



SECRETARY

UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

October 31, 2023

MEMORANDUM TO: Daniel H. Dorman
Executive Director for Operations

FROM: Tomas E. Herrera, Acting Secretary

SUBJECT: STAFF REQUIREMENTS – SECY-23-0072 – FINAL AGENCY
DECISION TO IMPLEMENT THE FLEXIBLE WORK MODEL

The Commission has disapproved the flexible work model, effective immediately. In its place, the agency should retain its current telework practice (i.e., first-line supervisors should retain the authority to approve up to six days of remote work per pay period), except as applied to individuals serving in Senior Executive Service (SES) positions. As the most senior career employees of the agency, SES employees are entrusted with critical roles, the performance of key authorities, and agencywide leadership responsibilities that inherently necessitate a higher level of in-person presence. For this reason, in-person work for individuals serving in SES positions should increase to at least six days per pay period, effective at the start of the first pay period that occurs 60 days after the issuance of the SRM.¹ An in-person day for SES positions is a minimum of six hours.

cc: Chair Hanson
Commissioner Wright
Commissioner Caputo
Commissioner Crowell
OGC
CFO
OCA
OPA
ODs, RAs, ACRS, ASLBP
PDR

¹ For SES employees, this direction does not affect existing reasonable accommodation or other special circumstances arrangements.