

## Work Force Retention Work Group Status Overview

- **Accomplishments:**

1. Progress on the completion of the 10 CFR 1046 modifications to address barriers to workforce retention. Written response to public comment is being drafted by HS-51.
2. Pro-Force (PF) union representative, Randy Lawson, identified this accomplishment as the single most significant step toward PF workforce retention in over 20 years.
3. Draft re-charter of PF Career Options Committee (PFCOC) to establish a PF Working Group approved by GC-63 and GC NNSA.

- **Near Term Goals and Activities:**

1. Publish 1046 as a final rule – anticipated completion no later than September, assuming timely OMB review and approval.
2. Draft PF Working Group charter final review by senior management to be coordinated following review by Assistant General Counsel (GC-77).
  - Dissolve the HSS Focus Group PF Subgroup pending establishment of PF Working Group to address focal areas of interest to the PF community [workforce retention - worker satisfaction and training and professional development].

- **Upcoming Meetings:** PF Working Group meeting to be scheduled following the issuance of the PF Working Group Charter.

- **Issues/Areas of Concern:** Sensitivities in discussion parameters related to retirement and workforce reduction are noted by HSS.

### *Non-Pro-Force Subgroup:*

- **Accomplishments:**

1. Validation that the aging workforce is a DOE-wide concern and that viable solutions exist which should be promoted by HQ and in the field.
2. Relative completion of the Outreach-funded pilot of the Health and Work Performance Questionnaire survey: Drafted summary demonstrates that all segments of DOE workforce have significant (non-occupational) health concerns which significantly impact their health and productivity.
3. Progress of work with the (new) EFCOG Health and Productivity Management Group:  
A review of the basis for health and productivity management for DOE Feds and contractors, combined with benchmarking, is complete; working on a Powerpedia page as a platform for implementation at other sites.

- **Near Term Goals/Activities:** The HSS Lead reports that the Work Group will re-assess chartered establishment following near term completion of identified goals.
- **Upcoming Meetings/Events:** None identified
- **Issues/Areas of Concern:** None to report