

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DHP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUPCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LDC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 0 CAT - MP SUBCAT - 717
					2	BF	BL	SQ				
IN -85-175-00201 150199	MP	71708	N	HBN	1	N	N	N	N	QTC	PROJECT MANAGER IS NOT FAMILIAR WITH CRAFT WORK OR WITH CONSTRUCTION; DOES NOT APPEAR TO KNOW WHAT HE IS DOING. CONSTRUCTION DEPT. CONCERN. UNIT 2. CI COULD NOT PROVIDE ANY SPECIFIC INFORMATION. CI STATED THAT THIS CONCERN HAS THE GENERAL CONSENSUS OF THE WORKERS.	
IN -85-181-00401 150258	MP	71705	N	HBN	1	N	N	N	N	QTC	SUPERVISION OF ONE CRAFT ARE HIRED TO SUPERVISE A DIFFERENT CRAFT. THIS POLICY CREATES FRICTION AMONG EMPLOYEES AND PROBLEMS PERFORMING JOB ASSIGNMENTS IN THAT THERE ARE SUPERVISORS WITH INSUFFICIENT EXPERTISE IN THAT SPECIFIC DISCIPLINE. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-194-00201 150221	MP	71705	N	HBN	1	N	N	N	N	IN-85-194-002 QTC	MANAGEMENT, PARTICULARLY GENERAL FOREMEN (KNOWN), ARE NEITHER TRAINED WELL TO HOLD THEIR POSITIONS NOR TO GIVE INSTRUCTIONS TO CRAFT RELATIVE TO JOB FUNCTIONS. TO MAKE THIS POINT CI STATED THAT, AS PER TVA'S HIRING POLICY, A GENERAL FOREMAN WILL BE OF THE CRAFT NATURE. CI QUESTIONS THE POLICY OF KEEPING A GENERAL FOREMAN WITH DIFFERENT CRAFT DISCIPLINE BACKGROUND AS SUPERVISOR OVER A CRAFT OF ANOTHER DISCIPLINE. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-200-00101 150007A	MP	71705	N	HBN	1	N	N	N	N	IN-85-200-001 QTC	CRAFTSMEN (PIPEFITTERS) ARE BEING SUPERVISED BY GENERAL FOREMEN FROM BOILERMAKER, IRONWORKER, & SHEETMETAL TRADES. PIPEFITTER G.F.'S WERE CUTBACK TO FOREMEN AND THESE OTHER CRAFTS PERSONNEL WERE MADE G.F.'S. MASONS (FRATERNAL ORG) ARE GIVEN POSITIONS REGARDLESS OF TRAINING/BACKGROUND	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717	
					2 SAF	BF	BL	SQ					HB
IN -85-238-00101 150203	MP	71703	S	HBN	1	N	N	N	N	QTC	FOREMEN & DUAL RATE FOREMEN ARE UNTRAINED AND UNQUALIFIED. AS A RESULT THEY OVER REACT WHEN THEY ARE SUBJECT TO PRESSURE OR PERCEIVED PRESSURE, AND DIRECT THEIR WORKERS TO DO THINGS THAT ARE UNSAFE. EXAMPLE: IN 1983 IN UNIT 1, REACTOR BUILDING, LOWEST ELEVATION, THERE WAS A SPILL OF WATER & HYDRAZINE. DUAL RATE (KNOWING) TOLD WORKERS TO CLEANUP WATER, BUT THEY HAD NO PROTECTIVE GEAR, AND DID NOT KNOW THE % OF HYDRAZINE. SOME WORKERS KNEW MORE ABOUT SAFETY RULES THAN THE DUAL RATE, AND REFUSED		
					2	HA	HA	HA	NA				NA
	02	SF	91202	S	HBN	1	N	N	N	Y			
						2	HA	HA	HA	ND			
IN -85-245-00101 150258	MP	71706	S	HBN	1	N	N	N	N	QTC	ENGINEERING AND MANAGEMENT PERSONNEL ARE UNDER QUALIFIED OR UNQUALIFIED. EXAMPLES, ENGINEERING AIDES HAVE BEEN MOVED INTO POSITIONS PREVIOUSLY FILLED BY ENGINEERS. THE ENGINEERING AIDES LACK THE EXPERIENCE TO HANDLE THE JOB. PERSONNEL HAVE BEEN HIRED, THEN ASSIGNED TO WORK OUTSIDE OF THEIR FIELDS. TVA HAS HIRED PEOPLE WHO HAVE PROVEN UNABLE TO PERFORM, AND INSTEAD OF TERMINATING THE INCAPABLE EMPLOYEES, TVA HIRES MORE PEOPLE TO DO THE JOB. CI COULD NOT PROVIDE ANY ADDITIONAL DETAILS/SPEC		
					2	NA	NA	NA	NA				NA
					02	MP	71707	S	HBN				1
						2	NA	NA	NA	NA			
	03	MP	71708	S	HBN	1	N	N	N	N			
						2	NA	NA	NA	NA			
IN -85-245-00301 150258	MP	71706	N	HBN	1	N	N	N	N	QTC	TVA MADE A PRACTICE OF TRANSFERRING ENGINEERING PERSONNEL FROM ASSIGNMENTS (SUCH AS SPECIFIC SYSTEMS) THEY WERE FAMILIAR WITH TO UNRELATED JOBS. BECAUSE TIME WAS REQUIRED FOR THE ENGINEERS TO "GET THEIR FEET ON THE GROUND". THIS DISRUPTED THE WORK FLOW BECAUSE OF LOST TIME AND MISTAKES. THIS IS, NEEDLESSLY, HARD ON THE ENGINEERS INVOLVED IN THIS MOVING AROUND. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION. (CONSTRUCTION DEPARTMENT CONCERN).		
					2	HA	HA	HA	NA				NA

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TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 CRAFT FOREMEN LACK EXPERTISE OR EXPERIENCE

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CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL								HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 8 CAT - MP SUBCAT - 717
					2 SAF RELATED											
					BF	BL	SQ	HB								
IN -85-238-00101 150203	MP	71703	S	HBN	1	N	N	N	N					QTC	FOREMEN & DUAL RATE FOREMEN ARE UNTRAINED AND UNQUALIFIED, AS A RESULT THEY OVER REACT WHEN THEY ARE SUBJECT TO PRESSURE OR PERCEIVED PRESSURE, AND DIRECT THEIR WORKERS TO DO THINGS THAT ARE UNSAFE. EXAMPLE: IN 1983 IN UNIT 1, REACTOR BUILDING, LOWEST ELEVATION, THERE WAS A SPILL OF WATER & HYDRAZINE. DUAL RATE (KNOW) TOLD WORKERS TO CLEANUP WATER, BUT THEY HAD NO PROTECTIVE GEAR, AND DIDN'T KNOW THE % OF HYDRAZINE. SOME WORKERS KNEW MORE ABOUT SAFETY RULES THAN THE DUAL RATE, AND REFUSED	
	02	SF	91202	S	HBN	1	N	N	N	Y						
IN -85-245-00101 150258	MP	71706	S	HBN	1	N	N	N	N					QTC	ENGINEERING AND MANAGEMENT PERSONNEL ARE UNDER QUALIFIED OR UNQUALIFIED. EXAMPLES, ENGINEERING AIDES HAVE BEEN MOVED INTO POSITIONS PREVIOUSLY FILLED BY ENGINEERS. THE ENGINEERING AIDES LACK THE EXPERIENCE TO HANDLE THE JOB. PERSONNEL HAVE BEEN HIRED, THEN ASSIGNED TO WORK OUTSIDE OF THEIR FIELDS. TVA HAS HIRED PEOPLE WHO HAVE PROVEN UNABLE TO PERFORM, AND INSTEAD OF TERMINATING THE INCAPABLE EMPLOYEES, TVA HIRES MORE PEOPLE TO DO THE JOB. CI COULD NOT PROVIDE ANY ADDITIONAL DETAILS/SPEC	
	02	MP	71707	S	HBN	1	N	N	N							
	03	MP	71708	S	HBN	1	N	N	N	N						
IN -85-245-00301 150258	MP	71706	M	HBN	1	N	N	N	N					QTC	TVA MADE A PRACTICE OF TRANSFERRING ENGINEERING PERSONNEL FROM ASSIGNMENTS (SUCH AS SPECIFIC SYSTEMS) THEY WERE FAMILIAR WITH TO UNRELATED JOBS. BECAUSE TIME WAS REQUIRED FOR THE ENGINEERS TO "GET THEIR FEET ON THE GROUND", THIS DISRUPTED THE WORK FLOW BECAUSE OF LOST TIME AND MISTAKES. THIS IS, NEEDLESSLY, HARD ON THE ENGINEERS INVOLVED IN THIS MOVING AROUND. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION. (CONSTRUCTION DEPARTMENT CONCERN).	

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CATEGORY: IMP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R PLT D LOC	1 REPORT APPL		HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
				2 SAF RELATED	BF BL SO HB				
IN -85-253-00101 150051	MP	71705	H HBH	1 H H H H 2 HA HA HA HA			QTC	CRAFTS ARE BEING ASSIGNED GENERAL FO REMAINS (HAMES GIVEN) THAT DO NOT HAV E ANY EXPERTISE IN THE FIELD THEY AR E BEING ASSIGNED (SHEET METAL GENERA L FOREMAN OVER PIPEFITTERS). CI BELE IVES GENERAL FOREMAINS ARE BEING ASSI GNED BASED ON SENIORITY RATHER THAN EXPERIENCE, CAUSING A LACK OF CONFID ENCE IN THEIR LEADERSHIP.	
IN -85-272-00201 150241	MP	71712	H HBH	1 H H H H 2 HA HA HA HA			QTC	TVA SHOULD RESUME FIELD CLASSES GIVE N BY QC TRAINING DEPT. INSTRUCTOR (N AME KNOWN). THIS TRAINING HAS A BIG IMPROVEMENT OVER TRAINING THAT HAS GIVEN BY FOREMEN WHO OFTEN DIDN'T RE ALLY UNDERSTAND THE MATERIAL. THE Q C TRAINING RESOLVED CONFLICTS BETWEE N ENGINEERING AND THE CRAFT BECAUSE IT HAS AUTHORITATIVE, BUT THIS SOURC E IS NO LONGER AS AVAILABLE TO FIELD PEOPLE AS IT SHOULD BE. CI HAD NO FURTHER INFORMATION. CONSTRUCTION B EPARTMENT CONCERN.	
IN -85-280-00201 150210	MP	71708	H HBH	1 H H H H 2 HA HA HA HA			QTC	SUPERVISION/MANAGEMENT IS INCAPABLE AND UNQUALIFIED. EXAMPLES: THEY DO NOT BACK UP THE CRAFTSMEN WITH THE CRAFTSMEN ARE UNFAIRLY BIASED AS THE CAUSE OF AN IRH - THE SUPERVISORS A REN'T CONCERNED ENOUGH TO CHECK INTO IT. CRAFT SUPERVISOR (KNOWN) STREN GUSLY CHECKED OUT CRAFTSMAN FOR HASTI NO 5 MINUTES UNCH PE WAS IN THE MIDD LE OF A 2 DAY WAIT FOR HARDER INSPEC TION. FOREMAN (KNOWN) ORDERED WORKE RS TO PUT IN O/S PIPE EVEN THOUGH HE KNEW THAT IT WOULD HAVE TO BE TAKEN BACK OUT AND REPLACED WITH S/S	

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REFERENCE - ELPS132J-ECPS132C  
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 DNP - 1555 - RIM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 INADEQUATE MANAGEMENT TRAINING

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					2	SAF	RELATED	BF				
IN -85-286-00501 150020	MP	71710	N	HBN	1	N	N	N	N	QTC	NO INDOCTRINATION AND TRAINING TO PROCEDURES IS GIVEN TO NEW CRAFTSMEN PRIOR TO THE START OF WORK IN THE PLANT. ONLY ONE HOUR OF TRAINING EVERY 2 WEEKS IS GIVEN TO THE CRAFT. (BOT H UNITS)	
IN -85-293-02301 150266	MP	71708	N	HBN	1	N	N	N	N	QTC	TVA IS NOT BREEDING MANAGERS, BUT IS BREEDING INCOMPETENCE TO REPLACE THE INCOMPETENCE THEY ALREADY HAVE. TVA HAS TOO MANY "MANAGERS" TELLING THE FEW WORKERS WHAT TO DO. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-301-00401 150177	MP	71708	N	HBN	1	N	N	N	N	QTC	CI QUESTIONS HIGHER MANagements' QUALIFICATIONS AND PAST EXPERIENCE THAT WOULD QUALIFY THEM FOR POSITIONS HELD. CONST. DEPT. CONCERN. CI WILL NOT PROVIDE ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
IN -85-316-00101 150174	MP	71708	N	HBN	1	N	N	N	N	QTC	TVA MANAGERS ARE NOT QUALIFIED FOR THEIR POSITIONS. ONE EXAMPLE IS THAT PIPEFITTER GENERAL FOREMEN (KNOWN) HAVE NOT WORKED AS JOURNEYMEN, BUT WERE PROMOTED OVER OTHERS WITH MORE ABILITY AND EXPERIENCE. THIS WAS BECAUSE THEY ARE "BUDDIES" WITH HIGHER LEVEL MANAGERS. ALL TVA SUPERVISORS AND MANAGERS SHOULD HAVE TO PRODUCE CREDENTIALS TO SHOW THAT THEY ARE QUALIFIED TO HOLD THEIR POSITIONS (CONST. DEPT. CONCERN) CI HAD NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	

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 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPSS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 NOT FROM CRAFT THEY ARE SUPERVISING

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CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
					2	BF	BL	SQ				
IN -85-316-00801 150174	MP	71705	N	HBN	1	N	N	N	N	QTC	SUPERINTENDENT (KNOHN) IS NOT QUALIFIED TO MAKE INTER-CRAFT WORK ASSIGNMENTS; EXAMPLE VENT LINE OFF OF FLOOR DRAIN SUMP IN RB2 HAS ASSIGNED TO STEELMETAL WORKERS INSTEAD OF PIPEFITTERS. CRAFT SUPERVISOR (GENERAL FOREMAN AND CRAFT SUPERINTENDENTS) SHOULD GET TOGETHER AND WORK OUT WHICH CRAFT WILL HAVE JURISDICTION, USING ARBITRATION IF NECESSARY. CI HAD NO FURTHER INFORMATION. CONST. DEPT. CONCERN. NO FOLLOW UP REQUIRED.	
IN -85-321-00101 150176	MP	71706	S	HBN	1	N	N	N	N	QTC	ENGINEERING PERSONNEL ARE UNQUALIFIED AND UN-KNOWLEDGEABLE. THEY ARE UNFAMILIAR WITH WELDING (DON'T KNOW AN ARC STRIKE). THEY WANT TO STRETCH THE JOB (E.G., FREQUENT MOVES FOR HANGERS AND EMBED PLATES). CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
	02	WE	50914	S	HBN	1	N	N	Y			
					2	NA	NA	NA	SR			
IN -85-325-00801 150052	MP	71705	N	HBN	1	N	N	N	N	QTC	GENERAL FOREMEN ARE ROUTINELY ASSIGNED TO SUPERVISE CRAFT PERSONNEL IN AREAS/DISCIPLINES OUTSIDE THEIR BACKGROUND EXPERIENCE. THIS CAUSES LOW MORALE, CONFUSION AND LOSS OF PRODUCTIVITY DUE TO THE LACK OF KNOWLEDGE OF THE GENERAL FOREMEN. NO SPECIFIC NAMES/CRAFTS WERE AVAILABLE.	
IN -85-336-00101 150186	MP	71710	S	HBN	1	N	N	N	N	QTC	CI IS CONCERNED ABOUT THE GENERAL OPERATION OF THE PLANT DUE TO DISREGARD OF PROCEDURAL REQUIREMENTS AND TVA'S FAILURE TO ENSURE THAT EMPLOYEES ARE COMPETENT IN PROCEDURES CONCERNING THEIR WORK. EXAMPLE: QUALITY MANAGERS/SUPERVISORS ARE ALLOWED TO VERIFY INSPECTION ATTRIBUTES WITHOUT BEING TRAINED TO THE PROCEDURAL REQUIREMENTS. CI HAS NO OTHER SPECIFIC EXAMPLES. CONSTRUCTION CONCERN. UNIT 1 & 2.	
	02	QA	80311	S	HBN	1	N	N	Y			
					2	NA	NA	NA	SR			

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REFERENCE - ECPS132J-ECPS132C  
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TENNESSEE VALLEY AUTHORITY  
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 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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CATEGORY: MP MGT. & PEPS ISSUES

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					2	SAF	BL	SO				
IN -85-347-00501 150024	MP	71708	N	NBN	1	N	N	N	N	QTC	MANAGEMENT IS 75% UNQUALIFIED FOR THE POSITION THEY HOLD. BOTH UNITS	
IN -85-348-00101 150023	MP	71704	N	NBN	1	N	N	N	N	QTC	QUALIFICATIONS, DUTIES AND RESPONSIBILITIES OF THE POSITION OF FOREMAN (CONSTRUCTION DIVISION) ARE NOT AVAILABLE IN A DOCUMENTED FORM FROM TVA, DESPITE REPEATED REQUESTS TO SITE AND KNOXVILLE MANAGEMENT	
IN -85-351-00101 150040	MP	71705	N	NBN	1	N	N	N	N	QTC	MISMANAGEMENT IN ASSIGNING SUPERVISORY PERSONNEL. SUPERVISORS FROM OTHER CRAFTS BEING ASSIGNED TO CRAFTS THEY ARE NOT TRAINED IN. PERSONNEL TRANSFERRING TO MWH FROM OTHER SITES USUALLY FOR POOR QUALITY WORKMANSHIP OR DISCIPLINE. NAMES OF CRAFTS KNOWN BY QTC.	
IN -85-361-00101 150024	MP	71703	N	NBN	1	N	N	N	N	QTC	GIVING MANAGEMENT OR JOBS OF LEADERSHIP TO THOSE WHO ARE NOT LOOKED UP TO. THE POOR LEADERSHIP QUALITIES DISPLAYED BY FOREMEN IS A DAILY PROBLEM. THE INDIVIDUAL IS KNOWN TO QTC	
IN -85-365-00101 150023	MP	71705	N	NBN	1	N	N	N	N	IN-85-365-001 QTC	CI STATED THAT GENERAL FOREMAN OVER STEAM FITTERS IS NOT QUALIFIED TO SUPERVISE STEAM FITTERS BECAUSE HE (GENERAL FOREMAN) IS FROM A DIFFERENT CRAFT (IRON WORKER). THE PRACTICE OF ONE CRAFT DISCIPLINE SUPERVISING ANOTHER CRAFT DISCIPLINE IS WIDESPREAD THROUGHOUT BOTH UNITS	
IN -85-365-00201 150023	MP	71707	N	NBN	1	N	N	N	N	IN-85-365-002 QTC	TOO MANY ENGINEERING AIDES WITH ONLY HIGH SCHOOL EDUCATION ON-SITE PERFORMING THE WORK (E.G. WORKING WITH STEAM FITTER CRAFT, PROVIDING TECHNICAL DIRECTION TO STEAM FITTER CRAFT) THAT DEGREEED ENGINEERS SHOULD BE DOING. THIS IS OCCURRING IN BOTH UNITS. NO SPECIFIC ENGINEERING AIDES NAMES GIVEN	

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REFERENCE - ECPS132J-ECPS132C  
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MISSISSIPPI VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPSS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 ASSIGNMENTS WITHOUT CONSIDERING QUALIFICATIONS

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				2	SAF	RELATED	BF				
IN -85-372-00401 150107	MP	71702	N HBN	1 N H N N N 2 HA HA HA HA HA				IN-85-627-002	QTC	GENERAL FOREMAN ARE UNDER GREAT SCHEDULE PRESSURE, AND OFTEN USE SUB-JOURNEYMAN TO DO JOURNEYMAN WORK, BUT THEY DO POOR QUALITY WORK. THERE ARE NO WRITTEN RULES OR CRITERIA FOR WHAT SUB-JOURNEYMAN SHOULD BE USED TO DO. THIS IS A CASE OF SCHEDULE TAKING PRECEDENCE OVER QUALITY. CANNOT GIVE SPECIFIC EXAMPLES. NO FOLLOW UP REQUIRED.	
IN -85-382-00301 150012	MP	71705	N HBN	1 N H N N N 2 HA HA HA HA HA				IN-85-382-003	QTC	GENERAL FOREMAN (NAME NOT GIVEN) IS NOT KNOWLEDGEABLE OF JOB. GEN. FOREMAN WHO IS ONE CRAFT DISCIPLINE SUPERVISING OTHER CRAFT DISCIPLINE. E.G. IRON WORKER SUPERVISING STEAMFITTERS. THIS IS OCCURRING IN BOTH UNITS. NO OTHER DETAILS GIVEN.	
IN -85-388-00101 150098	MP	71708	N HBN	1 N H N N N 2 HA HA HA HA HA					QTC	UNQUALIFIED SUPERVISOR. SUPERVISOR DOES NOT FOLLOW UP & KEEP ON TOP OF GROUP'S WORK, DOES NOT FOLLOW THROUGH WITH COMMITMENTS, AND DOES NOT COMMUNICATE EFFECTIVELY WITH SUBORDINATES. SUPERVISOR BROUGHT PRESSURE TO BEAR ON PERSON FOR TRYING TO DO A GOOD & TIMELY JOB. DETAILS KNOWN TO QTC; WITHHELD TO MAINTAIN CONFIDENTIALITY.	
IN -85-388-00701 150015	CD	11200	S HBN	1 N Y N Y 2 HA SR HA SR					QTC	CIVIL ENGINEERING RESPONSIBLE FOR "PIPE LABELING" DUE TO NOTE ON ARCHITECTURAL DWG. 44H WHICH INCLUDES ASCERTAINING WHICH MECHANICAL DWG IS APPLICABLE TO EACH WORK PACKAGE. CIVIL ENGINEERING IS NOT KNOWLEDGEABLE ENOUGH TO COMPETENTLY PERFORM THIS ASSIGNMENT AND RELIES ON CRAFT TO ADVISE THEM OF THE FUNCTION OF EACH PIPE. THE PIPES COULD VERY POSSIBLY BE MIS-LABELLED WHICH COULD BE A SERIOUS PROBLEM IF A LINE NEEDED TO BE SHUT DOWN QUICKLY DURING AN OPERATIONAL EMERGENCY.	
	02	MP	71706	S HBN	1 N H N N N 2 HA HA HA HA HA						

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REFERENCE - ECPS132J-ECPS132C  
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TENNESSEE VALLEY AUTHORITY  
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 EMPLOYEE CONCERN PROGRAM SYSTEM (EPCS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 LACK EXPERIENCE AND PERFORM ENGINEERS WORK

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					2	SAF	RELATED	BF	BL	SQ					HB			
IN -85-389-00201 150015	MP	71707	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	IN-85-389-002	QTC	ENGINEERING AIDES ARE NOT QUALIFIED NOR DO THEY HAVE ENOUGH EXPERIENCE TO GIVE DIRECTION TO FIELD PERSONNEL.	
IN -85-389-00401 150015	MP	71705	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	IN-85-389-004	QTC	"WHITE HATS" (G.F.'S, ETC...) ARE IN POSITIONS OVER CRAFTS OUTSIDE THEIR ("WHITE HATS") DISCIPLINE. THEY ARE NOT QUALIFIED TO GIVE DIRECTION RELATING TO DISCIPLINES IN WHICH THEY HAVE NO EXPERIENCE.	
IN -85-393-00301 150012	MP	71708	S	WBN	1	N	N	N	N	2	NA	NA	NA	NA	1-85-125-WBN	QTC	TEST UNIT SUPERVISOR DID NOT MEET FSAR QUALIFICATION REQUIREMENTS WHEN PLACED INTO THE POSITION (NAMES GIVEN)	
	02	QA	80301	S	WBN	1	N	N	N	Y	2	NA	NA	NA	SR			
IN -85-410-00201 150103	MP	71705	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	IN-85-410-002	QTC	MANAGERS/SUPERVISORS (NAMES KNOWN) ARE UNQUALIFIED TO DIRECT THE RAFTS UNDER THEIR AUTHORITY AND CONTROL, BECAUSE CRAFTS BEING SUPERVISED ARE DIFFERENT FROM THOSE IN WHICH THE MANAGER/SUPERVISORS HAVE WORKED. CI HAS NO FURTHER INFORMATION. NO FURTHER FOLLOW UP REQUIRED.	
IN -85-418-00201 150012	MP	71704	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA		QTC	DUTIES AND RESPONSIBILITIES FOR STEAMFITTER FOREMAN ARE NOT KNOWN IN MTI TIME	

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REFERENCE - ECPS132J-FCPS132C  
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 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S		1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
			R	PLT	2	SAF	RELATED	BF				
IN -85-425-00201 T50096	MP	71708	N	HBN	1	N	N	H	N	QTC	MANAGER (KNOHN) HAS NO PREVIOUS EXPERIENCE APPLICABLE TO PRESENT POSITION (KNOHN), AND MANAGER'S DECISIONS AND FAILURE TO SHOW LEADERSHIP SHOW LACK OF QUALIFICATION. THIS LACK OF QUALIFICATION AND ABILITY CAUSES PROBLEMS SUCH AS: (A) GROUP (KNOHN) DOES NOT RESPOND IN TIMELY MANNER TO REQUESTS FROM OTHER GROUPS. INADEQUATE-INTER-DEPT. COOPERATION. (EG. ENO ENGINEERING DOESN'T GIVE QUICK ENOUGH TURNAROUND ON SIGNING SPLICE CARDS) (B) NO CLEAR DIRECTIONS OR CRITERIA ON THE SEPARATE SPECIFIC ELECTRICAL	
IN -85-426-00401 T50065	MP	71705	N	HBN	1	N	N	N	N	QTC	1983, IRON WORKER PUT IN GENERAL FOR EMAN POSITION OVER STEAMFITTERS AND WELDERS. IRON WORKERS DO NOT HAVE THE SKILLS AND BACKGROUND TO TECHNICAL SUPERVISE STEAMFITTERS/WELDERS. ALSO CREATES A RESENTMENT AMONG LOCALS AND CAUSES LOW MORALE. NO FOLLOW-UP.	
IN -85-433-00101 T50041	MP	71705	N	HBN	1	N	N	N	N	QTC	SOME OF THE MANAGEMENT IS NOT TECHNICALLY QUALIFIED TO SUPERVISE THE SPECIFIC TYPE OF CRAFT UNDER THEIR SUPERVISION.	
IN -85-437-00301 T50027	MP	71705	N	HBN	1	N	N	N	N	QTC	MANAGEMENT (SUPERINTENDENTS, G.F.'S, ETC...) FROM THE TOP, DOWN ARE NOT QUALIFIED TO GIVE DIRECTION TO CRAFTS (ALL) OVER WHICH THEY PRESIDE. SOME MANAGEMENT INDIVIDUALS HAVE NEVER WORKED A DAY WITH THE TOOLS OF THE TRADE.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
				2	SAF	BL	BL				
IN -85-439-00301 150108	MP	71705	N MBN	1	N	N	N	N	I-85-423-MBN	QTC	SUPERINTENDENTS AND GENERAL FOREMEN (KNOWN) ARE OVER CRAFT (KNOWN) THAT THEY HAVE NO EXPERIENCE OR KNOWLEDGE IN. THEY DO NOT KNOW WHAT IS REALLY REQUIRED TO DO A GOOD JOB, AND ALL THEY WANT TO DO IS GET THE JOB DONE IN A RUSH. THEY DON'T CARE ABOUT QUALITY. EXAMPLE: MANAGER INSTRUCTED CRAFT NOT TO FOLLOW APPROVED CONSTRUCTION REQUIREMENTS, BUT INSTEAD TOLD CRAFT TO DO ONLY PART OF THE SPECIFIED PROCESS. (DETAILS KNOWN) CI HAS NO FURTHER INFORMATION NO FOLLOW UP REQUIRED
IN -85-442-00101 150044	MP	71708	N MBN	1	N	N	N	N		QTC	RATHER THAN DEMAND EXCELLENCE, TVA IS CONTENT TO TOLERATE INCOMPETENCE ON THE PART OF ITS EMPLOYEES. TVA HAS SOME GOOD PEOPLE BUT, MOST ARE INCOMPETENT TO ONE DEGREE OR ANOTHER. TWO TVA EMPLOYEES (SUPERVISORY, NAME KNOWN) WERE SPECIFICALLY REFERENCED BY CI AS BEING TECHNICALLY AND MANAGERIALLY INCOMPETENT.
IN -85-442-00201 150044	MP	71712	N MBN	1	N	N	N	N	EX-85-052-005	QTC	GENERIC CONCERN THAT TRAINING, BOTH FORMAL CLASSROOM AND OJT IS/HAS INADEQUATE AND GIVEN BY INDIVIDUALS WHO EITHER DO/DID NOT KNOW THE MATERIAL, OR ARE/HERE UNCONCERNED IF TRAINEES UNDERSTOOD THE MATERIAL OR NOT. CI'S OJT WAS PERFORMED BY AN INDIVIDUAL (NAME NOT REVEALED) WITH 1 YEAR OF EXPERIENCE, WHO CI SAID "KNEW NO MORE THAN I DID". OJT HAS PERFORMED WITH NO SUPERVISION TO DETERMINE EFFECTIVENESS OR OJT EFFORTS.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
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CATEGORY: MP MGT. & PERS. ISSUES

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					2	SAF	RELATED	BF				
IN -85-442-00503 150044	MP	71707	S	HBN	1	N	N	N	N	QTC	CI EXPRESSED THAT ENGINEERING AIDES ARE NOT BEING SUPERVISED AND MANAGED PROPERLY, DUE TO THE MANAGERIAL INCOMPETENCE OF A SUPERVISORY INDIVIDUAL (NAME KNOWN). ENGINEERING AIDES ARE WORKING UNSUPERVISED ON SAFETY RELATED ITEMS IN THE BASIC FUNCTIONAL CAPACITY OF A DEGREE ENGINEER. NO FURTHER INFORMATION IS AVAILABLE.	
	04	MP	71708	S	HBN	1	N	N	N			
IN -85-443-00101 150034	MP	71708	N	WBN	1	N	N	N	N	QTC	THE PAST RECORD, EXPERIENCE, AND QUALIFICATIONS SOME UPPER MANAGEMENT SHOULD BE A SUBJECT OF INTENSE INVESTIGATION AS THEY ARE UNQUALIFIED FOR, AND INCOMPETENT IN, THEIR PRESENT POSITION WITH TVA. (NAMES & DETAILS KNOWN TO QTC)	
					2	NA	NA	NA	NA			
IN -85-445-01401 150121	MP	71706	N	WBN	1	N	N	N	N	QTC	INADEQUATE QUALIFICATIONS; KNOXVILLE ENGINEER (KNOWN) WHO GIVES EXTENSIVE TECHNICAL DIRECTION TO WBN PERSONNEL IS NOT ADEQUATELY QUALIFIED. CI HAS NO FURTHER INFORMATION, CONSTRUCTION DEPARTMENT CONCERN.	
					2	NA	NA	NA	NA			
IN -85-463-00101 150036	MP	71702	N	WBN	1	N	N	N	N	QTC	TVA DOES NOT UTILIZE SKILLS OF EMPLOYEES IN ACCORDANCE WITH THEIR EDUCATION, TRAINING, AND EXPERIENCE. (NAMES/DETAILS KNOWN TO QTC)	
					2	NA	NA	NA	NA			
IN -85-467-00101 150037	MP	71705	N	WBN	1	N	N	N	N	QTC	FOREMEN/GENERAL FOREMEN/SUPERINTENDENTS ARE NOT ALWAYS TRAINED IN THE CRAFT DISCIPLINE THEY SUPERVISE, WHICH PREVENTS EFFECTIVE AND KNOWLEDGEABLE SUPERVISION OF CRAFT PERSONNEL.	
					2	NA	NA	NA	NA			
IN -85-472-00401 150035	MP	71709	N	WBN	1	N	N	N	N	QTC	SITE ENGINEERS ARE NOT REQUIRED TO DEMONSTRATE COMPETENCY AND KNOWLEDGE, BY EXAMINATION, IN SITE PROCEDURE REQUIREMENTS. CI IS CONCERNED THAT INSPECTORS ARE REQUIRED TO DEMONSTRATE SUCH COMPETENCY, BUT ENGINEERING PERSONNEL (WHO DISPOSITION INSPECTION REJECTIONS) DO NOT.	
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECP-132J-CCPS132C  
 FREQUENCY - REQUEST  
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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
					2	SAF	RELATED	BF				
IN -85-492-00401 150029	MP	71705	N	WBN	1	N	N	N	N		QTC	MANAGEMENT FREQUENTLY HAS ONE CRAFT SUPERVISING ANOTHER CRAFT. THIS IS CONSIDERED HARASSMENT AND DISCRIMINATORY AND IMPACTS WORK ASSIGNMENTS AS SUPERVISORS ARE UNQUALIFIED TO SUPERVISE THAT PARTICULAR CRAFT
IN -85-493-00201 150027	MP	71705	N	WBN	1	N	N	N	N	IN-85-493-002	QTC	MANAGEMENT HAS ONE CRAFT MEMBER AS SUPERVISOR OF ANOTHER CRAFT WHO IS UNQUALIFIED TO SUPERVISE.
IN -85-494-00101 150043	MP	71706	S	WBN	1	N	N	N	N		QTC	UPPER LEVEL MANAGEMENT & ENGINEERS/INSPECTORS ARE NOT QUALIFIED IN MOST CASES TO PERFORM THEIR JOBS. MANAGEMENT INDIVIDUALS (GENERIC) ARE GIVEN POSITIONS BASED ON HOW THEY KNOW WHAT THEY KNOW.
	02	MP	71708	S	WBN	1	N	N	N			
IN -85-514-00601 150043	MP	71705	N	WBN	1	N	N	N	N		QTC	SUPERVISORY PERSONNEL (NAME KNOWN) ARE NOT TRAINED/QUALIFIED TO GIVE DIRECTION TO CRAFTS OUTSIDE THEIR (SUPERVISORS) DISCIPLINE. EXAMPLE, STEAM FITTER GENERAL FOREMAN WHO IS JOURNEYMAN ELECTRICIAN SUPERVISING THE WORK OF STEAMFITTERS. CI & STEAMFITTER CREW SPENT 6 MONTHS ROUTING AMMONIA & HYDRAZINE SYSTEM TUBING PER GENERAL FOREMAN'S DIRECTION. SYSTEM ENGINEER (AMMONIA & HYDRAZINE SYSTEM) HAD CI & CREW TEAR OUT & RE-ROUTE TUBING DUE TO ERRORS MADE BY GENERAL FOREMAN. THIS OCCURRED APPROX 2 YRS
IN -85-518-00201 150044	MP	71708	N	WBN	1	N	N	N	N		QTC	SOME UPPER MANAGEMENT ARE NOT KNOWLEDGE ENOUGH IN CERTAIN AREAS TO ADEQUATELY SUPERVISE INSTALLATION OR MAINTENANCE. (NAMES KNOWN TO QTC)
IN -85-523-00201 150046	MP	71702	N	WBN	1	N	N	N	N	IN-85-523-002	QTC	CRAFTS OTHER THAN CARPENTERS ARE BUILDING SCAFFOLDS 2.5 BUCKS HIGH WHICH ARE IMPROPERLY CONSTRUCTED. CRAFTS DO NOT HAVE THE EXPERIENCE TO WORK ON SCAFFOLDING BEHIND SECURITY TO INCLUDE OJT.

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REFERENCE - ECPS132J-ECPS132C  
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 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 INADEQUATE CONSTRUCTION/OPERATIONS TRAINING

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CONCERN NUMBER	CAT	SUB CAT	S M R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
				2	BF	BL	SQ				
IN -85-526-00101 150046	MP	71709	N HBN	1	N	N	N	N	IN-85-526-001	QTC	ENGINEERS DO NOT HAVE ANY TRAINING TO PREPARE THEM FOR THE SPECIAL REQUIREMENTS OF A NUCLEAR SITE. THIS TRAINING SHOULD INCLUDE SITE DO'S & DON'TS, PROCEDURES, AND ACTIVITY OVERVIEWS. TVA HAD SUCH A PROGRAM AND DROPPED IT IN 1982 DUE TO LACK OF MONEY
IN -85-533-00401 150102	IN	60300	S HBN	1						QTC	TVA MANAGERS (KNOWN) CHEATED ON A MANDATORY PROJECT "GENERAL EMPLOYEE TRAINING TEST". INDIVIDUAL HAS SEEN HIS TEST ANSWER SHEET BEFORE TAKING THE TEST. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
	02	MP	71713	S HBN	1	N	N	N			
				2	NA	NA	NA	NA			
IN -85-563-00301 150113	MP	71708	N HBN	1	N	N	N	N		QTC	INEPT PERSONNEL IN POSITION OF AUTHORITY. CI DECLINED TO PROVIDE FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
				2	NA	NA	NA	NA			
IN -85-566-00101 150053	MP	71704	N HBN	1	N	N	N	N		QTC	CONSTRUCTION MANAGEMENT IS NOT QUALIFIED FOR THE JOBS THEY HOLD. IT IS EXPECTED THAT MEN AND WOMEN SHOULD HAVE INTELLIGENCE AND EDUCATION BEFITTING THEIR POSITIONS. THIS IS EVIDENCED BY THE LACK OF COMMUNICATION BETWEEN SUPERVISION AND WORKERS. FAVORITISM ETC EXIST.
				2	NA	NA	NA	NA			
IN -85-568-00101 150053	MP	71701	N HBN	1	N	N	N	N		QTC	JOB RULES REQUIRE FITTERS & FITTER-ELDERS TO HAVE A MINIMUM OF 5 YEARS HEAVY CONSTRUCTION EXPERIENCE AS A CONDITION OF EMPLOYMENT. AN APPRENTICE HELDER IS REQUIRED TO GAIN NECESSARY EXPERIENCE. HOWEVER, THERE ARE APPRENTICE HELDERS WITH 1-2 YEARS EXPERIENCE WORKING WITH JOURNEYMAN FITTERS (WITH NO HELDING EXPERIENCE) IMMEDIATE FITTERS WITH LESS THAN 5 YEARS HEAVY CONSTRUCTION EXPERIENCE ARE DENIED EMPLOYMENT.
				2	NA	NA	NA	NA			

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					2	SAF	BL	SQ					HB
IN-85-572-00101 150051	MP	71707	M	NBN	1	N	N	N	N	IN-85-572-001	QTC	ENGINEERS SHOULD HAVE THE RESPONSIBILITY FOR ENG. MATTERS AS OPPOSED TO THE "AIDE/ASSOC ENG." BEING PART OF THEIR WORK. AIDES SHOULD NOT BE GIVEN THE RESPONSIBILITY FOR WRITING WORK PLANS OR PACKAGES OR APPROVING THEM COMPLETED WORK.	
IN-85-581-00201 150135	CO	10900	S	NBN	1	N	N	N	Y	1-85-445-NBN	QTC	WELDERS WHICH WERE NOT QUALIFIED AS ELECTRICIANS WERE USED TO TERMINATE ELECTRICAL CABLES. THIS WAS DONE ON DAY SHIFT AT SENIOR MANAGER'S (KNOWN) DIRECTION IN THE AUX BLDG - 10 - 1 MIKE PUMP STRUCTURE UNDERGROUND DUCTS. (1979, CONSTRUCTION) THE CI HAD NO FURTHER INFORMATION.	
	02	MP	71702	S	NBN	1	N	N	N				
IN-85-581-00401 150056	MP	71709	M	NBN	1	N	N	N	N		QTC	A TOTAL LACK OF TRAINING FOR THE JOU RHEYMAN LEVEL ELECTRICIAN.	
IN-85-595-00101 150056	MP	71708	M	NBN	1	N	N	N	N		QTC	TVA MANAGEMENT UNQUALIFIED FOR THEIR POSITIONS. TVA PROMOTES INCOMPETENT PEOPLE WITH INADEQUATE EDUCATION OR TRAINING. (NAMES/DETAILS KNOWN TO QTC)	
IN-85-595-00701 150056	MP	71710	M	NBN	1	N	N	N	N	IN-85-595-007	QTC	TVA MANAGEMENT WERE TRAINED BY TVA THEREFORE THEY ONLY KNOW TVA'S METHODS. VERY CLOSE KNIT CLIQUES HAVE FORMED. MANAGEMENT AND MORALE CANNOT IMPROVE UNTIL THESE CLIQUES ARE BROKEN UP OR AT LEAST DILUTED.	
IN-85-598-00101 150055	MP	71713	M	NBN	1	N	N	N	N		QTC	EMPLOYEES HAVE BEEN LAID OFF WHO COULD NOT PASS THE HEALTH PHYSICS TEST THE 2ND TIME YET THERE ARE SOME EMPLOYEES STILL EMPLOYED WHO HAVE NOT PASSED THE TEST THE 2ND TIME AND ARE WITH NUCLEAR SERVICES BRANCH.	

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REFERENCE - ECPS132J ECPS132C  
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CATEGORY: MP MGT. & PERS. ISSUES

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					2	SAF	RELATED	BF				
IN 85-600-00001 150047	MP	71705	N	NBN	1	N	N	N	N		QTC	CI FEELS SUPERVISION FOR EACH CRAFT SHOULD BE FROM THAT CRAFT. EXAMPLE, GEN FOREMAN OVER FILTERS IN "IRON MOKKER". (NAMES KNOWN) FEELS THEY DO NOT HAVE THE TECHNICAL EXPERIENCE TO DIRECT OTHER CRAFT.
IN 85-600-00101 150057	MP	71700	N	NBN	1	N	N	N	N	IN-85-600-001	QTC	GENERIC CONCERN- LEADERSHIP ABILITY AND QUALIFICATIONS OF MANAGEMENT AND OFFICERS OF NBNP ARE NOT ADEQUATE FOR AN OPERATING NUCLEAR SITE. NO FURTHER SPECIFICS OR DETAILS AVAILABLE
IN 85-624-00101 150040	MP	71709	N	NBN	1	N	N	N	N		QTC	TVA USES A FOUR (4) HOUR CLASS TO QUALIFY PERSONNEL AS RIGGERS. THIS QUALIFICATION IS IMPROPER, INADEQUATE AND DANGEROUS
IN 85-627-02901 150200	MP	71708	N	NBN	1	N	N	N	N		QTC	A SPECIFIC TVA MANAGER DOES NOT HAVE THE EDUCATIONAL BACKGROUND OR THE NUCLEAR POWER PLANT CONSTRUCTION BACKGROUND TO BE QUALIFIED FOR HIS POSITION AND RESPONSIBILITIES. (NAMES AND DETAILS TO THIS SPECIFIC CASE ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY). CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.
IN 85-632-01101 150242	MP	71702	N	NBN	1	N	N	N	N		QTC	TVA MAKES INAPPROPRIATE JOB ASSIGNMENTS. EXAMPLE, WHEN HANGER WORK BECAME A PRIORITY ITEM, CRAFT WORKERS WITH EXTENSIVE INSTRUMENTATION EXPERIENCE WERE ASSIGNED TO MANAGERS. WHILE WORKERS WHO WERE RELATIVELY INEXPERIENCED IN INSTRUMENTATION WERE ASSIGNED TO DO CRITICAL INSTRUMENTATION WORK. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



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					2 SAF RELATED	BF BL SQ HB				
IN -85-663-01101 150239	MP	71700	S	MHN	1	N N N N		QTC	TVA MANAGEMENT ABUSES THEIR POWER TO PROMOTE BY PROMOTING UNQUALIFIED PERSONNEL. E.G., ENGINEERING ASSOCIATE HAS PROMOTED TO M-5 (DEPARTMENT M OHP). QUALIFICATIONS FOR ALL KEY MANAGERS AT MHP SHOULD BE ANALYZED. JUST BECAUSE EMPLOYEES BUILT TVA'S BRIDGES AND FOSSIL PLANTS DOESN'T MEAN THAT THEY'RE QUALIFIED FOR NUCLEAR WORK. CI DECLINED TO PROVIDE FURTHER DETAILS. 1985 CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.	
	02	MP	71815	S	MHN	2	HA HA HA HA			
IN -85-705-00201 150044	CD	10900	S	MHN	1	N N N Y		QTC	UNQUALIFIED PERSONNEL (LINEMEN, SUBSTATION ELECTRICIANS, SIGN COMPANY ELECTRICIANS, ETC) PERFORMING SAFETY-RELATED ELECTRICAL FUNCTIONS AT MHP. CI HAD NO MORE DETAIL.	
	02	MP	71702	S	MHN	2	HA NA NA NA			
IN -85-713-00501 150069	I.P	71708	N	MHN	1	N N N N		QTC	MORE THAN 1/2 OF SUPERVISION (SUPERINTENDENTS) ARE NOT EXPERIENCED ENOUGH OR QUALIFIED TO DO THEIR JOBS. NO ADDITIONAL INFORMATION AVAILABLE.	
					2	HA HA HA HA				
IN -85-725-00701 150159	MP	71703	N	MHN	1	N N N N		QTC	TVA FOREMEN ARE POORLY QUALIFIED. E.G., TVA CONSTRUCTION FOREMAN (KNOWN) CAN NOT READ OR WRITE WELL ENOUGH TO SUPERVISE CRAFT CONST. DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
					2	HA NA NA NA				
IN -85-735-00101 150070	MP	71700	N	MHN	1	N N N N		QTC	MANAGEMENT IS NOT QUALIFIED TO RUN THE SITE IN THAT THEY DON'T UNDERSTAND THE CONSTRUCTION PROCESSES. MANAGEMENT SLOWS THE JOB DOWN AND BLAMES THE CRAFT. NO FOLLOW-UP REQUIRED.	
					2	HA NA NA NA				

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REFERENCE - ECPS132J-ECPS132C  
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					2	SAF	RELATED					
IN -85-742-00101 150070	MP	71708	N	HBN	1	N	N	N	N	QTC	C/I STATED THAT HIS/HER SUPERVISOR (KNOHN) IS NOT QUALIFIED TO HOLD THE POSITION. INABILITY TO PERFORM ASSIGNED DUTIES (GENERIC) HAS LED TO IN-HOUSE FIGHTING AND HAS DECREASED THE MORALE OF THAT DEPARTMENT (KNOHN). NO ADDITIONAL INFORMATION AVAILABLE. NO FOLLOW-UP REQUIRED.	
IN -85-755-00201 150076	MP	71708	N	HBN	1	N	N	N	N	QTC	A SUPERVISOR (NAME KNOHN) DOES NOT HAVE THE BACKGROUND NECESSARY TO PERFORM EFFECTIVELY. COMBINED WITH AN EXTREMELY ABRASIVE ATTITUDE THIS INDIVIDUAL IS MUCH LESS THAN EFFECTIVE IN ADMINISTERING ASSIGNMENTS. NO FURTHER DETAILS AVAILABLE.	
IN -85-757-00201 150240	MP	71708	N	HBN	1	N	N	N	N	QTC	TVA SUPERVISOR (KNOHN) IS NOT QUALIFIED FOR THE POSITION. THE INDIVIDUAL DOES NOT KNOW HOW TO SUPERVISE PEOPLE, AND DOES NOT PLAN OR ARRANGE WORK PROPERLY. THE INDIVIDUAL GIVES INADEQUATE DIRECTIONS, OR DIRECTIONS THAT MAKE THE JOB NEEDLESSLY MORE DIFFICULT AND LESS SAFE. AS AN EXAMPLE, THE SUPERVISOR WOULD NOT ALLOW WORKERS TO REMOVE DRAWERS FROM OFFICE FURNITURE PRIOR TO MOVING THE FURNITURE, WHICH SHOULD HAVE MADE THE FURNITURE LESS HEAVY, AND LESS DANGEROUS TO MOVE. CONSTRUCTION DEPT. COM	
IN -85-758-00101 150073	MP	71708	N	HBN	1	N	N	N	N	QTC	"WHITE HATS" (O.F.'S & HIGHER) ARE NOT QUALIFIED TO PERFORM REQUIRED DUTIES. THEY ARE SELDOM SEEN IN THE WORK AREAS UNLESS IT IS TO HARASS THE WORKERS AND THEY ARE MORE INTERESTED IN CATCHING SOMEONE DRINKING A COLA, THAN THEY ARE IN ENSURING QUALITY WORK. NO ADDITIONAL INFORMATION AVAILABLE. NO FOLLOW-UP REQUIRED.	

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REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPs)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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 RUN DATE - 05/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
					2	SAF	RELATED	BF				
IN -85-759-00201 150073	MP	71708	N	HBN	1	N	N	N	N		QTC	MANAGEMENT IS UNQUALIFIED FOR THEIR POSITIONS. THE EMPLOYEES MUST RELY ON THEIR OWN KNOWLEDGE AND JUDGEMENT AS MANAGEMENT'S DIRECTION IS INADEQUATE. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE C/I'S CONFIDENTIALITY). NO MORE INFORMATION AVAILABLE. NO FOLLOW-UP.
IN -85-763-00101 150072	MP	71708	S	HBN	1	N	N	N	N		QTC	WHAT LEVEL OF QUALIFICATIONS DO UPPER LEVEL CONSTRUCTION MANAGEMENT HAVE TO MEET INITIAL ASSIGNMENTS AND PROMOTIONS ARE BASED ON POLITICS, NOT EXPERIENCE.
	02	MP	71815	S	HBN	1	N	N	N			
	2				2	HA	HA	HA	HA			
IN -85-763-00201 150072	MP	71706	S	HBN	1	N	N	N	N	IN-85-763-002	QTC	RESPONSE TIME OF ENGINEERS TO THE FIELD IS SLOW. WHEN REQUESTED, AN ENGINEER AIDE RESPONDS AND IS NOT QUALIFIED TO ANSWER THE QUESTION, CAUSING ADDITIONAL DELAYS.
	02	MP	71707	S	HBN	1	N	N	N			
	2				2	HA	HA	HA	HA			
IN -85-768-00401 150082	MP	71708	N	HBN	1	N	N	N	N		QTC	MANAGER, (KNOWN) HAS HURT THE HBNP PROJECT MORE THAN ANYONE. NO FURTHER DETAILS AVAILABLE.
IN -85-779-00101 150152	MP	71708	N	HBN	1	N	N	N	N		QTC	CONSTRUCTION MANAGEMENT IS VERY POOR. IT SEEMS TO HAVE PLENTY OF TIME TO PICK ON LITTLE THINGS BUT DOESN'T HAVE TIME TO FIX SITE PROBLEMS. ALSO MANAGEMENT DOESN'T HAVE TO ANSWER FOR THE MISTAKES THAT COST TVA MILLIONS OF DOLLARS. CI CITED RUNNING IN THE PARKING LOT OR NOT WEARING SAFETY GLASSES AS LITTLE THINGS. THE CONCERN IS GENERIC. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION AVAILABLE. FOLLOWUP NOT REQUIRED.
	2				2	HA	HA	HA	HA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LDC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 0 CAT - MP SUBCAT - 717
					2	SAF	RELATED	BF				
IN -85-782-00101 150081	MP	71708	N	WBN	1	N	N	N	N	IN-85-782-001	QTC	INCOMPETENT UPPER LEVEL CONSTRUCTION MANAGEMENT- TOTAL LACK OF KNOWLEDGE IN THE ORGANIZATION/COORDINATION OF A JOB THIS SIZE. (HAMES KNOWS TO Q TC.) NO ADDITIONAL INFORMATION AVAILABLE.
IN -85-785-00201 150154	MP	71703	N	WBN	1	N	N	N	N		QTC	AN UNSPECIFIED NO. OF YOUNG PEOPLE BECOME FOREMEN RIGHT AFTER 4-YEARS OF APPRENTICESHIP SCHOOL. THEIR PRIMARY FUNCTION IS TO TELL JOURNEYMEN "HOW TO DO THEIR JOB". IRONICALLY, THESE JOURNEYMEN HAVE 20+ YEARS OF EXPERIENCE ON THE JOB. CONCERN IS: HOW DO THESE DIRECT RECRUITED FOREMEN CAN TELL THE EXPERIENCED JOURNEYMEN "WHAT IS TO BE DONE". CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
IN -85-785-00401 150154	MP	71708	N	WBN	1	N	N	N	N		QTC	CONSTRUCTION MANAGERS AND GROUP MANAGERS ARE UNQUALIFIED TO DO THEIR JOBS. WITH NO EDUCATIONAL BACKGROUND, THEY CAN'T TALK INTELLIGENTLY, CAN'T DISCUSS PROBLEMS AND CAN'T UNDERSTAND THE PROBLEMS. MANAGERS SHOULD BE TECHNICAL PEOPLE, WITH A LOT OF EXPERIENCE IN ENGINEERING. SOME OF THEM CAN'T READ BLUEPRINTS. ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.
IN -85-788-00201 150072	MP	71702	N	WBN	1	N	N	N	N		QTC	INSPECTORS (ELEC & MECH) SHOULD BE FROM THE CRAFT. INEXPERIENCED INSPECTORS CAUSED DELAYS AND REWORK

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DNP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL						HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717		
					2	SAF	RELATED	BF	BL	SQ					HB	
IN -85-798-00101 150159	MP	71708	N	MBN	1	N	N	N	N	2	NA	NA	NA	NA	QTC	WHITE MATS ARE NOT QUALIFIED TO BE IN SUPERVISORY POSITIONS. CI GAVE SEVERAL EXAMPLES. SOME SUPERVISORS HAVE NO PRIOR EXPERIENCE IN ENGINEERING AND CONSTRUCTION MANAGEMENT; SOME DO NOT HAVE ADEQUATE PRIOR EXPERIENCE, AND SOME OTHERS HAVE TOTALLY UNRELATED EXPERIENCE (NAMES KNOWN). ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. CONSTRUCTION DEPT. CONCERN. NO FOLLOW UP REQUIRED.
IN -85-799-00101 150071	MP	71708	N	MBN	1	N	N	N	N	2	NA	NA	NA	NA	QTC	THE QUALITY OF UPPER LEVEL CONSTRUCTION MANAGEMENT IS LESS THAN ADEQUATE APPROXIMATELY 1978-79 MANAGEMENT CHANGED, CAUSING A MORALE AND ATTITUDE PROBLEM WITHIN THE CRAFTS. NO ADDITIONAL INFORMATION AVAILABLE.
IN -85-809-00101 150078	MP	71705	N	MBN	1	N	N	N	N	2	NA	NA	NA	NA	QTC	UNQUALIFIED SUPERVISION (EXAMPLES GIVEN) GIVING DIRECTIONS TO CRAFTS (GENERIC) THAT ARE NOT ALWAYS CORRECT (NO SPECIFICS GIVEN). QUALIFIED INDIVIDUALS ARE NOT INCLINED TO ACCEPT FOREMAN'S POSITIONS BECAUSE IT IS THE FOREMAN WHO "PAY THE PRICE" FOR ANY MISTAKES MADE WHILE FOLLOWING IL-ADVISED DIRECTIONS. NO ADDITIONAL INFORMATION AVAILABLE.
IN -85-814-00201 150071	MP	71705	N	MBN	1	N	N	N	N	2	NA	NA	NA	NA	QTC	C/I QUESTIONS THE PRACTICE AND QUALIFICATIONS OF ONE CRAFT DISCIPLINE SUPERVISING A DIFFERENT CRAFT DISCIPLINE. C/I GAVE EXAMPLES. NAMES/DETAILS KNOWN TO QTC. NO FURTHER DETAILS AVAILABLE.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DNP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
					2	SAF	RELATED					
IN -85-816-00101 150083	MP	71708	N	HBN	1	N	N	N	H	QTC	MANAGEMENT ABOVE THE CRAFT SUPT. HAS A PROBLEM WITH GETTING THE WORK IDENTIFIED, SCHEDULED, AND COORDINATED. WHEN THIS CONFUSION OCCURS, MANAGER'S BLAME AND DISCIPLINE THE CRAFT EMPLOYEES. THIS OCCURS PRIMARILY IN UNIT 11 ON A DAILY BASIS. NO ADDITIONAL INFORMATION AVAILABLE.	
IN -85-821-00201 150083	MP	71708	N	HBN	1	N	N	N	H	QTC	MANAGERS AND SUPERVISORS ARE NOT QUALIFIED. (NAMES AND DETAILS KNOWN TO PERT.) NO FURTHER DETAILS AVAILABLE	
IN -85-823-00101 150251	MP	71708	N	HBN	1	N	N	N	H	QTC	TVA MANAGER (KNOHN) IS ALLEGED AS HAVING INSUFFICIENT EDUCATION, QUALIFICATIONS AND EXPERIENCE FOR THE POSITION. THIS INDIVIDUAL IS ALLEGEDLY RACIALLY PREJUDICED, AND HAS MADE STATEMENTS WHICH ARE UNPROFESSIONAL. DETAILS KNOWN TO QTC. CONSTRUCTION DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
IN -85-827-00101 150083	MP	71708	N	HBN	1	N	N	N	H	IN-85-827-001 QTC	TVA UPPER LEVEL CONSTRUCTION MANAGEMENT IS NOT PERFORMING THE JOB NECESSARY OR NEEDED TO COMPLETE THE JOB AND SHOULD BE REPLACED BY PEOPLE WHO ARE INTELLIGENT ENOUGH TO RUN THIS JOB. NO FURTHER DETAILS AVAILABLE.	
IN -85-838-00101 150090	MP	71708	N	HBN	1	N	N	N	H	IN-85-838-001 QTC	INDIVIDUALS WITHIN TVA MANAGEMENT (POSITIONS KNOWN) MAKE A POINT OF HARRASSING EMPLOYEES WHICH DOES NOT SEEM TO FALL UNDER THE JOB TITLE OF SUCH POSITIONS. THIS MAY BE AN INDICATION THAT THEY ARE NOT QUALIFIED FOR POSITIONS HELD.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RIM

TEENESSEE VALLEY AUTHORITY  
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					2	SAF	RELATED	BF				
IN -85-848-00101 150153	MP	71708	N	MDN	1	N	N	N	N	QTC	MANAGEMENT IS GROSSLY UNQUALIFIED AND INCOMPETENT AND AN EXTENSIVE INVESTIGATION OF THEIR PAST RECORDS IS NEEDED. CONSTR. DEPT. CONCERN. (NAME S) DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY). FOLLOWUP NOT REQUIRED.	
IN -85-853-00101 150085	MP	71708	N	MDN	1	N	N	N	N	QTC	MANAGER (NAME KNOWN) NOT QUALIFIED BY PREVIOUS JOB EXPERIENCE OR PERSONAL ABILITY FOR PRESENT POSITION, BUT WAS PROMOTED BECAUSE OF FAVORITISM. (DETAILS ON PAST JOB PERFORMANCE KNOWN TO CRT).	
IN -85-860-00101 150090	MP	71708	N	MDN	1	N	N	N	N	QTC	TVA PROMOTES INCOMPETENT PERSONNEL TO IMPORTANT POSITIONS THUS CREATING MIS-MANAGEMENT AND LOW MORALE. THIS CONCERN INVOLVES ALL OF TVA, NOT JUST ONE PROJECT. (NAME KNOWN TO QTC AND RELEASE OF THIS INFORMATION WOULD JEOPARDIZE CI'S CONFIDENTIALITY)	
IN -85-874-00101 150091	MP	71708	N	MDN	1	N	N	N	N	IN-85-874-001 QTC	TVA NEEDS NEW NUCLEAR MANAGERS FROM SOURCES OTHER THAN TVA CURRENT MANAGEMENT POOL. THESE PEOPLE NEED TO BE PEOPLE-ORIENTATED MANAGERS.	
IN -85-875-00101 150087	MP	71702	N	MDN	1	N	N	N	N	QTC	CRAFT PERSONNEL SHOULD NOT BE ALLOWED TO WORK OUTSIDE THEIR OWN DISCIPLINE. INADEQUATE TRAINING AND EXPERIENCE IN OTHER DISCIPLINES CAUSES PROBLEMS.	
IN -85-888-00101 150095	MP	71705	N	MDN	1	N	N	N	N	QTC	CRAFT PERSONNEL BEING PLACED IN SUPERVISORY POSITIONS OVER CRAFT OUTSIDE THEIR OWN DISCIPLINE. NO FOLLOW UP REQUIRED. NO ADDITIONAL INFORMATION AVAILABLE.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
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 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPSS)  
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CATEGORY: MP MGT. & PERS. ISSUES

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					2	SAF	RELATED	BF				
IN -85-894-00201	MP	71708	N	HBN	1	N	N	N	N	QTC	SITE MANAGEMENT IS UNQUALIFIED AND INCAPABLE OF MAKING GOOD DECISIONS. FINDING(S); THIS CONCERN IS TOO GENERAL, NO SPECIFIC EXAMPLES OR DETAILS WERE PROVIDED WHICH COULD BE INVESTIGATED. CORRECTIVE ACTION(S) NONE REQUIRED. CLOSURE STATEMENT; THIS CONCERN IS CLOSED WITHOUT INVESTIGATION.	
IN -85-900-X0101 150090	MP	71712	S	HBN	1	N	N	N	N	QTC	PERSONNEL (DEPARTMENT AND FUNCTION KNOWN) PERFORMING ACTIVITIES AFFECTING QUALITY ARE NOT APPROPRIATELY TRAINED, NOR IS TRAINING DOCUMENTED.	
	02	QA 80311	S	HBN	1	N	N	N	Y			
					2	NA	NA	NA	SR			
IN -85-908-00101 150093	MP	71705	N	HBN	1	N	N	N	N	QTC	TVA MANAGEMENT PLACES PERSONNEL IN POSITIONS OF RESPONSIBILITY IN DEPARTMENT (KNOWN) WHERE THEY HAVE NO PRIOR EXPERIENCE. ONE SUCH MANAGER (KNOWN) HAS UNREALISTIC EXPECTATIONS OF SUBORDINATE PERFORMANCE, BASED ON UNRELATED EXPERIENCE IN AN UNRELATED DEPARTMENT. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
IN -85-916-00401 150094	MP	71707	N	HBN	1	N	N	N	N	QTC	THERE ARE NOT ENOUGH DEGREEED ENGINEERS (DISCIPLINE KNOWN) TO HANDLE THE WORK LOAD. THE WORK IS BEING PERFORMED PRIMARILY BY ENGINEERING AIDES WHICH CAUSES DISCONTENT AMONG THE AIDES. THIS DISCONTENT IS PASSED TO THE CRAFTS. THE PRESENT SYSTEM CALLS FOR AN ENGINEER TO "WORK DOWN" AN ACTIVITY PRIOR TO INSPECTION. BECAUSE OF THE POOR ATTITUDE OF THE ENGINEERS, THE RESPONSE TIME IS SLOW. (NO SPECIFICS AVAILABLE.) C/I HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	IN-85-916-004

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REFERENCE - ECPS132J-ECPS132C  
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 OFFICE OF NUCLEAR POWER  
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 SUBCATEGORY: 717 NOT FROM CRAFT THEY ARE SUPERVISING

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CATEGORY, MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL		HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
					2 SAF	RELATED BF BL SQ HB				
IN -85-920-00101 150093	MP	71705	N	MBN	1 N N N N 2 NA NA HA HA			QTC	GENERAL FOREMEN (NAMES AND CRAFT KNOWN) ARE NOT QUALIFIED OR CAPABLE OF FILLING THEIR ASSIGNED POSITIONS. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. C/I HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED	
IN -85-933-00501 150265	MP	71706	S	MBN	1 N N N N 2 NA NA NA NA			QTC	TVA'S PROGRAM OF LICENSING DEGREEED ENGINEERS AS SENIOR REACTOR OPERATORS HAS DREAMED (MANAGER KNOWN) UP TO HELP "HIDE" SURPLUS DEGREEED PERSONNEL WHOM TVA DOES NOT WANT TO LAY OFF. CI HAS NO FURTHER INFORMATION. NUCLEAR POWER CONCERN.	
	02	MP	71803	S	MBN	1 N N N N 2 NA NA NA NA				
IN -85-933-01501 150265	MP	71712	N	MBN	1 N N N N 2 NA NA NA HA			QTC	TVA HAS DESIGNATED DEGREEED ENGINEERING PERSONNEL WHO ARE IN THE SENIOR REACTOR OPERATOR TRAINING PROGRAM AS "M-LEVEL", AND THIS REMOVES A VALUABLE CHECK/BALANCE BY PREVENTING QUALIFIED TRADES AND LABOR PERSONNEL FROM MONITORING TESTS FOR FAIRNESS AND HONESTY. THIS COULD ALLOW TVA MANAGEMENT TO "PASS" A DEGREEED ENGINEER WHO DID NOT ACTUALLY DO WELL ENOUGH ON THE TEST. CI HAS NO FURTHER INFORMATION. NUCLEAR POWER CONCERN.	
IN -85-939-00101 150136	MP	71702	N	MBN	1 N N N N 2 NA NA NA NA			QTC	PERSONNEL (DEPARTMENT KNOWN) ARE NOT ADEQUATELY CROSS TRAINED TO PERFORM DUTIES WHERE MANAGEMENT CHANGES PERSONNEL ASSIGNMENTS. PERSONNEL ARE ASSIGNED DUTIES WITHOUT KNOWING PROPER TECHNICAL TERMINOLOGY, OR MATERIALS USED IN THEIR NEW FUNCTIONS. THIS CAUSES UNNECESSARY WASTED TIME FOR CRAFT PERSONNEL. DETAILS WITHHELD TO MAINTAIN CONFIDENTIALITY. CI HAS NO FURTHER INFORMATION. (1984-1985 CONSTRUCTION - NO UNITS)	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 INADEQUATE CONSTRUCTION/OPERATIONS TRAINING

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				2	SAF	RELATED	BF				
IN -85-950-00101 T50103	MP	71709	N WBN	1	N	N	N	N	IN-85-950-001	QTC	PERSONNEL (DEPARTMENT KNOWN) ARE NOT PROPERLY TRAINED FOR POSITIONS THEY HOLD. PROMOTIONS TO THESE POSITIONS ARE BASED ON WHO YOU KNOW, NOT WHAT YOU KNOW. CI PROVIDED NO SPECIFIC S AND HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.
				2	NA	NA	NA	NA			
IN -85-950-00201 T50103	MP	71710	N WBN	1	N	N	N	N	IN-85-950-002	QTC	MANAGEMENT PERSONNEL (DEPARTMENT KNOWN) ARE NOT REQUIRED TO PARTICIPATE IN TRAINING, QUALIFICATION OR PSYCHOLOGICAL EVALUATION ACTIVITIES (KNOWN) WHICH ARE REQUIRED OF OTHER DEPARTMENTAL EMPLOYEES. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.
				2	NA	NA	NA	NA			
IN -85-953-00101 T50103	MP	71709	S WBN	1	N	N	N	N	IN-85-953-001	QTC	ALL NEW EMPLOYEES SHOULD BE TRAINED AS TO HOW TO COMPLETE AND PROCESS DOCUMENTATION AND PAPERWORK. CI HAS NO MORE INFORMATION AVAILABLE. NO FOLLOW UP REQUIRED.
	02	MP	71710	S WBN	1	N	N	N			
IN -85-989-00201 T50104	MP	71710	N WBN	1	N	N	N	N		QTC	CI FEELS THAT TRAINING PREPARATORY TO PROMOTION TO SUPERVISORY POSITION HAS INADEQUATE. (DEPARTMENT KNOWN). CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
				2	NA	NA	NA	NA			
IN -85-996-00101 T50156	MP	71705	N WBN	1	N	N	N	N		QTC	TVA HAS APPOINTED GENERAL FOREMAN (KNOWN) WHO ARE NOT QUALIFIED OR EXPERIENCED IN THE CRAFT THEY SUPERVISE. THIS CAUSES WASTED TIME AND MATERIAL, AND IMPROPER WORK. (EXAMPLE KNOWN). CONST. DEPT. CONCERN. 1983. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
				2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
				2	SAF	RELATED	BF				
IN -85-997-00101 T50100	MP	71708	N HBN	1 N N N N 2 NA NA NA NA					QTC	SOME MEMBERS OF THE MANAGEMENT TEAM (NAME KNOWN) ON SITE HAVE QUESTIONABLE QUALIFICATIONS. CI SUSPECTS THESE POSITIONS WERE ACQUIRED THROUGH "POLITICAL PULL". CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-007-00201 T50100	MP	71709	S HBN	1 N N N N 2 NA NA NA NA					QTC	PERSONNEL NEW TO MATTS BAR GO TO WORK IMMEDIATELY BEFORE ANY TRAINING (SAFETY OR PROCEDURAL) TAKES PLACE. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.	
	02	MP	71710	S HBN	1 N N N N 2 NA NA NA NA						
IN -86-011-00401 T50188	MP	71708	S HBN	1 N N N N 2 NA NA NA NA					QTC	A SUPERVISOR, IN A POSITION TO PERFORM AN ACTIVITY AFFECTING QUALITY, HAS NOT BEEN PROPERLY TRAINED, AND IS NOT QUALIFIED FOR THE POSITION. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.	
	02	QA	89311	S HBN	1 N N N Y 2 NA NA NA SR						
	03	MP	71710	S HBN	1 N N N N 2 NA NA NA NA						
IN -86-052-00101 T50114	MP	71708	N HBN	1 N N N N 2 NA NA NA NA				IN-86-052-001	QTC	LACK OF EXPERIENCE OF UPPER MANAGEMENT (EX-PRICE OFFICERS, EX-TRUCK DRIVERS, ETC) RENDERS DECISION MAKING ABILITIES QUESTIONABLE. CI HAS NO ADDITIONAL INFORMATION. CONSTRUCTION DEPARTMENT	
IN -86-061-00101 T50178	MP	71708	N HBN	1 N N N N 2 NA NA NA NA					QTC	SUPERVISOR UNQUALIFIED FOR POSITION, AND HIRES PERSONNEL WITH SIMILAR LACK OF QUALIFICATION. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CI WILL NOT PROVIDE ADDITIONAL INFORMATION. NUC POWER CONCERN.	
IN -86-061-00401 T50167	MP	71708	N HBN	1 N N N N 2 NA NA NA NA					QTC	CI BELIEVES THAT SUPERVISORY INCOMPETENCE AND A LOCAL INCIDENT ARE RELATED. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. THIS CONCERN IS TO BE TRANSFERRED TO THE LOCAL AUTHORITIES.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ELPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 ONP - 1555 - R101

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPSS)  
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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
					2	SAF	RELATED	BF				
IN -86-065-00101 150249	MP	71708	N	WBN	1	N	N	N	N	QTC	SUPERVISION (NAMES AND DEPARTMENTS KNOWN) ARE INEFFECTIVE, DO NOT RESPOND TO EMPLOYEE QUESTIONS, AND WILL NOT PROVIDE A "STRAIGHT ANSWER". CI FEELS THAT THESE INDIVIDUALS SHOULD BE REPLACED. NUCLEAR POWER CONCERN. NO FURTHER INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
IN -86-065-00201 150249	MP	71708	N	WBN	1	N	N	N	N	QTC	A SUPERVISOR (DEPARTMENT & NAME KNOWN) IS NOT EFFECTIVE AND SHOULD BE REPLACED. INDIVIDUAL PROVIDES ONLY "LIP SERVICE" TO ASSIGNED DUTIES. NUCLEAR POWER DEPARTMENT CONCERN. NO FURTHER INFORMATION AVAILABLE IN FILE. NO FOLLOW UP REQUIRED.	
IN -86-070-00101 150418	MP	71708	N	WBN	1	N	N	N	N	QTC	TVA MANAGEMENT IS INCOMPETENT. WHY DOUBLE THE SALARY OF INCOMPETENT PERSONNEL? CI EXPRESSED THAT THE LOWER 1/2 OF TVA MANAGEMENT SHOULD BE REPLACED WITH "NEW BLOOD". PER CI, CURRENT MANAGEMENT "WILL NOT ROCK THE BOAT, THEY ARE AFRAID THEY'LL GET SHAMPED". CI COULD PROVIDE NO SPECIFICS ON THIS CONCERN. NUCLEAR POWER CONCERN. CI HAS NOT FURTHER INFORMATION.	
IN -86-073-00301 150188	MP	71711	N	WBN	1	N	N	N	N	QTC	THE APPRENTICE PROGRAM UTILIZED BY TVA ONLY REQUIRES ROPE MEMORIZATION OF INFORMATION, THE PEOPLE ARE NOT TESTED FOR THEIR ABILITY TO ACTUALLY PERFORM THE WORK. CI HAS NO ADDITIONAL INFORMATION. NUCLEAR POWER CONCERN. UNIT 1.	
IN -86-074-00201 150117	MP	71708	N	WBN	1	N	N	N	N	QTC	MANAGEMENT (DEPARTMENT KNOWN) DOES NOT HAVE AMPLE EXPERIENCE IN THE FIELD THEY ARE MANAGING. CI HAS NO MORE INFORMATION. NUCLEAR POWER CONCERN. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CATEGORY: MP MGT. & PERS. ISSUES

REF. SECTION 8  
 CAT - MP  
 SUBCAT - 717

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
					2	SAF	RELATED				
					BF	BL	SQ	HB			
IN -86-094-00101 150120	MP	71705	N	WBN	1	N	N	N	N	QTC	TVA USES ONE CRAFT DISCIPLINE SUPERVISOR TO OVERSEE THE WORK OF ANOTHER. CI FEELS THIS IS BAD MANAGEMENT AND SHOULD BE STOPPED. CI HAS NO ADDITIONAL INFORMATION. UNIT 01/SITE W1 DE/NUC PWR CONCERN/ONGOING PROBLEM.
IN -86-114-00201 150126	MP	71705	N	WBN	1	N	N	N	N	QTC	CRAFT SUPERVISION (NAME KNOWN) IS NOT QUALIFIED TO HOLD THE POSITION TO WHICH CURRENTLY ASSIGNED. DETAILS KNOWN TO QRC, WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.
IN -86-120-00101 150122	MP	71708	N	WBN	1	N	N	N	N	QTC	MANAGEMENT DOES NOT GIVE LOGICAL TECHNICAL DIRECTION AND THEIR QUALIFICATIONS FOR THEIR POSITIONS NEED TO BE EVALUATED. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.
IN -86-135-00201 150122	MP	71702	N	WBN	1	N	N	N	N	QTC	DEPARTMENTAL CHANGES OF SKILLFUL EMPLOYEE. CI CITED EXAMPLES (NAME GIVEN) OF CRAFT PERSONNEL IN THE INSTRUMENTATION GROUP WHICH WERE TRANSFERRED TO DIFFERENT DISCIPLINES OUTSIDE THEIR FIELD OF EXPERTISE. CONSTRUCTION DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION.
IN -86-138-00101 150127	MP	71709	N	WBN	1	N	N	N	N	IN-86-138-001 QTC	THE MECHANICAL MAINTENANCE TRAINING PROGRAM NEEDS TO BE EVALUATED FOR EFFECTIVENESS. (DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION COULD JEOPARDIZE CI'S CONFIDENTIALITY). NUCLEAR POWER CONCERN. CI HAS NO MORE INFORMATION.
IN -86-157-00301 150128	MP	71705	N	WBN	1	N	N	N	N	QTC	CI FEELS THAT A FEW GENERAL FOREMEN (NAMES KNOWN) LACK THE TECHNICAL EXPERTISE, COMPETENCE AND KNOWLEDGE TO PERFORM THEIR JOBS. CONSTRUCTION DEPT CONCERN.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPSS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

PAGE - 59  
 RUN TIME - 10:04:59  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

REF SECTION  
 CAT - 717  
 SUBCAT - 717

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL 2 SAF RELATED BF BL SQ HB	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
IN -86-165-00101 150125	MP	71703	N	HBN	1 N N N N 2 NA NA NA NA		QTC	TVA LABOR MANAGEMENT WOULD BREAK ANY COMPANY IN THE WORLD, WHY? ARE THEY STILL EMPLOYED? CI HAS NO ADDITIONAL INFORMATION. CONST. DEPT. CONCERN. NO FOLLOW UP REQUIRED.
IN -86-170-00201 150125	MP	71708	N	HBN	1 N N N N 2 NA NA NA NA		QTC	ALMOST ALL OF MANAGEMENT (EXCEPTS KNOWN) ARE NOT QUALIFIED FOR THEIR POSITIONS AND THEIR BACKGROUNDS SHOULD BE INVESTIGATED THOROUGHLY. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
IN -86-176-00101 150124	MP	71708	N	HBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT OHPNP IS NOT QUALIFIED FOR LEADERSHIP POSITION. THE LOW MORALE IN THE FIELD IS BECAUSE OF POOR MANAGEMENT. CONST. DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.
IN -86-178-00101 150125	MP	71703	S	HBN	1 N N N N 2 NA NA NA NA		QTC	TVA FOREMEN AND GENERAL FOREMEN ARE NOT QUALIFIED. SOME (KNOWN) NEVER WORKED AS CRAFTSMEN. THEY CANNOT ANSWER TECHNICAL QUESTIONS, BUT GO AROUND HIT-PICKING CREWS ON MINOR INFRACTIONS SUCH AS WEARING HARD HATS AND SAFETY GLASSES. THEY WASTE ACCURATELY PLOTTING TIME FOR WORKING A HANGER, SO THEY WIND UP ALLOWING TOO LITTLE TIME FOR THE CRAFT TO DO A GOOD JOB. ONE SUPERVISOR (KNOWN) TOLD CRAFT TO REQUEST A QC INSPECTION BEFORE THE HANGER IN QUESTION HAS EVEN COMPLETE (UNIT 2.) ACCUMULATOR ROOM B4
	02	MP	71735	S	HBN	1 N N N N 2 NA NA NA NA		
IN -86-185-00101 150131	MP	71708	N	HBN	1 N N N N 2 NA NA NA NA		QTC	TVA MANAGEMENT AND SUPERVISORS ARE NOT QUALIFIED AND COMPETENT AND THIS FACT CAUSES A LOT OF TVA'S NUCLEAR PROBLEMS. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DNP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN REPORT - SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 NO1 FROM CRAFT THEY ARE SUPERVISING

PAGE - 40  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL		HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION #
					2 SAF RELATED	BF BL SQ NB				CAT - MP
-----										
IN -86-200-00101 150130	MP	71705	N	WBN	1 N N N N	2 NA NA NA NA		QTC	"WHITE HATS" (SPECIFICALLY G.F.'S-NO NAMES GIVEN) ARE NOT ADEQUATELY TRAINED TO HOLD POSITIONS OF AUTHORITY/RESPONSIBILITY. SOME HAVE NEVER BEEN A CRAFTSMAN OR WORKED WITH THE TOOLS OF THE TRADE. CONST. DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-200-00201 150130	MP	71706	N	WBN	1 N N N N	2 NA NA NA NA	IN-86-200-002	QTC	QUALIFICATIONS/ABILITY OF THE ENGINEERS (NO NAMES GIVEN) HAS DECREASED OVER THE PAST 5 YEARS. THEY ARE TRYING TO PROLONG THEIR JOBS BY RE-DOING (RE-DESIGNING?) HANGERS. CONST. DEPT. CONCERN. CI HAS NO FUTURE INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-209-00401 150210	MP	71706	N	WBN	1 N N N N	2 NA NA NA NA	IN-86-209-004	QTC	NEW ENGINEERS, MAYBE WITH 3 YRS. EXPERIENCE ARE GIVEN TOO MUCH RESPONSIBILITY IN TECHNICAL REVIEW MATTERS, BOTH IN KNOXVILLE, AND AT HATTI BAR. THESE YOUNG ENGINEERS DON'T HAVE ANY PROBLEMS WITH CALCULATIONS, BUT ARE NOT EXPERIENCED ENOUGH TO EVALUATE SYSTEM DESIGN ADEQUACY, OR COMPONENT EVALUATIONS, OR HOW TO DETERMINE WHAT IS NEEDED TO MAKE THE SYSTEM PERFORM. AS A RESULT OF THIS INEXPERIENCE QUALITY HAS BEEN JEOPARDIZED. CI HAS NO ADDITIONAL DETAILS. NUC POWER DEPT. CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-EC: 5132C  
 FREQUENCY - REQUEST  
 ONP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 LACK KNOWLEDGE AND ARE NOT QUALIFIED

PAGE - 41  
 RUN TIME - 10.04.34  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LDC	1 REPORT 2 SAF	APPL RELATED	HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
IN -86-209-01401 150218	MP	71706	S	NBN	1 N N N N 2 NA NA NA NA			QIC	IN THE BEGINNING OF THE NUCLEAR PROGRAM THERE WERE MANY EXPERIENCED POWER DESIGN ENGINEERS WHO HAD BEEN AROUND A LONG TIME AND DID NOT AGREE WITH SOME OF MANAGEMENT'S APPROACH TO NUCLEAR PLANT DESIGN. THESE ENGINEERS WERE PRESSURED TO RESIGN OR RETIRE. THEIR POSITIONS WERE FILLED WITH YOUNG ENGINEERS RIGHT OUT OF COLLEGE. THEY WERE PROMOTED VERY FAST, WERE PLACED IN CHARGE OF PROGRAMS AND OPERATED THE PROGRAMS. THEY HAD LITTLE BACKGROUND AT THE TIME. THEN AND NOW, THE MANAGER WHO GETS AHEAD
	02	MP	71813	S	NBN	1 N N N N 2 NA NA NA NA			
IN -86-218-00201 150134	MP	71703	S	NBN	1 N N N N 2 NA NA NA NA			STC	A TVA FOREMAN (NAME KNOWN) IS NOT QUALIFIED FOR THE POSITION HELD. THIS INDIVIDUAL WAS PROMOTED THROUGH THE "BUDDY" SYSTEM. CI HAS NO ADDITIONAL INFORMATION. HUC FOR CONCERN. NO FOLLOW UP REQUIRED
	02	MP	71814	S	NBN	1 N N N N 2 NA NA NA NA			
IN -86-238-00401 150141	MP	71708	N	NBN	1 N N N N 2 NA NA NA NA			QTC	MANAGEMENT IS UNQUALIFIED TO DIRECT THE TECHNICAL ASPECTS OF THIS PROJECT (HATTS BAR). CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION.
IN -86-239-00101 150143	MP	71705	N	NBN	1 N N N N 2 NA NA NA NA			QTC	SUPERVISION FROM ONE CRAFT DISCIPLINE (EXAMPLE KNOWN). CI FEELS THAT THIS CAUSES UNNECESSARY CONFUSION, AND CREATES A POTENTIAL FOR THE QUALITY OF WORK TO SUFFER. NO DEGRADATION OF HARDWARE HAS EXPRESSED OR KNOWN. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION.

REF. SECTION 0  
 CAT - MP  
 SUBCAT - 717

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 9 CAT - MP SUBCAT - 717
					2	SAF	RELATED	BF				
IN -86-240-00101 150143	MP	71706	N	NBN	1	N	N	N	N	QTC	TVA OFFERS SEVERAL POSITIONS REQUIRING WHICH A COLLEGE DEGREE, BE FILLED BY EMPLOYEES WITHOUT DEGREES. THE REQUIREMENTS FOR A COLLEGE DEGREE DEPRIVES NON-DEGREE EMPLOYEES OF THE OPPORTUNITY FOR BETTER JOBS WHICH THEY COULD DO. CI HAS NO ADDITIONAL INFORMATION. NUCLEAR POWER DEPT. CONCERN.	
IN -86-255-00101 150210	MP	71708	N	HBN	1	N	N	N	N	QTC	TVA MANAGEMENT LACKS THE INTEGRITY AND COMPETENCE TO OPERATE A NUCLEAR PLANT SAFELY. (NAMES/DETAILS TO THIS SPECIFIC CASE ARE KNOWN TO QTC AND ARE WITHHELD TO MAINTAIN CONFIDENTIALITY). CI HAS NO ADDITIONAL INFORMATION. NUCLEAR POWER DEPT. CONCERN.	
IN -86-257-00301 150144	MP	71708	N	NBN	1	N	N	N	N	QTC	TVA KEEPS THE LEAST INTELLIGENT PEOPLE FOR MANAGEMENT AND THEN THEY RUN OFF EVERYONE WHO HAS MORE INTELLIGENCE THAN THEY DO. CONST. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-262-00601 150148	MP	71708	N	NBN	1	N	N	N	N	IN-86-262-006 QTC	MANAGEMENT (KNOWN) IS INCOMPETENT AND UNQUALIFIED FOR THEIR JOBS. THEY ARE MORE INTERESTED IN CATCHING EMPLOYEES BREAKING ONE OF THEIR DIRTY AND UNFAIR RULES BECAUSE THAT IS ALL MANAGEMENT IS CAPABLE OF DOING. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-265-00101 150146	MP	71708	N	NBN	1	N	N	N	N	QTC	UPPER MANAGEMENT DOESN'T HAVE THE ABILITY TO MAKE THE BEST DECISIONS. CONST. DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 ONP - 1555 - R1#1

TEHNESSSE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 LACK KNOWLEDGE AND ARE NOT QUALIFIED

PAGE - 43  
 RUN TIME - 10.04.59  
 RUN DATE - 03/10/37

CATEGORY: MP M & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R PLT D LOC	1 REPORT APPL		HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
				2 SAF RELATED	BF BL SQ HB				
IN -86-269-00201 150151	MP	71706	N HBN	1 H N N N H	2 NA NA NA NA		QTC	TVA NEEDS MORE KNOWLEDGEABLE PEOPLE WITH EXPERIENCE WRITING THEIR PROCEDURES. THE PROCEDURES THAT EXIST ARE VAGUE AND NOT SPECIFIC AND CAN BE INTERPRETED SEVERAL DIFFERENT WAYS. NO SPECIFIC EXAMPLES AVAILABLE. CONSTR. DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-270-00201 150150	MP	71706	N HBN	1 N N N N	2 NA NA NA NA		QTC	MANY TVA MANAGEMENT PEOPLE ARE NOT QUALIFIED FOR THEIR POSITIONS. CONSTRUCTION DEPT. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOW-UP REQUIRED.	
IN -86-281-00201 150155	MP	71708	N HBN	1 N N N N	2 NA NA NA NA		QTC	M6 AND M7 LEVEL MANAGERS (NO NAMES KNOWN) ARE TOTALLY IGNORANT ABOUT JOB REQUIREMENTS. CI STATED THAT TVA PLACES PEOPLE IN MANAGEMENT POSITIONS (REGARDLESS OF QUALIFICATIONS), THEN TRIES TO MAKE THEM MANAGERS. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
IN -86-282-00201 150151	MP	71706	N HBN	1 H N N N	2 NA NA NA NA		QTC	SOME OF TVA MANAGEMENT ARE NOT QUALIFIED FOR THEIR POSITIONS. THEY ARE REACTIONARY TYPE MANAGERS. CI REQUESTS DTC TO INVESTIGATE THIS CONCERN. CONSTR. DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-301-00301 150158	MP	71705	N HBN	1 N N N N	2 NA NA NA NA		QTC	GENERAL FOREMAN LEVEL AND ABOVE IN TVA MANAGEMENT ARE NOT QUALIFIED TO RUN A NUCLEAR POWER PLANT. CONSTR. DEPT. CONCERN. CI HAS NO ADDITIONAL INFORMATION. FOLLOWUP NOT REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 INCOMPLETE APPRENTICESHIP TRAINING

PAGE - 44  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LDC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 0 CAT - MP SUBCAT - 717
					2	SA'	RELAT	FD				
IN -86-302-00301 150161	MP	71711	N	NBN	1	N	N	N	N	QTC	CI DID NOT RECEIVE THE AMOUNT OF TRAINING REQUIRED BY THE CRAFT APPRENTICESHIP PROGRAM PRIOR TO BEING SENT TO THE FIELD. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-302-00501 150161	MP	71703	N	NBN	1	N	N	N	N	QTC	SOME FOREMEN ARE NOT CHOSEN FOR THEIR KNOWLEDGE OR EXPERIENCE. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-303-00301 150160	MP	71709	N	NBN	1	N	N	N	N	QTC	WELDING PROCEDURES SHOULD BE EXPLAINED BETTER TO WELDERS. NEED TO EXPLAIN QA PORTION BETTER. CONSTRUCTION CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-305-00301 150255	MP	71709	N	NBN	1	N	N	N	N	QTC	WELDING ENGINEERS USED TO CONDUCT TRAINING CLASSES FOR WELDERS EVERY 4 TO 6 MONTHS. THE LAST TRAINING WAS OVER 9 MONTHS AGO. CI BELIEVES THE TRAINING SCHEDULE SHOULD BE REINSTITUTED. NO ADDITIONAL INFORMATION AVAILABLE IN FILE.	
IN -86-309-00401 150163	MP	71703	N	NBN	1	N	N	N	N	QTC	75% OF THE FOREMEN HAVE 1 OR 2 YEARS EXPERIENCE, AND HAVE NEVER KNOWN ANYTHING BUT TVA. CI SAID THAT, DUE TO CI'S EXPERIENCE, CI WOULD NOT DO WHAT CI HAS TOLD IF CI FELT IT WAS WRONG, BUT THE NEW AND INEXPERIENCED FOREMEN WOULD. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-309-00501 150163	MP	71705	S	NBN	1	N	N	N	N	QTC	SUPERINTENDENTS AND ASSISTANTS ARE OFTEN PERSONNEL WITH BACKGROUND OTHER THAN CONSTRUCTION. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
	02	MP	71708	S	NBN	1	N	N	N			
					2	NA	NA	NA	NA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-TCPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 JOURNEYMEN LACK EXPERTISE OR EXPERIENCE

PAGE - 45  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R PLT D LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
				2	SAF	BL	SB				
IN -86-309-00801 T50163	MP	71701	N HBN	1	N	N	N	N	QTC	CRAFT DISCIPLINE (KNOWN) NEEDS A TEST SHOP FOR PROSPECTIVE EMPLOYEES. IF THEY CANNOT PASS A STAND AND SIMPLE TEST, THEY SHOULD NOT BE HIRED. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-310-00201 T50163	MP	71708	N HBN	1	N	N	N	N	QTC	CI EXPRESSED THAT GIVING TVA MANAGERS MORE MONEY IS NOT GOING TO MAKE THEM BETTER MANAGERS. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.	
IN -86-311-00601 T50161	MP	71708	N HBN	1	N	N	N	N	QTC	SOME TVA MANAGEMENT ARE IN POSITIONS THEY AREN'T QUALIFIED FOR. CONSTRUCTION DEPT CONCERN. CI HAS NO ADDITIONAL INFORMATION. NO FOLLOWUP REQUIRED.	
MRH-85-003	01	MP	71708	N SQN	1	N	N	N	DECP	ANONYMOUS LETTER TO P.R. WALLACE NAMING FOUR SUPERVISORS AS INCOMPETENT MANAGERS.	
DD -85-005-01301 T50263	MP	71708	N HBN	1	N	N	N	N	QTC	TVA PROMOTES INCOMPETENT MANAGERS AND HIRES OUTSIDE CONSULTANT (NAME KNOWN) WITH HIGHER PAY FOR SOLVING NUCLEAR PROBLEMS. CI FEELS THAT PRIVATE CONSULTANT IS NOT GOING TO DO ANYTHING AS LONG AS THE INCOMPETENT REPLACEMENTS (NAMES KNOWN) ARE NOT FIRED. CI HAS NO FURTHER INFORMATION. CONSTRUCTION DEPARTMENT CONCERN.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS1321-ECPS132C  
 FREQUENCY - REQUEST  
 DHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 LACK EXPERIENCE AND PERFORM ENGINEERS WORK

PAGE - 46  
 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL								HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717		
					2	SAF	RELATED	BF	BL	SQ	HB	BF					BL	SQ
PH -85-002-01201 T50166	MP	71707	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	QTC	ENGINEERING AIDES (ASSOCIATE ENGINEERS) ARE NOT FUNCTIONAL IN AN ENGINEERING CAPACITY. C/I EXPRESSED THAT THEIR ONLY PURPOSE IS TO TELEPHONE KNOXVILLE TO OBTAIN RESOLUTION OF ENGINEERING PROBLEMS. C/I WONDERED WHY THE ACTUAL ENGINEERING PERSONNEL WERE NOT ON SITE, AND THE ASSOCIATE ENGINEER POSITIONS ELIMINATED. CONST. DEPT. CONCERN. C/I HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.		
PH -85-002-02101 T50157	MP	71702	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	PH-85-002-021 QTC	UNQUALIFIED PERSONNEL SELECTED TO WORK HOLIDAY (MEMORIAL DAY WEEKEND 1984) INSTALLING INSTRUMENT TUBING. FOLLOWING THE HOLIDAY, QUALIFIED CRAFT HAD TO BE ASSIGNED TO DO THE ENTIRE TASK OVER. ANY FURTHER INFORMATION WOULD COMPROMISE CONFIDENTIALITY. FOLLOWUP NOT REQUIRED.		
PH -85-002-02901 T50164	MP	71701	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	QTC	A JOURNEYMAN CRAFT (NAME AND DISCIPLINE KNOWN) HAS ALLEGED TO BE AN EXAMPLE OF AN UNQUALIFIED CRAFTSMAN WHO CONSISTENTLY PERFORMED SUBSTANDARD WORK, WHICH WAS ACCEPTED BY QC. INSPECTOR'S NAME IS NOT KNOWN. CONSTRUCTION DEPT CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOWUP REQUIRED.		
PH -85-020-00101 T50014	MP	71708	N	WBN	1	N	N	N	N	2	NA	NA	NA	NA	PH-85-020-001 QTC	IQA MANAGEMENT NEEDS TO BE REVIEWED		
QCP10.35-8-26301	MP	71706	S	BLN	1	N	N	N	N	2	NA	NA	NA	NA	DECP	MANAGEMENT AND ENGINEERING ON THE PROJECT WERE NOT ADEQUATE. GAVE EXAMPLE OF SOMEONE DOING ENGINEERING WORK WHO WAS NOT QUALIFIED.		
	02	MP	71708	S	BLN	1	N	N	N	2	NA	NA	NA	NA				

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
FREQUENCY - REQUEST  
DWP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
OFFICE OF NUCLEAR POWER  
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
SUBCATEGORY: 717 NOT FROM CRAFT THEY ARE SUPERVISING

PAGE - 47  
RUN TIME - 10:04.59  
RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717
					2	SAF	RELATED					
					BF	BL	SQ	MB				
R11-86-A-0109 01	MP	71705	N	DFN	1 N N N N	2 NA NA NA NA				NRC	THE ALLEGER EXPRESSED CONCERN ABOUT THE NEW REORGANIZED MAINTENANCE CREWS THAT HAVE BEEN ESTABLISHED AT BROMBROS FERRY. THE ALLEGER STATED THAT UNDER THIS CONCEPT, THE CRAFT FOREMAN IN CHARGE OF A CREW MAY NOT BE QUALIFIED IN ACCORDANCE WITH ANSI 3.1-1981 TO SUPERVISE THE WORK ACTIVITIES. AS AN EXAMPLE, THE ALLEGER INDICATED THAT IN A TYPICAL CREW, A MACHINIST MAY BE APPOINTED AS CRAFT SUPERVISOR AND HE MAY BE CALLED UPON TO SUPERVISE OTHER CRAFTS SUCH AS CARPENTER, BOILERMAKER, FITTER AND INSULATOR.	
SQM-86-011-00101 150264	MP	71708	N	SQN	1 N N N N	2 NA NA NA NA				QTC	SUPERVISION (NAMES AND GROUP KNOWN) ARE INCOMPETENT, INDECISIVE, AND NOT SUITABLE FOR THEIR POSITIONS. MISTAKES (KNOWN) BY THESE INDIVIDUALS HAVE RESULTED IN THE EXPENDITURE OF HUNDREDS OF OVERTIME MAN-HOURS. NO FURTHER INFORMATION IN FILE. ANONYMOUS CONCERN.	
SQP-86-004-0201 150254	MP	71705	N	SQN	1 N N N N	2 NA NA NA NA				QTC	SUPERVISION OF ONE CRAFT ARE HIRED TO SUPERVISE A DIFFERENT CRAFT. THIS POLICY CREATES FRICTION AMONG EMPLOYEES AND PROBLEMS PERFORMING JOB ASSIGNMENT IN THAT THERE ARE SUPERVISORS WITH INSUFFICIENT EXPERTISE IN THAT SPECIFIC DISCIPLINE. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP REQUIRED.	
MBM-86-001-00101 150240	MP	71708	N	MBN	1 N N N N	2 NA NA NA NA				QTC	THE CI QUESTIONS THE QUALIFICATIONS AND CAPABILITIES OF A TVA DIRECTOR (NAME/DETAILS KNOWN). CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DNP - ISSS - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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 RUN TIME - 10:04:39  
 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
					2	SAF	RELATED	BY				
NBM-86-010-00101 T50275	MP	71708	N	NBN	1	N	N	N	N	QTC	SUPERVISOR (KNOWH) APPEARS TO BE LACKING IN THE KNOWLEDGE, MATURITY, SKILLS AND COMPETENCE NEEDED FOR THE POSITION. THE INDIVIDUAL IS "A SPITEFUL SORT" AND SEEMS VERY INSECURE AND LACKING IN CONFIDENCE IN MOST AREAS OF THE WORK OF THE DEPARTMENT. THE INDIVIDUAL HAS A HARD TIME MAKING DECISIONS, AND USUALLY DELEGATES RESPONSIBILITIES TO OTHER. THE INDIVIDUAL ALSO MAKES EXTREMELY POOR DECISIONS IN PERSONNEL MATTERS. NUCLEAR POWER DEPARTMENT CONCERN. NO FURTHER INFORMATION	
NBP-85-017-00101 T50241	MP	71709	N	NBN	1	N	N	N	N	QTC	SPECIFIC EMPLOYEES ARE NOT GIVEN ADEQUATE TRAINING TO PERFORM THEIR ASSIGNMENTS COMPETENTLY. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER DEPARTMENT CONCERN. CI HAS NO FURTHER INFORMATION.	
NBP-85-017-00401 T50241	MP	71709	N	NBN	1	N	N	N	N	QTC	TVA'S VARIOUS TRAINING PROGRAMS ARE INADEQUATE BECAUSE BASICALLY THE TRAINING PREPARES THE TRAINEES FOR THE TESTS ONLY. (DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	
NBP-85-017-00701 T50241	MP	71709	N	NBN	1	N	N	N	N	QTC	TVA'S ELECTRICAL SCHEMATICS ON THE BARRINAS ARE UNIQUE TO TVA AND ARE NOT COMMON KNOWLEDGE TO ENGINEERS NEW TO TVA. THESE ENGINEERS ARE NOT TRAINED TO READ THESE ELECTRICAL SCHEMATICS. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION.	

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 DHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER

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EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 CRAFT FOREMEN LACK EXPERTISE OR EXPERIENCE

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 0 CAT - MP SUBCAT - 717
					2	BF	BL	SQ				
HBP-86-001-00201 150234	MP	71703	H	WBN	1	N	N	N	N	QTC	CI REPORTED THAT A PARTICULAR SUPERVISOR IS INCOMPETENT AND FREQUENTLY MAKES DECISIONS THAT PUT THE EMPLOYEE IN DANGER. (NAMES/DETAILS KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
HBP-86-001-00401 150234	MP	71705	N	WBN	1	N	N	N	N	QTC	TVA FREQUENTLY ASSIGNS PERSONNEL OF ONE CRAFT TO A SUPERVISORY POSITION OVER A DIFFERENT CRAFT. CI FEELS THAT TVA IS NOT UTILIZING SUPERVISORY EXPERTISE TO THEIR ADVANTAGE. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
HBP-86-002-00201 150234	MP	70601	S	WBN	1	N	N	N	N	QTC	CI REPORTED THAT A PARTICULAR SUPERVISOR HAS INCOMPETENT IN DECISION MAKING AND FREQUENTLY SUBJECTED OTHERS TO DANGEROUS SITUATIONS. THESE "HEAR ACCIDENTS" HAVE BEEN REPORTED AND NO ACTION HAS BEEN TAKEN BY UPPER MANAGEMENT. (NAMES/DETAILS ARE KNOWN TO QTC AND WITHHELD TO MAINTAIN CONFIDENTIALITY.) NO FURTHER INFORMATION MAY BE RELEASED. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
	02	MP	71708	S	WBN	1	N	N	N			
					2	HA	HA	HA	HA			
HBP-86-002-00601 150234	MP	71708	N	WBN	1	N	N	N	N	QTC	CI FEELS THAT MANY OF THE CURRENT SUPERVISORS AND MANAGERS WILL NOT BE CAPABLE OF PERFORMING THEIR DUTIES EFFECTIVELY AND SAFELY ONCE WBNP BECOMES OPERATIONAL DUE TO THEIR LACK OF "HOT" EXPERIENCE. CI FEELS THIS LACK OF "HOT" EXPERIENCE CAN CREATE DANGEROUS SITUATIONS FOR THE EMPLOYEES. NUCLEAR POWER CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.	
					2	HA	HA	HA	HA			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.



REFERENCE - ECPS132J ECPS132L  
FREQUENCY - REQUEST  
ONP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
OFFICE OF NUCLEAR POWER  
EMPLOYEE CONCERN PROGRAM SYSTEM (ECPS)  
EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
SUBCATEGORY: 717 INADEQUATE MANAGEMENT TRAINING

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RUN DATE - 03/10/87

CATEGORY: MP MGT. & ERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R D	PLT LOC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION 8 CAT - MP SUBCAT - 717
					2	SAF	RELATED					
HBP-86-005-00401 150257	MP	71710	N	HBN	1	N	N	H	N		QTC	EXTENSIVE TRAINING IN SUPERVISION IS NEEDED FOR ALL LEVELS OF MANAGEMENT - UPPER AND LOWER. CONSTRUCTION DEPARTMENT CONCERN. NO ADDITIONAL INFORMATION AVAILABLE.
HBP-86-008-00301 150243	MP	71708	N	HBN	1	N	N	N	N		QTC	SPECIFIC TVA SUPERVISORS (KNOWN) HAVE HAD SUCH RAPID PROMOTIONS THAT THEIR EXPERIENCE, EXPERTISE, AND CAPABILITIES ARE QUESTIONS. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW UP REQUIRED.
HI-85-034-00201 150084	MP	71703	N	HBN	1	N	N	N	N		QTC	QUALITY OF WORK PERFORMED BY ELECTRICIANS HAS BEEN ADVERSELY AFFECTED DUE TO POOR CRAFT SUPERVISION. CI FEELS THIS POOR SUPERVISION IS CAUSED BY THE INEXPERIENCED AND LACK OF TECHNICAL EXPERTISE OF THE ELECTRICAL CRAFT SUPERVISION (NAMES GIVEN). CI FEELS THAT 50% OF ELECTRICAL FOREMEN ARE UNQUALIFIED TO PERFORM THEIR JOB DUTIES. CI COULD NOT PROVIDE EXAMPLES WHERE QUALITY OF WORK HAS BEEN AFFECTED.
HI-85-035-00301 150095	MP	71707	N	HBN	1	N	N	N	N	HI-85-035-003	QTC	ENGINEERING AIDS ARE NOT QUALIFIED FOR THEIR JOBS. SOME HAVE ONLY HIGH SCHOOL DIPLOMAS. SOME HAVE ONLY ASSOCIATE DEGREES. CI HAD NO FURTHER DETAILS. NO FOLLOW UP REQUIRED.
HI-85-037-00201 150084	MP	71705	N	HBN	1	N	N	N	N	HI-85-037-002	QTC	SUPERVISORS NEED TO HAVE EXPERTISE IN THE SKILLS OF THE CRAFT THEY SUPERVISE. (DEPARTMENT KNOWN TO QTC).
HI-85-046-00101 150140	MP	71708	N	HBN	1	N	N	N	N		QTC	LOW MORALE OF QA & BASELINE GROUP INSPECTORS CAUSE BY TVA MANAGERS' (NAMES KNOWN) LACK OF ADMINISTRATIVE/MANAGERIAL SKILLS. C/I COULD NOT PROVIDE ANY ADDITIONAL INFO. NO HARDWARE SPECIFICS HERE PROVIDED.

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 OHP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECPs)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 INCOMPLETE DOCUMENTATION & INADEQUATE INSTRUCTORS

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CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S H R PLT D LDC	1 REPORT APPL				HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION CAT - MP SUBCAT - 717		
				2	SAF	RELATED	BF					BL	SQ
WI -85-046-01701 T50139	MP	71712	S HBN	1	N	N	N	N	WI-85-046-017	QTC	MBNP TRAINING CENTER MAKING JOB SECURITY FOR THEMSELVES BY MAKING TRAINING TESTS TOO DIFFICULT AND LENGTHY. CI STATED THAT THE LIQUID PENETRANT TEST IS EXAMPLE OF THE TEST THAT IS TOO LENGTHY. NUCLEAR POWER DEPT. CONCERN. CI COULD NOT PROVIDE ANY ADDITIONAL INFORMATION. NO FOLLOW UP REQUIRED.		
	02	MP	71713	S HBN	1	N	N	N				N	2
WI -85-053-00601 T50135	MP	71701	S HBN	1	N	N	N	N	I-85-450-HBN	QTC	THE HYDRO TEST DIRECTORS ARE CRAFT PERSONNEL (DEPARTM KNOWN) AND ARE NOT QUALIFIED TO APPLICABLE QCPS/QCTS. CONSTRUCT DEPT CONCERN. CI HAS NO FURTHER INFORMATION		
	02	QA	80302	S HBN	1	N	N	N				Y	2
WI -85-081-00901 T50237	MP	71708	N HBN	1	N	N	N	N		QTC	CI STATED THAT THE MOST DANGEROUS ASPECT OF MATTS BAR IS INADEQUATE SUPERVISION. INSTEAD OF HAVING ONE OR TWO QUALIFIED PEOPLE ON THE JOB, THEY HAVE 15 PEOPLE TRYING TO DO ONE INDIVIDUAL'S JOB. CI WOULD NOT BELIEVE THAT 1 OUT OF 30 PEOPLE IN SUPERVISION COULD NOT HANDLE THE PROBLEM IN A CRISIS WHERE QUICK THINKING IS REQUIRED. CI DECLINED TO PROVIDE ANY ADDITIONAL INFORMATION. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.		
				2	NA	NA	NA	NA					
XX -85-021-00101 T50028	MP	71708	S SQN	1	N	N	N	N	XX-85-021-001	QTC	SEQUOYAH MISMANAGEMENT, SUPERVISION INEXPERIENCE/LACK OF TRAINING RESULTED IN CRAFT PERSONNEL BEING REQUIRED TO WORK IN UNSAFE AREA #1H-85-167		
	02	MP	71710	S SQN	1	N	N	N				N	2

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S M R D	PLT LDC	1 REPORT APPL							HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION	REF. SECTION # CAT - MP SUBCAT - 717
					2	SAF	BL	SO	HA	NA	HA				
XX -85-033-00201 150181	MP	71705	N	SQN	1	N	N	N	N	1-86-250-SQH	QTC	SEQUOYAH: ELECTRICAL GENERAL FOREMEN NOT QUALIFIED FOR THEIR POSITIONS. EXAMPLE: G.F. (KHOHH) PROMOTED BECAUSE HE TOOK (PERSONAL) CREDIT FOR WORK DONE BY OTHERS BY SIGNING OFF ON WORK PACKAGES FOR COMPLETION CREDIT. THIS G.F. DOES NOT KNOW EVEN BASIC CIRCUITS AND COMPONENT FUNCTIONS. ANOTHER G.F. (KHOHH) HAD ONLY BEEN IN THE ELECTRICAL TRADE TWO YEARS BEFORE WORKING FOR TVA. (CONSTRUCTION DEPARTMENT CONCERN). C/I HAS NO FURTHER INFORMATION.			
XX -85-040-00201 150265	MP	71709	N	BFN	1	N	N	N	N		QTC	BROWN'S FERRY - DEPARTMENT INADEQUATELY PERFORMS ITS ASSIGNED FUNCTION. IT IS STAFFED WITH TEMPORARY PERSONNEL WHO ARE INEXPERIENCED AND UNTRAINED. AS A RESULT, DOCUMENTS HAVE BEEN LOST OR DESTROYED. RECORDS ARE NOT ADEQUATELY CONTROLLED. NUCLEAR POWER DEPARTMENT CONCERN. DETAILS KNOWN TO QTC, WITHHELD DUE TO CONFIDENTIALITY. NO FURTHER INFORMATION MAY BE RELEASED.			
XX -85-045-00101 150075	MP	71701	S	BLM	1	N	N	N	N		QTC	BELLEFONTAINE-TVA POLICY ALLOWS FOR PERSONNEL TO BE SENT TO THE TEST SHOP AND IN A SHORT TIME BE CERTIFIED AS AN ELECTRICAL WELDER. THESE WELDERS DO NOT PASS A STRICT TEST BUT THE TEST DOES NOT TEST THEIR ABILITY WHEN DEALING WITH ALL THE VARIABLES AN EXPERIENCED WELDER CAN HANDLE. INSUFFICIENT WELDER TRAINING. (SQH ISSUES ADDRESSED IN RPT MP-07-SQH R1)			
	02	WE	50107	S	BLM	1	N	Y	Y	N					
XX -85-054-00201 150092	MP	71701	N	SQN	1	N	N	N	N	XX-85-054-002	QTC	SEQUOYAH- CRAFT MANAGEMENT (CRAFT KNOWLEDGE IS POOR, AND MORALE IS LOW). TIME PERIOD 1979-1984. MANAGEMENT WILL COMPOSE PERSONNEL SAFETY RULES TO ACHIEVE PRODUCTION.			

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

REFERENCE - ECPS132J-ECPS132C  
 FREQUENCY - REQUEST  
 ONP - 1555 - RHM

TENNESSEE VALLEY AUTHORITY  
 OFFICE OF NUCLEAR POWER  
 EMPLOYEE CONCERN PROGRAM SYSTEM (ECP)  
 EMPLOYEE CONCERN INFORMATION BY CATEGORY/SUBCATEGORY  
 SUBCATEGORY: 717 MANAGERS LACK EDUCATION, EXPERTISE AND SKILLS

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 RUN DATE - 03/10/87

CATEGORY: MP MGT. & PERS. ISSUES

CONCERN NUMBER	CAT	SUB CAT	S R D	PLT LOC	1 REPORT APPL		HISTORICAL REPORT	CONCERN ORIGIN	CONCERN DESCRIPTION
					2 SAF RELATED	8F 8L 8Q 8B			
XX -85-057-00101 150257	MP	71708	M	SQH	1 N N N N	2 NA NA NA NA		QTC	SEQUOYAH - MANAGEMENT (DEPARTMENT KNOWN) ARE NOT QUALIFIED FOR THE POSITIONS THEY HOLD. DETAILS KNOWN TO OT C. WITHHELD DUE TO CONFIDENTIALITY. NUCLEAR POWER CONCERN. NO FURTHER INFORMATION MAY BE RELEASED.
X -85-057-00201 150103	MP	71709	S	SQN	1 N N N N	2 NA NA NA NA	XX-85-057-002	QTC	SEQUOYAH - MANAGEMENT (DEPARTMENT KNOWN) ARE NOT REQUIRED TO PARTICIPATE IN TRAINING, QUALIFICATION OR PHYSIOLOGICAL EVALUATIONS REQUIRED OF OTHER DEPARTMENTAL EMPLOYEES. NO FOLLOW UP REQUIRED.
	02	MP	71710	S	1 N N N N	2 NA NA NA NA			
XX -85-064-00101 150125	MP	71703	M	SQN	1 N N N N	2 NA NA NA NA	XX-85-064-001	QTC	SEQUOYAH. MANAGEMENT PROMOTES PERSONS TO SUPERVISORY POSITIONS IMMEDIATELY UPON COMPLETION OF THE APPRENTICESHIP PROGRAM. THESE PERSONS ARE NOT YET QUALIFIED TO SUPERVISE EXPERIENCED PERSONNEL. (NAMES/DETAILS KNOWN TO QTC AND RELEASE OF THIS INFORMATION COULD JEOPARDIZE CI'S CONFIDENTIALITY) CONSTR. CONCERN. CI HAS NO MORE INFORMATION. NO FOLLOW UP REQUIRED.
XX -85-094-00101 150150	MP	71708	M	BLN	1 N N N N	2 NA NA NA NA		QTC	BELLEFONTE. MANAGEMENT IS INCOMPETENT IN MANAGERIAL AND TECHNICAL METHODS AND SKILLS. ENGINEERS ARE PROMOTED TO MANAGER POSITIONS. TVA NEED TO HIRE PERSONNEL THAT IS TRAINED AND EXPERIENCED AS MANAGERS. CONSTRUCTION DEPT. CONCERN. CI HAS NO FURTHER INFORMATION. NO FOLLOW-UP IS REQUIRED.
XX -85-094-01401 150234	MP	71709	M	BLN	1 N N N N	2 NA NA NA NA		QTC	BELLEFONTE - CI STATED THAT THERE IS INADEQUATE TRAINING AT JOB SITE. WHENEVER EMPLOYEES SUGGEST TRAINING MANAGEMENT SAYS "YOU ARE GOING TO LEARN IT BY DOING IT." CI HAS NO SPECIFICS. CONSTRUCTION DEPARTMENT CONCERN. NO FOLLOW UP REQUIRED.

REF. SECTION 9  
 CAT - MP  
 SUBCAT - 717

252 CONCERNS FOR CATEGORY MP SUBCATEGORY 717

CONCERNS ARE GROUPED BY FIRST 3 DIGITS OF SUBCATEGORY NUMBER.

ATTACHMENT B

Personnel Qualifications

The Personnel Qualifications Subcategory (71700) is comprised of 252 concerns broken down into 7 elements addressing 13 issues.

List of Concerns by Element/Issue

Construction/Operations Craft Qualifications

71701 - Journeymen lack expertise or experience

EX-85-092-004	IN-86-309-008
EX-85-097-001	PH-85-002-029
IN-85-052-005	WI-85-053-006
IN-85-226-001*	XX-85-045-001
IN-85-568-001	XX-85-054-002

71702 - Assignments made without considering qualifications

EX-85-060-001	IN-85-523-002	IN-85-875-001
IN-85-226-003	IN-85-581-002	IN-85-939-001
IN-85-235-008	IN-85-632-011	IN-86-135-002
IN-85-372-004	IN-85-705-002	PH-85-002-021
IN-85-463-001	IN-85-788-002	

Construction/Operations Craft Foremen Qualifications

71703 - Craft foremen lack expertise or experience

IN-85-068-001	IN-85-785-002	WBP-86-001-002
IN-85-222-002	IN-86-178-001*	WI-85-034-002
IN-85-238-001	IN-86-218-002	XX-85-064-001
IN-85-361-001	IN-86-302-005	
IN-85-725-007	IN-86-309-004	

71704 - No description of duties

IN-85-348-001	IN-85-418-002
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\* Concerns addressed in more than one issue.

ATTACHMENT B (continued)

Construction/Operations General Foremen Qualifications

71705 - Not from the craft they are supervising and lacks expertise

EX-85-061-001	IN-85-316-001	IN-85-467-001	IN-86-114-002
EX-85-089-001	IN-85-316-008	IN-85-492-004	IN-86-157-003
EX-85-126-001	IN-85-325-008	IN-85-493-002	IN-86-178-001*
EX-85-129-002	IN-85-351-001	IN-85-514-006	IN-86-200-001
EX-85-163-001*	IN-85-365-001	IN-85-600-008	IN-86-239-001
IN-85-004-003	IN-85-382-003	IN-85-809-001	IN-86-301-003
IN-85-157-002	IN-85-389-004	IN-85-814-002	IN-86-309-005*
IN-85-181-004	IN-85-410-002	IN-85-888-001	RII-86-A-0109
IN-85-194-002	IN-85-426-004	IN-85-908-001	SQP-86-004-002
IN-85-200-001	IN-85-433-001	IN-85-920-001	WBP-86-001-004
IN-85-226-001*	IN-85-437-003	IN-85-996-001	WI-85-037-002
IN-85-236-001	IN-85-439-003	IN-86-094-001	XX-85-033-002
IN-85-253-001			

Construction/Operations Engineering Qualifications

71706 - Lack knowledge and are not qualified

EX-85-057-001	IN-85-143-004	IN-85-445-014	IN-86-209-004
EX-85-058-001	IN-85-245-001*	IN-85-494-001*	IN-86-209-014
EX-85-064-001	IN-85-245-003	IN-85-763-002*	IN-86-240-001
EX-85-077-001	IN-85-321-001	IN-85-933-005	IN-86-269-002
IN-85-117-001	IN-85-388-007	IN-86-200-002	QCP10.35-8-263*

Engineering Aide Qualifications

71707 - Lacks experience, academic qualifications and performs engineers work

IN-85-245-001*	IN-85-763-002*
IN-85-365-002	IN-85-916-004
IN-85-389-002	PH-85-002-012
IN-85-442-005*	WI-85-035-003
IN-85-572-001	

\* Concerns addressed in more than one issue.

ATTACHMENT B (continued)

Management Qualifications

71708 - Managers lack education, expertise and skills to supervise

BEP-5-001-002	IN-85-142-009	IN-85-768-004	IN-86-176-001
EX-85-039-002	IN-85-175-002	IN-85-779-001	IN-86-185-001
EX-85-051-001	IN-85-245-001*	IN-85-782-001	IN-86-238-004
EX-85-053-002	IN-85-280-002	IN-85-785-004	IN-86-255-001
EX-85-057-003	IN-85-293-023	IN-85-798-001	IN-86-257-003
EX-85-061-002	IN-85-301-004	IN-85-799-001	IN-86-262-006
EX-85-063-X03	IN-85-347-005	IN-85-816-001	IN-86-265-001
EX-85-078-002	IN-85-388-001	IN-85-821-002	IN-86-270-002
EX-85-085-004	IN-85-393-003	IN-85-823-001	IN-86-281-002
EX-85-086-005	IN-85-425-002	IN-85-827-001	IN-86-282-002
EX-85-096-001	IN-85-442-001	IN-85-838-001	IN-86-309-005*
EX-85-102-002	IN-85-442-005*	IN-85-848-001	IN-86-310-002
EX-85-104-003	IN-85-443-001	IN-85-853-001	IN-86-311-006
EX-85-111-002	IN-85-494-001*	IN-85-860-001	MRH-85-003
EX-85-114-002	IN-85-518-002	IN-85-874-001	OO-85-005-013
EX-85-127-001	IN-85-563-003	IN-85-894-002	PH-85-020-001
EX-85-163-001*	IN-85-566-001	IN-85-997-001	QCP10.35-8-263*
EX-85-169-001	IN-85-595-001	IN-86-011-004	SQM-86-011-001
EX-85-173-001	IN-85-608-001	IN-86-052-001	WBM-86-001-001
EX-85-181-002	IN-85-627-029	IN-86-061-001	WBM-86-010-001
EX-85-182-001	IN-85-663-011	IN-86-061-004	WBP-86-002-002
EX-85-186-001	IN-85-713-005	IN-86-065-001	WBP-86-002-006
EX-85-189-002	IN-85-735-001	IN-86-065-002	WBP-86-008-003
EX-85-193-004	IN-85-742-001	IN-86-070-001	WI-85-046-001
IN-85-062-001	IN-85-755-002	IN-86-074-002	WI-85-081-009
IN-85-063-003	IN-85-757-002	IN-86-120-001	XX-85-021-001*
IN-85-097-008	IN-85-758-001	IN-86-165-001	XX-85-057-001
IN-85-097-010	IN-85-759-002	IN-86-170-002	XX-85-094-001
IN-85-141-001	IN-85-763-001		

\* Concerns addressed in more than one issue.

ATTACHMENT B (continued)

Training

71709 - Inadequate Construction/Operations training

IN-85-472-004	IN-86-138-001	XX-85-057-002*
IN-85-526-001	IN-86-303-003	XX-85-094-014
IN-85-581-004	IN-86-305-003	
IN-85-626-001	WBP-85-017-001	
IN-85-950-001	WBP-85-017-004	
IN-85-953-001*	WBP-85-017-007	
IN-86-007-002*	XX-85-040-002	

71710 - Inadequate management training

IN-85-286-005	IN-86-007-002*
IN-85-336-001	IN-86-011-004*
IN-85-595-007	WBP-86-005-004
IN-85-950-002	XX-85-021-001*
IN-85-953-001*	XX-85-057-002*
IN-85-989-002	

71711 - Incomplete Construction/Operations apprenticeship training

IN-86-073-003  
IN-86-302-003

71712 - Incomplete documentation and inadequate instructors

IN-85-272-002	IN-85-933-015
IN-85-442-002	WI-85-046-017*
IN-85-900-X01	

71713 - Training/Testing

IN-85-533-004  
IN-85-598-001  
WI-85-046-017\*

\* Concerns addressed in more than one issue.



ATTACHMENT C

REFERENCES

- A. Articles of Agreement (Salary Policy - Employees)
- B. General Agreement (Trades & Labor - Construction Employees)
- C. General Agreement (Trades & Labor - Annual & Hourly Operating and Maintenance Employees)
- D. TVA Job Descriptions - TVA Code III, Classification
- E. PH Section 4, Employee Development
- F. ANSI/ASME N45.2.6 - 1978, "Qualifications of Inspection, Examination and Testing Personnel for Nuclear Power Plants"
- G. Industry commitments to NRC made through NUNARC
  - 1. April 9, 1984 - Proposed Rule making for Training & Qualification of Civilian Nuclear Power Plant Personnel
  - 2. June 22, 1984
    - a. Utility Nuclear Management Experience Development
    - b. Shortage of Qualified Personnel
    - c. Management Effectiveness
- H. ANSI 18.1, 1971, "Selection & Training of Nuclear Power Plant Personnel"
- I. ANSI/ANS 3.1, 1981, "Selection, Qualification and Training of Personnel for Nuclear Power Plants"
- J. Regulatory Guide 1.8, "Personnel Selection and Training"
- K. NUREG 0737, "Clarification of TWI Action Plan Requirements"
- L. 10 CFR Part 57, "Training and Qualifications"

ATTACHMENT C

REFERENCES (continued)

- H. Public Law 97-425, January 7, 1983, Section 306, "Nuclear Regulatory Commission Training Authorization"
- N. NUREG/CR-4051, "Assessment of Job-Related Educational Qualifications for Nuclear Power Plant Operators"
- O. Instructions and Information for Applicant about employment in TVA, TVA 1 (PD-8-85)
- P. Systematic Assessment of Licensee Performance (SALP) Reports for 1980, 1981, 1982, 1983, 1984, 1985 and the TVA responses
- Q. Quality Assurance Audit Report(s), Office of Construction, WB-A-85-09, and WB-A-86-03 and the responses
- R. Nuclear Quality Assurance Manual (NQAM), Part III, Section 6.1, "Selection and Training of Personnel for Nuclear Power Plants"
- S. Institute of Nuclear Power Operations (INPO), Evaluation of Watts Bar Nuclear Plant, May 13, 1985; May 20, 1985; and June 2 1985 and TVA responses
- T. Final Safety Analysis Report (FSAR), 13.1 Watts Bar, Sequoyah, and Browns Ferry
- U. Interviews (as deemed appropriate)
- V. Memorandums (various)
- W. Employee Information System (EIS)--Personal History Record
- X. Responsibility and Accountability Profile
- Y. Previous responses to Employee Concerns (QTC Files, NSRS, etc.)