

**INPO – VC Summer Meeting  
March 20, 2006  
AGENDA**

<b>Introduction</b>	<b>Dan Gatlin</b>
<b>Candidate Readiness</b>	<b>Gary Moffatt</b>
<b>Root Cause Results</b>	<b>Dave Lavigne</b>
<b>Corrective Actions</b>	<b>Gary Moffatt</b>
<b>Going Forward</b>	<b>George Lippard</b>
<b>Conclusions</b>	<b>Jeff Archie</b>

---

---

---

---

---

---

---

---

**Introduction**

- Long History of Success
- Candidate Readiness
- Root Cause/Corrective Actions
- Going Forward
- Conclusions

---

---

---

---

---

---

---

---

**ILO Candidates Readiness**

- Class Room Topics
- Simulator Scenarios
- OJT
- Weekly Exams
- Audit Exam
- Audit Exam Remediation
- NT & Ops Review of Readiness

---

---

---

---

---

---

---

---

**Root Cause Analysis Report  
V. C. Summer Nuclear  
Station  
RCA 06-0171**

*High Failure Rate on  
Written Portion of the NRC  
Initial License Exam*

---

---

---

---

---

---

---

---

**Overview**

- First combined RO/SRO class started on September 20, 2004.
- SRO candidates joined the class on January 24, 2005.
- Eight of nine candidates failed the written portion of the NRC initial license exam on January 10, 2006.

---

---

---

---

---

---

---

---

**Root Cause Problem Statement**

- Determine the causal factors and root causes of the high failure rate on the written portion of the NRC initial license exam

---

---

---

---

---

---

---

---

## RCA Team

Management Sponsor - D. Lavigne (GMOE)

Team Lead - T. Matlosz (MGR OD&P)

Team Facilitator - K. Marsh (OD&P)

Team Members:

B. Thompson (Sr. Training Instructor)

D. Edwards (CRS Operations)

---

---

---

---

---

---

---

---

## RCA Team (Cont'd)

Team Members (cont'd):

J. Arseneault - (NRC exam writer-Western  
Technical Services)

K. Kruger - (Supervisor Initial License Training-  
H. B. Robinson)

L. Mansfield - (Operations Training Supervisor-  
Vogtle)

S. Swarthout - (TapRoe1 @ Facilitator-System  
Improvements)

---

---

---

---

---

---

---

---

## Five Causal Factors

1. Management did not effectively monitor program health and candidate readiness

2. Shortfalls in resource management and process guidance of the initial RO/SRO class resulted in a less than optimum preparation for the NRC initial license exam

---

---

---

---

---

---

---

---

### Five Causal Factors (Cont'd)

- 3. The Audit exam process was not an effective indicator of success on the NRC exam.
- 4. The review and validation of the NRC initial license operator written exam was less than adequate.
- 5. The written portion of the NRC Initial license operator exam did not appear to meet the requirements of NUREG 1021, rev. 9.

---

---

---

---

---

---

---

---

### Remedial Actions:

- Immediate Training Standown
- Verified qualifications of all candidates prior to watchstanding duties

---

---

---

---

---

---

---

---

### GENERIC IMPLICATIONS

- Licensed Operator Requalification
- Craft and Technical Training

---

---

---

---

---

---

---

---

### Corrective Actions NTM Issues

- Short Term Revision
  - Weekly Exam #s & HCL
  - Audit Exam
  - NRC Exam
  - TAC & SMIRB Oversight
  - Candidate Academic Review

---

---

---

---

---

---

---

---

### Corrective Actions NTM Issues

- Long Term
  - Benchmarking Other Utilities
  - NTM Re-write

---

---

---

---

---

---

---

---

### Corrective Actions Resource Issues

- Milestone Schedule Enhancement
- Test Bank Improvement Initiative
- Contracted Audit/NRC Exam
- Staffing Study:
  - RO/SRO Initial
  - SROC
  - LOR/AOR
  - AO Initial
  - ESPPOT Systems & Simulator

---

---

---

---

---

---

---

---

## Going Forward

- Development of remediation plans for our 1/10/06 candidates.
- Operations ownership of Initial Training.
- Operations Training focus grounded in Operator Fundamentals.
- Examining these fundamentals, within the scope of NUREG1021, Rev. 9.

---

---

---

---

---

---

---

---

## Conclusions

- Disappointed in Results
- Understanding Causes Has Been Aggressive
- Staff is confident on direction going forward – We Will Correct This!
- Learning Opportunity for Entire Leadership Team

---

---

---

---

---

---

---

---