



Introduction to the **HUMAN RELIABILITY PROGRAM (HRP)**

The U.S. Department of Energy (DOE) recently consolidated two programs, the Personnel Assurance Program (PAP) and the Personnel Security Assurance Program (PSAP) into the Human Reliability Program (HRP). The HRP incorporates elements of each and establishes a single unified management structure. The HRP protects the national security through a system of continuous evaluation to identify individuals who may present a reliability, safety, or security concern.

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The Human Reliability Program (HRP)

The HRP is an enhanced security and safety reliability program designed to ensure that individuals in positions requiring access to certain materials, facilities, and programs meet the highest standards of reliability as well as physical and mental suitability. Two DOE programs with significant similarities—the Personnel Security Assurance Program (PSAP) and the Personnel Assurance Program (PAP)—were consolidated into the HRP by 10 CFR Part 712. This regulation establishes a single management structure and a uniform, comprehensive, and concise set of requirements.

The need for an HRP

Compromise of DOE facilities, materials, or information could seriously harm workers and the general public or adversely impact the security of the United States. DOE must therefore take every precaution to secure access to these resources. Through a system of continuous review, the HRP reduces the threat from persons in certain positions whose judgment or reliability may be impaired by illness, mental or physical conditions, substance abuse, and other factors that are security, safety, or reliability concerns.

Requirements for HRP certification

The continuous review process consists of a supervisory review, medical assessment, management review, and a DOE personnel security file review. For HRP certification and recertification, the following elements are required:

- . DOE “Q” access authorization.

- . Annual submission of Questionnaire for National Security Positions (QNSP), Part 2.
- . Drug and alcohol testing, to be performed initially and then randomly at least once every 12 months. Certain positions require employees to abstain from alcohol for an eight-hour period before reporting for work.
- . No use of a hallucinogen in the preceding five years and no experience of flashback resulting from hallucinogen use more than five years before.
- . Counterintelligence evaluation, including a polygraph examination, initially and every five years.
- . Annual supervisory review of the individual’s ability to reliably and safely perform HRP tasks.
- . Initial, and then annual medical assessment. The medical assessment includes a physical examination, medical history review, and a psychological evaluation.
- . Annual management evaluation of the supervisory review, medical assessment, random drug and alcohol test results, and any safety or security concerns.
- . Annual review by a DOE personnel security specialist of the results of the supervisory review, medical assessment, management evaluation, and personnel security file. The review results in a recommendation for certification or other actions.

- . An initial and annual educational program that includes information on the objectives of the HRP, individual roles and responsibilities, and specific training for those with nuclear explosive duties.

Consolidating the PSAP and PAP

Like the PAP and PSAP, the HRP systematically screens individuals to identify physical or mental conditions that could affect their judgment and reliability. The HRP contains some requirements that are new to both programs and some that are new only to certain positions. Added elements include:

Random alcohol testing for all individuals in HRP positions. Random alcohol testing performed at least once every 12 months will enhance the safety and reliability aspects of the HRP and deter the use of alcohol both on the job and before reporting for work. Individuals in HRP positions will also be subject to testing if they are involved in an incident, unsafe practice, or if there is reasonable suspicion that they may be impaired.

Annual submission of QNSP, Part 2. This was previously required only of PSAP-designated positions; it is now required for all HRP positions.

Psychological evaluations. As part of the overall medical assessment, the psychological evaluation addresses an individual's mental or behavioral state as it relates to security, safety, and reliability concerns. This requirement was formerly included in the PAP and now applies to all HRP participants.

Eight-hour abstinence rule for alcohol. For individuals performing nuclear explosives duties and for individuals in other designated positions, alcohol consumption is prohibited within an eight-hour period preceding work.

HRP certification

HRP certification is required for individuals assigned to or applying for a position that:

Affords access to Category I Special Nuclear Material (SNM) or has responsibility for transportation or protection of Category I quantities of SNM.

Involves nuclear explosive duties or has responsibility for working with, protecting, or transporting nuclear explosives, nuclear devices, or selected components.

Affords access to information concerning vulnerabilities in protective systems when transporting nuclear explosives, nuclear devices, selected components, or Category I quantities of SNM.

Affords the potential to significantly impact national security or cause unacceptable damage and has been approved as an HRP position.

Due process

The HRP contains a formal process to temporarily remove an individual from HRP duties for either a safety- or security-related concern. Temporary removal is not in itself a cause for loss of pay, benefits, or other changes in employment status. The process of removal and appeal is found in 10 CFR § 712.19 through § 712.23.

This brochure is intended as a brief explanation of 10 CFR Part 712. The reader is directed to that regulation for specific and detailed information about the HRP.