

Work Force Retention Work Group Status Overview

2 Subgroups: *Pro-Force and Non-Pro-Force*

Pro-Force Subgroup:

- **Accomplishments:**

1. Completion of 10 CFR 1046 [*Protective Force Personnel Medical, Physical Readiness, Training, and Access Authorization Standards*] as a final rule that includes modification efforts to address barriers to workforce retention.
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 – publication anticipated this month.
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. 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