U. S. NUCLEAR REGULATORY COMMISSION
REGION I

DOCKET/REPORT NO.:	50-244/94-23
LICENSEE:	Rochester Gas and Electric Corporation
FACILITY:	R. E. Ginna Nuclear Power Plant Rochester, New York
DATES:	October 3 to 7, 1994
INSPECTORS:	K. Erickson, Examiner (PNL) J. Stewart, Operations Engineer

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EXECUTIVE SUMMARY
R. E. Ginna Nuclear Power Plant
October 3 to 7, 1994

Two inspectors reviewed and assessed the adequacy of the Ginna licensed operator requalification program using NRC Inspection Procedure 71001. Included in the review was observation of the annual operating examination for two crews of licensed operators.

Operations

The overall operator training and requalification program effectiveness was very good, as evidenced by continued safe operational performance and few operator errors.

During the inspection, requalification examinations consisting of dynamic simulator evaluations, job performance measures, and written static and classroom examinations were administered to two operating crews. All operators passed all portions of the administered examinations. The inspectors judged overall crew performance in the dynamic simulator to be very good, especially in the use of emergency operating procedures. All identified crew critical tasks were satisfactorily completed in each scenario, and no serious performance deficiencies were identified.

The requalification training program was reviewed, determined to be based on the systematic approach to training method, and was found to be well designed and administered. The facility had completed a number of training self-assessments. These reports were reviewed by the inspectors and were found to provide accurate assessments of the training effectiveness.

Management oversight and involvement in the licensed operator training and requalification programs were good. Also, a review of medical records revealed that the Ginna program for ensuring medical fitness of operators was effective.

DETAILS

1.0 INSPECTION SCOPE AND OBJECTIVES

An announced inspection of R. E. Ginna Nuclear Power Plant licensed operator requalification program was conducted from October 3 to 7, 1994, using NRC Inspection Procedure 71001. The scope of the inspection included review and observation of the annual operating examination for two crews of licensed operators. The requalification examination for each operator consisted of two dynamic simulator evaluations, five job performance measures (JPMs), and written static simulator and classroom examinations. The inspection objectives included verification that the requalification program administered to operators adequately evaluated how well the individual operators have mastered training and performance objectives related to plant safety.

2.0 OPERATIONS REVIEW AND REQUALIFICATION PROGRAM ASSESSMENT

Since the last NRC evaluation of the Ginna licensed operator requalification program, plant operations have been conducted in a safe manner. To evaluate operations, NRC inspection reports, performance indicator data, and licensee event reports were reviewed, and interviews were conducted. Throughout the review period, overall operator performance has been very good, with few identified errors.

The inspectors found the technical content of the simulator operational examination to be good. The three scenarios that were used included recovery from a ruptured and faulted steam generator, a reactor coolant leak combined with an anticipated transient without scram (ATWS) event, and a RCS leak combined with a large break loss of coolant accident (LOCA). The inspectors considered the scenario difficulty adequate for evaluation of operator competencies although there were few malfunctions after EOP entry, relative to the recommended range specified by NUREG 1021, ES-604. The facility stated that the Westinghouse template method was used to prepare the scenarios and an added malfunction after initial EOP entry is an option of the method.

Overall operator performance during the scenarios was very good, and all identified crew critical tasks were satisfactorily completed. Operator performance was especially good in emergency operating procedure usage. Facility evaluators identified some weaknesses and inconsistencies in crew communications. For example, one crew conducted periodic briefings during the transient mitigation while another crew did not. In one case, during the ATWS scenario, a reactor operator improperly communicated to the crew that the steam generator level had remained on-scale throughout the ATWS event, when, in fact, the level had dropped off-scale for a number of minutes. The NRC inspectors were concerned that the operator had not verified what level had done by review of the strip chart on the control board, prior to making the assertion. However, in reviewing the individual operator's overall performance, in the context of the scenario set, the inspectors agreed with the facility that a passing grade was correct and that no critical tasks were affected. The facility reviewed the crew conduct during the scenarios at the end of the examination to remediate the identified weaknesses.

Requalification job performance measure administration and evaluation of performance by the facility were very good. The inspectors observed administration of job performance measures to nine operators. The JPMs were relevant to operator tasks, were consistently administered by the different evaluators, were technically sufficient to discriminate operator abilities, and were appropriately evaluated to identify weaknesses in performance and licensed operator readiness.

The requalification training program was reviewed, determined to be based on the systematic approach to training method, and was found to be well designed and administered. Licensed operator training objectives were based on an analysis of operator duties, training was conducted to the objectives, and evaluation and feedback were used to evaluate training effectiveness. Individual written quizzes and simulator scenarios were used in each training period to evaluate training effectiveness and operator competence. Examples of weak performance on quizzes were appropriately remediated, and retake quizzes were administered to ensure remediation effectiveness.

Training materials for a number of 1994 training cycles were reviewed, found to be complete and appropriate, including adequate sampling as specified by 10 CFR 55.59.

3.0 OPERATOR LICENSE CONDITIONS

The inspectors reviewed the medical records for approximately fifty percent of the licensed operators at the facility, and determined that Ginna adequately ensured the medical fitness of licensed operators. For the files reviewed, no changes in licensed operator medical status that would require NRC notification were identified. Medical review forms were found in each file examined. Evaluations had been completed by a physician and documentation in each file was complete.

4.0 MANAGEMENT INVOLVEMENT AND OVERSIGHT

Management involvement in the licensed operator training and requalification program was effective in ensuring that operators have mastered the training objectives. Operations management routinely observed requalification simulator training for the crews and provided management expectations for conduct of plant operations. Management was also involved in training planning and routinely reviewed training progress and performance for licensed individuals.

Some inconsistency in the management expectation for makeup of missed JPM training was identified by the inspectors. When the individuals had missed JPM training, a memorandum stating the specific JPMs that had been missed was provided to the individual by the training department. Based on interviews, the inspectors determined that operator responsibilities for makeup of the missed JPM training was not clear. Some individuals stated that an unaccompanied plant walkdown of the JPM would be sufficient; others stated that review of the JPM, without actual walkdown, would suffice. The facility stated that practices for makeup of missed JPM training would be reviewed.

The facility had completed a number of training self-assessments. These reports were reviewed by the inspectors and found to provide accurate assessments of the training effectiveness. Specifically, the September 1994 training self-assessment report and the March 1993 Operator Training Program Evaluation were reviewed. The facility identified no serious deficiencies in either of these reviews.

5.0 EXIT MEETING

An exit meeting was conducted on October 7, 1994. At the meeting, the inspectors reviewed the scope and findings of the inspection, which were acknowledged by the facility management in attendance. Key persons contacted during the inspection and attendees at the exit meeting are listed below. None of the information reviewed during the inspection was identified as proprietary.

R. Carroll	Manager, Operations and Technical Training
D. Hudnut	Supervisor, Simulator Training
F. Maciuska	Supervisor, License Training
T. Marlow	Superintendent, Ginna Production
G. Meier	Department Manager, Nuclear Division Training
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