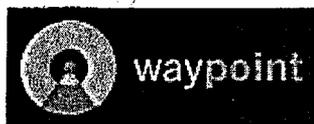


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WayPoint Research, Inc.
538 Burlington Road, Suite B
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December 28, 2005 (10:08am)

Where Behavioral Science Get Down to Business

OFFICE OF SECRETARY
RULEMAKINGS AND
ADJUDICATIONS STAFF

December 27, 2005

To: U. S. Nuclear Regulatory Commission

From: Michael B. Cantor, Ph. D.

President

mbcantor@waypointresearch.com

Subject: Fitness for duty assessment

We have developed a fitness-for-duty assessment instrument that would be ideal for the selection of nuclear plant operators and others responsible for real-time operations such as air traffic controllers, aviators, motor vehicle drivers. The test, called WayPoint, has been administered to more than 10,000 people. A key validation sample consists of 3000 drivers of cars, buses, and trucks, aged 16 to 91. WayPoint is non-verbal; administered on the internet; and takes four minutes from start to finish.

WayPoint has been shown to have unusually high validity and reliability. Overall, we find 85% detection of risky (upper 15%) operators; the false alarm rate is less than 9%. These are conservative results and, as usual, depend upon the criterion measure used and the error tolerance (cut-offs) of the job to be performed.

WayPoint measures two key performance predictors: *speed of information processing*, or bandwidth, and *situational awareness*, related to the size and shape of the person's useful visual field. The interaction, a non-linear dynamical system, accurately predicts the preventable crash risk of drivers; the supervisory ratings of oil pipeline controllers¹; trip and fall accidents, among other factors.

Because the test is both brief and sensitive, I believe that it would be a very useful fitness-for-duty assessment. I would be pleased to present an overview of WayPoint results at NRC.

¹ We have done "blind" validation studies with petroleum pipeline controller in three companies using supervisory ratings as the criterion measure. Despite different companies, different supervisors, and hands-off administration of the test, the results were virtually the same across groups. The test, then, is very robust and could not be "faked good" without easy detection.

Template = SECY-067

SECY-02

From: Julius Persensky
To: Evangeline Ngbea
Date: Tue, Dec 27, 2005 6:08 PM
Subject: Fwd: fitness for duty

Please post the attached e-mail as a comment on the Part 26 Rulemaking

CC: Barnes , Valerie; Desaulniers, David; Diec, David; McCune, Timothy

Mail Envelope Properties (43B1CA44.9AB : 0 : 9178)

Subject: Fwd: fitness for duty
Creation Date: Tue, Dec 27, 2005 6:12 PM
From: Evangeline Ngbea

Created By: ESN@nrc.gov

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