



PSEG Nuclear, LLC

Hope Creek Initial License Exam Quality

Introduction



PSEG Team

- Jim Hutton, Hope Creek Plant Manager
- Dan Boyle, Operations Manager (acting)
- Nick Conicella, Nuclear Training Manager
- Jim Reid, Operations Training Leader
- John Dower, Operations Training Supervisor

2002 Hope Creek ILT Exam

Issue:

The March 2002 NRC ILT post-exam review by PSEG identified 12 questions that required modification or deletion to the written exam.

2002 Hope Creek ILT Exam

Cause:

A less than adequate technical review of the written exam. Contributors included:

- Coordination of training and line resources
- Procedural guidance

2002 Hope Creek ILT Exam

Corrective actions:

- Benchmarked industry for best practices
- Revised the exam development process to include:
 - Enhanced guidelines to assist planning and scheduling exam development resources
 - An active licensed SRO review for any technical changes following exam validation
 - “Exam Validation Guidelines” for exam validators

2003 Hope Creek ILT Exam

Issue:

Less than adequate implementation of corrective actions from the 2002 Hope Creek ILT exam.

- There were nine post exam comments regarding technical and/or administrative issues with the written exam.

2003 Hope Creek ILT Exam

Cause:

Competing resources and “Guideline” instruction resulted in a less than adequate implementation of the exam development process

- Scheduling conflicts and concurrent activities resulted in a high workload challenging the quality of the exam review.
- Contributing causes included misjudgment and assumptions on the part of the exam writer.

2003 Hope Creek ILT Exam

Corrective actions taken:

- The industry was benchmarked for the best practices regarding the development of initial licensed operator exams and resulted in the following program changes:
 - Operations/exam team meeting prior to the ILT class starting to assign responsibilities and accountabilities.
 - The exam team shall have no concurrent duties that interfere with exam development.
 - Timelines for exam development moved back 30 days.
 - Re-validate the exam if >5% changes are required during the validation process.
 - Re-validate the exam after NRC review and final changes incorporated.

2003 Hope Creek ILT Exam

Corrective actions taken (cont):

- Nine licensed operator instructors participated in the August NRC/MANTG exam writers workshop to broaden exam writing expertise in Operations training.
- Exam team members will be rotated periodically to ensure a current understanding of license candidates knowledge and level of instruction.
- The lessons learned from this event were reviewed with Operations and Training management personnel.

2003 Hope Creek ILT Exam

Corrective actions planned:

- Develop an “Exam Review and Validation” lesson plan and incorporate into program procedures (January 2004).
- Develop a qualification guide for licensed operator exam writers (January 2004).

In Conclusion

Our goal at PSEG is to have the best trained and qualified personnel operate our plants. To ensure operational excellence, we train our operators to the highest industry standards and evaluate performance using only high quality exams that are:

- Free of technical or psychometric flaws,
- Operationally relevant, and
- High in discriminatory value

This is our commitment!