

UNITED STATES NUCLEAR REGULATORY COMMISSION

WASHINGTON, D.C. 20555-0001

June 9, 2023

MEMORANDUM TO: Daniel H. Dorman

Executive Director for Operations

FROM: Brooke P. Clark, Secretary Brooke P. Clark Clark Date: 2023.06.09 15:28:14

SUBJECT: STAFF REQUIREMENTS – COMAXC-23-0001 –

ENABLING THE MISSION - A MEASURED APPROACH

TO THE FUTURE OF WORK

The NRC staff faced numerous challenges during the COVID-19 pandemic, and it did so with courage, cooperation, empathy for fellow employees, and dedication to the mission. Since the agency's re-entry date of November 7, 2021, the staff has largely been in an increased telework posture when compared to the posture of the agency prior to the pandemic. The NRC is now considering how to structure its work environment to enable continued successful mission execution consistent with the guiding principles of the federal government's effort to responsibly transition executive branch employees to a contemporary work model that benefits both employees and the NRC's external stakeholders. These guiding principles are consistent with the Office of Management and Budget's (OMB) Memorandum M-23-15. The staff submitted the first deliverable identified in M-23-15, the NRC's Work Environment Plan (the Plan), to OMB on May 15, 2023. The Plan includes the implementation of a "Presence with Purpose" approach to maximize meaningful in-person presence.

The staff should provide to the Commission no later than 10 business days before the NRC is expected to reach a final agency decision on its Work Environment Plan, an information paper discussing: (1) the staff's proposed decision; (2) anticipated guidance for implementing "Presence with Purpose" norms and behaviors; (3) key performance indicators for monitoring accomplishment of the NRC's mission, organizational health, and public confidence; (4) expected changes to policies, management directives, the Collective Bargaining Agreement, and other governing documents; (5) data relied upon to reach its proposed decision, and (6) an internal strategic communication plan. The information paper should include a summary of all formal and informal feedback received from OMB and discuss how the staff responded to this feedback, including highlighting any feedback that was not incorporated into the Plan. The information paper also should include a narrative and relevant data on how the NRC's plan for

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¹ Memorandum for the Heads of Executive Departments and Agencies from Shalanda D. Young, Director, Office of Management and Budget, "Measuring, Monitoring, and Improving Organizational Health and Organizational Performance in the Context of Evolving Agency Work Environments" (Apr. 13, 2023).

the work environment compares to other agencies of similar size and function. As the staff continues to meet with OMB and the President's Management Council, the EDO should regularly update the Commission.

cc: Chair Hanson

Commissioner Baran Commissioner Wright Commissioner Caputo Commissioner Crowell

OGC CFO OCA

OPA