

March 11, 1994

Docket No. 50-341

The Detroit Edison Company
ATTN: D. R. Gipson
Senior Vice President
Nuclear Generation
6400 North Dixie Highway
Newport, MI 48166

Dear Mr. Gipson:

SUBJECT: INSPECTION OF TRAINING PROGRAMS AT FERMI STATION

This is to inform you that the Nuclear Regulatory Commission (NRC) will perform a Training and Technical Support inspection at the Fermi Nuclear Power Station. The inspection's onsite activities are scheduled for the week of June 13, 1994.

The inspection team will assess the performance of station workers to determine if they have been trained and qualified commensurate with the performance requirements of their jobs. The inspection will also evaluate the methods of licensee training and qualification (classroom, laboratory, simulation device, on-the-job) to determine if the training and qualification program has been developed, implemented and evaluated using a systems approach to training (SAT). The effectiveness of the implementation of the SAT will be evaluated.

Specifically, the training programs for Licensed Senior Reactor Operator and Reactor Operator Requalification, Initial Licensed Operators, and Shift Supervisor will be inspected. In order for the NRC to prepare for the inspection, we request that you provide the materials listed in Enclosure 1 to the NRC Region III office by May 2, 1994, to the attention of Mr. M. Jordan

The NRC Region III staff will select specific tasks for inspection from the submitted task lists. We will inform your staff of our selection before the inspection so that training material specific to the tasks will be readily available at the site. NUREG-1220, Rev. 1, "Training Review Criteria and Procedures," and NRC Staff Inspection Procedure 41500, "Training and Qualification Effectiveness," provide guidance on the purpose and content of the inspection. These documents will be provided for your review prior to the inspection at your request.

Enclosure 2 provides a general list of the types of information and resources we expect to have available at the site to perform our inspection of your training programs.

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Your cooperation is appreciated. If you have any questions concerning this matter, please contact Mr. M. Jordan, of my staff, at 708-892-9708.

Sincerely,

original signed by

Mark A. Ring, Chief
Operations Branch

Enclosures:

1. List of Requested Information
2. List of Information and Resources

Distribution:

cc w/enclosure:

John A. Tibai, Principal
Compliance Engineer
P. A. Marquardt, Corporate
Legal Department
OC/LFDCB
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James R. Padgett, Michigan Public
Service Commission
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Fermi, LPM, NRR
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D. P. Ockerman, Training Dept.
R. M. Pelton, HHFB/NRR
R. M. Gallo, HOLB/NRR

bcc: PUBLIC (IE-42)

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Jordan
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ENCLOSURE 1

LIST OF REQUESTED INFORMATION

The following is a list of information needed to prepare for the inspection:

- Task list for the following positions: 1) Shift Supervisor, 2) Senior Reactor Operator, 3) Reactor Operator and 4) Reactor Operator and Senior Reactor Operator Continuous Training (Requalification) Clearly indicate initial and requalification (continuing) training tasks.
- Instructions/procedures relating to:
 - Systematic methods used to analyze jobs
 - Training organization goals, objectives and plans
 - Responsibilities/authority of training organization personnel
 - Methods for evaluation/selecting instructional materials, methods and media
 - Methods for organizing/sequencing of training
 - Methods for keeping training programs current
 - Maintenance of training records
 - Selection of candidates for training and the granting of waivers/exemptions from training
 - Evaluation of training programs
 - Training, qualification and evaluation of instructors
 - Interface between the training department and plant organization
 - Conduct of annual operator examinations
- Roster/organization charts for the training and plant operations organizations. The chart should represent the interface between training and operations organizations. A list of phone numbers should also be provided.
- Schedule for requalification training for the past six months and the next six months for the positions being reviewed.
- A detailed training schedule for the week of the inspection for the positions being reviewed.
- A list of operators scheduled to attend this training.
- A listing of licensed operator personnel and RO/SRO training instructors, along with their supervision, that will be available for interview without significantly impacting plant activities, such as relief or training crews.
- Qualifications and experience standards for the positions being reviewed.
- Qualification and experience standards of instructors for the positions being reviewed.

ENCLOSURE 2

LIST OF INFORMATION AND RESOURCES TO BE AVAILABLE ON SITE

The following is a list of the types of information and resources we need to have available at the site to gain information about the training program:

Documentation relating to:

- Development/validation of task lists
- Selection of tasks for requalification training
- Analysis of on-the-job performance problems and industry events
- Evaluation/audits for the training programs being inspected
- Lesson plans for training to be conducted during the inspection

Resumes of instructors for the positions being reviewed

Three rooms; one for an NRC staging area, two for conducting interviews

The team intends to interview a number of operators, instructors and members of management. Cognizant training personnel involved with the development and maintenance of the training programs should be available to answer questions or clarify issues.