Operations Office	NE-ID	9	7	2	0	0	100%	78%	100%	
Oak Ridge Office	OR	26	17	7	0	2	92%	65%	92%	Anticipate filling 2 positions in FY09.
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	43	21	3	2	97%	65%	92%	
DOE Total		260	150	88	11	22	92%	58%	87%	
Notes:										
1. One STSM occupies two STSM-designated positions, Assistant Manager for Safety Operations, and LASO FTCP Agent.										
2. One fully-qualified STSM retired on 31 Dec 2008. His vacancy cannot be permanently filled until after the hiring freeze is lifted.										
3. One STSM reassigned to environmental permitting which is not currently included in the TQP, but under CBFO consideration. New individual reports for duty on February 9, 2009 as CBFO Director of Site Operations and will require STSM TQP. If decision is to make the environmental permitting position STSM required, then 5 capabilities will be reflected in FY09 Q2 report.										

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

December 31, 2008

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 Capabilities for Which Onboard Staff Are Either Fully Qualified or on Schedule for Qualification =((D+E)-F)/C	Comments
National Nuclear Security Administration (NNSA)										
Los Alamos Site Office	LASO	12	3	8	0	1	92%	25%	92%	1 NSS retired as of 31 December 2008. This position cannot be filled due to the present LASO hiring freeze.
Livermore Site Office	LSO	4	3	1	0	0	100%	75%	100%	
Nevada Site Office	NSO	4	3	0	0	1	75%	75%	75%	Plan to fill vacancy by 12-31-09.
Pantex Site Office	PXSO	7	4	1	0	2	71%	57%	71%	1 vacancy on hold due to hiring freeze. 1 vacancy on hold for a potential Future Leaders Programs person.
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%	Personnel actions initiated for 2 position. Further action on hold due to hiring freeze.
Y-12 Site Office	YSO	5	4	0	0	1	80%	80%	80%	1 Authorization Basis position required for UPF; will be filed when hiring freeze is lifted.
NNSA Headquarters	NA-HQ	15	1	10	5	4	73%	7%	40%	NNSA hiring freeze in effect. Delinquency resolution is receiving senior management attention.
NNSA Service Center	NA-SC	7	6	1	0	0	100%	86%	100%	2 NSS staff to be assigned as Technical Program Managers in FY09-10.
NNSA Totals		58	26	21	5	11	81%	45%	72%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	2	2	0	0	0	100%	100%	100%	
CBC and OSS&SP Field Personnel	CBC & OSSSP	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	See Note 1.
Office of River Protection	ORP	8	3	5	0	0	100%	38%	100%	
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	23	13	3	0	7	70%	57%	70%	Shortfalls will be addressed through Merit promotions or DEU announcements.
EM Headquarters	EM-HQ	3	2	1	0	0	100%	67%	100%	
EM Totals		41	25	9	0	7	83%	61%	83%	
Others										
Health, Safety and Security	HSS	11	9	2	0	0	100%	82%	100%	1 person is completing qualification. 1 person is a recent new hire.
Idaho Operations Office	NE-ID	16	12	2	0	2	88%	75%	88%	NE and EM each recruiting 1 FTE to fill NS/SSO need.
Oak Ridge Office	OR	11	10	0	0	1	91%	91%	91%	Anticipate filling ES&H Team Leader position in FY 2009, which will perform this function.
Pacific Northwest Site Office (SC)	PNSO	0	0	0	0	0	N/A	N/A	N/A	NS support provided by SC Integrated Support Center.
Others Totals		38	31	4	0	3	92%	82%	92%	
DOE Total		137	82	34	5	21	85%	60%	81%	

Notes:
 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, 2008

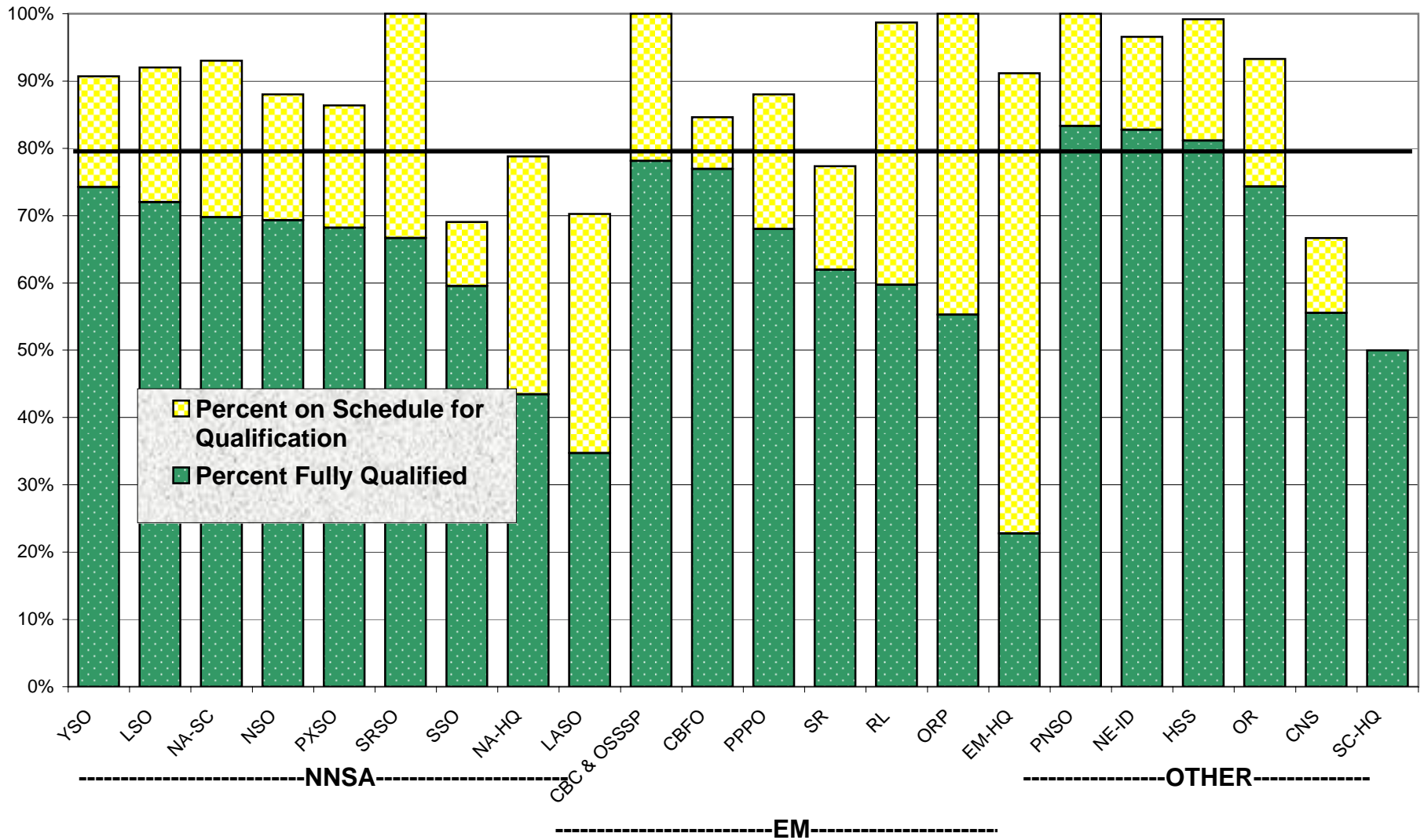
Update Frequency: Quarterly

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)		Percentage of Capabilities for Which Staff are Onboard =(D+E)/C	Percentage of Capabilities Staffed by Onboard, Fully Qualified Personnel =D/C	Percentage of Capabilities for Which Onboard Staff 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	2	0	4	33%	0%	33%	Personnel have been selected for 2 vacancies, but the positions can not be offered until the hiring freeze is lifted.
Livermore Site Office	LSO	3	3	0	0	0	100%	100%	100%	
Nevada Site Office	NSO	4	4	0	0	0	100%	100%	100%	Plan to reassign 1 SSO and backfill the position by 12-31-09.
Pantex Site Office	PXSO	5	2	2	0	1	80%	40%	80%	Fire Protection Engineer on hold due to hiring freeze. 1 NS transferred into SSO this quarter.
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	8	3	2	0	3	63%	38%	63%	Chemical SSO vacancy due to a transfer. 2 vacancies needed to support UPF are on hold due to hiring freeze.
NNSA Totals		29	15	6	0	8	72%	52%	72%	
Environmental Management (EM)										
Carlsbad Field Office	CBFO	4	3	1	0	0	100%	75%	100%	New Documented Safety Analysis will require 7 SSOs in the near future.
Office of River Protection	ORP	10	7	3	0	0	100%	70%	100%	
Portsmouth/Paducah Project Office	PPPO	1	1	0	0	0	100%	100%	100%	SSO qualified under Nuclear & Criticality Safety Technical Qualification, with CTA Qualifying Official reviews for NS TQP in accordance with DOE O 413.3A.
Richland Operations Office	RL	6	5	1	0	0	100%	83%	100%	
Savannah River Ops. Office	SR	22	12	1	0	9	59%	55%	59%	Shortfalls will be addressed through Merit promotions or DEU announcements.
EM Totals		43	28	6	0	9	79%	65%	79%	
Others										
Chief Nuclear Safety CTA Staff	CNS	9	5	4	3	0	100%	56%	67%	CNS staff dual qualify as STSM and SSO.
Idaho Operations Office	NE-ID	12	7	3	0	2	83%	58%	83%	NE and EM each recruiting 1 FTE to fill NS/SSO need.
Oak Ridge Office	OR	4	3	1	0	0	100%	75%	100%	Fully qualified SSO performing duties of candidate who is completing qualification.
Pacific Northwest Site Office (SC)	PNSO	1	0	1	0	0	100%	0%	100%	Additional SSO support provided by SC Integrated Support Center for 5 systems.
Others Totals		26	15	9	3	2	92%	58%	81%	
DOE Total		98	58	21	3	19	81%	59%	78%	
Notes:										

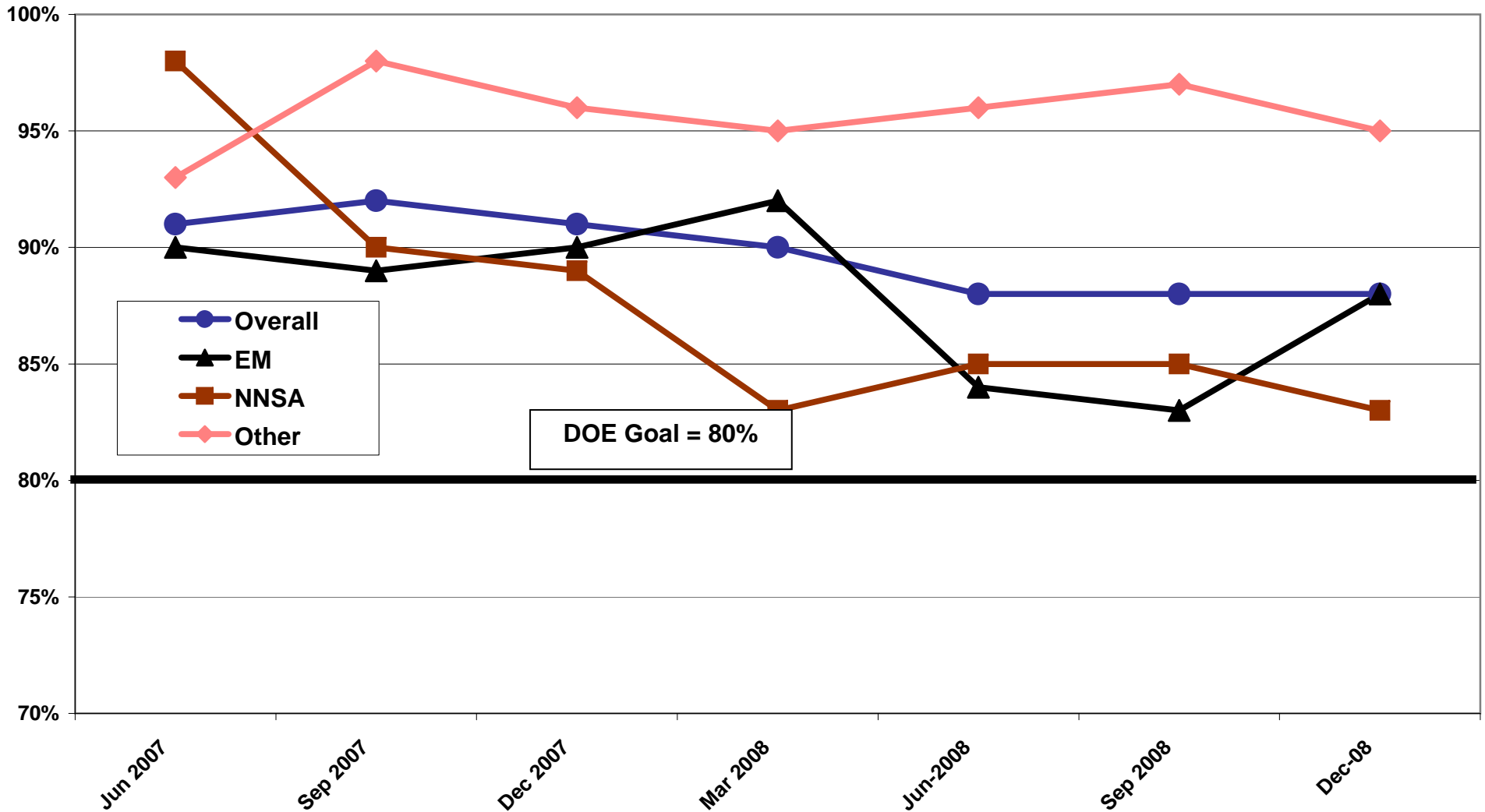
TQP - Qualified & on Schedule for Qualification by Office - December - 2008

(Does Not Include 24 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)

