U.S. NUCLEAR REGULATORY COMMISSION

Revision 1-R
September 1975

# REGULATORY GUIDE

OFFICE OF STANDARDS DEVELOPMENT

(This guide reissued May 1977)

## REGULATORY GUIDE 1.8

## PERSONNEL SELECTION AND TRAINING

### A. INTRODUCTION

Paragraph 50.34(b)(6)(i) of 10 CFR Part 50, "Licensing of Production and Utilization Facilities," requires that applications for a license to operate a nuclear power plant include information concerning organizational structure, personnel qualifications, and related matters. This regulatory guide describes a method acceptable to the NRC staff of implementing this portion of the Commission's regulations with regard to personnel qualifications.

### B. DISCUSSION

Subcommittee ANS-3, Reactor Operations, of the American Nuclear Society Standards Committee developed a standard containing criteria for the selection and training of nuclear power plant personnel. This standard was approved by the American National Standard Institute (ANSI) Committee N18, Design Criteria for Nuclear Power Plants, and the ANSI Nuclear Technical Advisory Board. It was subsequently approved by the ANSI Board of Standards Review and designated ANSI N18.1-1971, "Selection and Training of Nuclear Power Plant Personnel."[1]

### C. REGULATORY POSITION

The criteria for the selection and training of nuclear power plant personnel contained in ANSI N18.1-1971, "Selection and Training of Nuclear Power Plant Personnel,"[1] are generally acceptable and provide an adequate basis for the selection and training of nuclear power plant personnel except for the position Supervisor—Radiation Protection (hereafter referred to as the Radiation Protection Manager).

In some cases, plant design features or unusual operating conditions may indicate that additional or more specialized expertise beyond qualifications presented in ANSI N18.1-1971 is needed. This determination will be made on a case-by-case basis.

The Radiation Protection Manager (RPM) should be an experienced professional in applied radiation protection at nuclear facilities dealing with radiation protection problems and programs similar to those at nuclear power stations. The RPM should be familiar with the design features and operations of nuclear power stations that affect the potential for exposures of persons to radiation. The RPM should have the technical competence to establish radiation protection programs and the supervisory capability to direct the work of professionals, technicians, and journeyman required to implement the radiation protection programs.

The RPM should have a bachelor's degree or the equivalent in a science or engineering subject, including some formal training in radiation protection. The RPM should have at least five years of professional experience in applied radiation protection. (A master's degree may be considered equivalent to one year of professional experience, and a doctor's degree may be considered equivalent to two years of professional experience where course work related to radiation protection is involved.) At least three years of this professional experience should be in applied radiation protection work in a nuclear facility dealing with radiological problems similar to those encountered in nuclear power stations, preferably in an actual nuclear power station.

### D. IMPLEMENTATION

The purpose of this section is to provide information to applicants and licensees regarding the NRC staff's plans for utilizing this regulatory guide.

[1] Copies may be obtained from the American Nuclear Society, 244 East Ogden Avenue, Hinsdale, Illinois 60521.

USNRC REGULATORY GUIDES

Regulatory Guides are issued to describe and make available to the public methods acceptable to the NRC staff of implementing specific parts of the Commission's regulations, to delineate techniques used by the staff in evaluating specific problems or postulated accidents, or to provide guidance to applicants. Regulatory Guides are not substitutes for regulations, and compliance with them is not required. Methods and solutions different from those set out in the guides will be acceptable if they provide a basis for the findings requisite to the issuance or continuance of a permit or license by the Commission.

Comments and suggestions for improvements in these guides are encouraged at all times, and guides will be revised, as appropriate, to accommodate comments and to reflect new information or experience. However, the staff's consideration of comments received during the initial public comment period for this guide has resulted in the determination that there is no need for a revision at this time.

Comments should be sent to the Secretary of the Commission, U.S. Nuclear Regulatory Commission, Washington, D.C. 20555, Attention: Docketing and Service Branch.

The guides are issued in the following ten broad divisions:

1. Power Reactors
2. Research and Test Reactors
3. Fuels and Materials Facilities
4. Environmental and Siting
5. Materials and Plant Protection
6. Products
7. Transportation
8. Occupational Health
9. Antitrust Review
10. General

Requests for single copies of issued guides (which may be reproduced) or for placement on an automatic distribution list for single copies of future guides in specific divisions should be made in writing to the U.S. Nuclear Regulatory Commission, Washington, D.C. 20555, Attention: Director, Division of Document Control.

With the exception of qualifications for the RPM stated in Section C, this guide will continue to be used by the NRC staff as in the past in the evaluation of submittals in connection with an operating license application. With regard to RPM qualifications, the qualifications stated herein will be used in the evaluation of submittals in connection with an operating license application docketed after June 1, 1976. Applicants may propose alternative personnel qualifications for complying with the specified portions of the Commission's regulations.

Although the Introduction section of this guide indicates that the guide should be used in the preparation of license applications, it is the position of the NRC staff that, if the RPM at an existing nuclear power station is reassigned or the incumbent is replaced, the new manager should have qualifications equivalent to those stated in this guide.

This guide is being reissued with the words "For Comment" deleted. The staff's consideration of comments received during the initial public comment period has resulted in the determination that there is no need for a revision at this time. Consequently, no changes have been made in the text of the guide.

POSTAGE AND FEES PAID
U.S. NUCLEAR REGULATORY
COMMISSION

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

OFFICIAL BUSINESS
PENALTY FOR PRIVATE USE, $300