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Department of Energy Biological Personnel Reliability

- HQ's Overview***
- Los Alamos National Laboratory***
- Livermore National Laboratory***
- Sandia National Laboratory***



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Biological Reliability Program

Information Requested

- read-aheads, slides, or other background materials (e.g., regulations, policy statements etc.)**
- what the DOE requirements and polices are with regard to personnel reliability**
- lessons learned**
- what DOE has found to be the biggest challenges in implementing its policies**
- any potential gaps/opportunities for enhancement in future polices**
- key elements and objectives of its personnel reliability programs**

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General

-Well developed Human Reliability Program connected to nuclear weapons and research

(<http://www.hss.energy.gov/DepPersonnelSec/hrp/flash/handbook/handbook.html>)

-Biosurety Executive Team (Est. 4 Oct. 2006)

-Office of Health, Safety and Security Biosafety Team

**-Two BSL 3 Facilities (Los Alamos, Livermore),
Developed Reliability Programs based on DOE
existing standards**

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What is the HRP?

The HRP is a security and safety reliability program designed to ensure that individuals who occupy positions affording access to certain materials, nuclear explosive devices, facilities, and programs meet the highest standards of reliability and physical and mental suitability. This objective is accomplished through a system of continuous evaluation that identifies individuals whose judgment and reliability may be impaired by physical or mental/personality disorders, alcohol abuse, use of illegal drugs, the abuse of legal drugs or other substances, or any other condition or circumstance that may be of a security or safety concern.

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What are the General DOE HRP requirements?

- DOE Q security clearance . Granted by DOE indicating the recipient is approved for access to the following levels of classified matter on a need-to-know basis: Top Secret, Secret, and Confidential Restricted Data, National Security Information, and Formerly Restricted Data.**
- Questionnaire for National Security Positions (QNSP), Part 2. The annual submission of this information enables DOE Personnel Security to update the personnel security file, which is reviewed annually to ensure that security concerns are identified.**
- Signed releases, acknowledgments, and waivers. Cleared individuals must review and sign documents to facilitate the collection and dissemination of information and the performance of medical assessments and drug and alcohol testing.**

What are the General DOE HRP requirements? (cont)

-Completion of HRP instruction. HRP instruction must be completed for initial certification and annual recertification. The instruction includes the following elements:

Objectives of the HRP

The role and responsibilities of each HRP-certified individual including:

Recognizing and responding to behavioral change and aberrant or unusual behavior that may result in a risk to national security.

Recognizing and reporting security concerns

Reporting prescription drug use

Requirements for returning to work after sick leave.

The HRP continuous evaluation process.

(See attached sheet for extract from DOE HRP Handbook)

DOE References/Resources

The Human Reliability Program

10 CFR Part 712: Human Reliability Program (HRP)

Testing for alcohol

49 CFR Part 40: Procedures for Transportation Workplace Drug and Alcohol Testing Programs (subparts J through N regulate the alcohol testing process)

Testing for illegal drugs

10 CFR Part 707: Workplace Substance Abuse Programs at DOE Sites (contractor employees)

DOE Order 3792.3: Drug-Free Federal Workplace Testing Implementation Program (federal employees)

Counterintelligence evaluation

10 CFR Part 709: Counterintelligence Evaluation Program

Security concerns and security clearance

10 CFR Part 710, Subpart A: General Criteria and Procedures for Determining Eligibility for Access to Classified Matter or Special Nuclear Material

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Individual Briefings by the National Laboratories

**LANL – Dr. Babs Marrone
LLNL – Dr Eric Gard**

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