

NORTHEAST UTILITIES

THE CONNECTICUT LIGHT & POWER COMPANY
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 NORTHEAST UTILITIES, INC.

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June 25, 1990
 SD-90-104

Mr. Robert M. Gallo, Chief
 Operations Branch
 Division of Reactor Safety
 U.S. Nuclear Regulatory Commission
 Region 1
 475 Allendale Road
 King of Prussia, PA 19406

Reference: Haddam Neck Nuclear Power Plant
 Docket 50-213
 Operator Requalification Exam

Dear Mr. Gallo:

Enclosed are the results of the Haddam Neck evaluation of the Operator Requalification Examination given the week of June 4, 1990. A summary of the examination results is provided along with the individual results for each operator examined. These examination results indicate that the Haddam Neck Requalification Program is satisfactory overall and that the performance of all three crews is satisfactory. For those areas identified as needing improvement, we are taking the necessary corrective actions.

In our view, the new examination process for alternative B walkthrough exams worked well. The NRC Examination Team interfaced effectively with the Haddam Neck personnel in administering the examination.

If there are any questions regarding our evaluation of the examination or our corrective actions, please contact Mr. Robert Heidecker, Supervisor, Operator Training at 203-437-2640.

Very truly yours,

A handwritten signature in cursive script that reads "E. A. DeBarba".

E. A. DeBarba
 Station Director
 Haddam Neck Power Plant

cc: B. W. Ruth
 R. W. Heidecker
 G. H. Bouchard
 D. J. Ray
 R. M. Kacich

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HADDAM NECK EXAM SUMMARY

1. EXAMINATION RESULTS

	RO PASS/FAIL	SRO PASS/FAIL	TOTAL PASS/FAIL
WRITTEN	4/0	8/0	12/0
SIMULATOR	4/0	8/0	12/0
JPM	4/0	8/0	12/0
OVERALL	4/0	8/0	12/0

2. PROGRAM EVALUATION RESULTS

Overall the Haddam Neck Program was evaluated as Satisfactory in accordance with our interpretation of ES-601.

Based on the Haddam Neck Results 100% of the operators passed the Regualification Exam. This satisfies the requirements of ES-601 C.3.b.(1)(b).

All crews were evaluated as Satisfactory during the simulator examination. This satisfied ES-601 D.1.c (2) (c) 1.1 and D.1.c(2) (c)1.4. All operators passed the simulator examinations based on ISCTs as evaluated by the CY staff. All candidates were evaluated as satisfactory by the NRC. The NRC and CY were in agreement greater than 90% of the time. This satisfied D.1.c.(2)(c).

All of the operators passed the written exam. NRC written exam results were in agreement. This satisfies ES-601 program requirements D.3.c.(2)(b).

All the operators were evaluated as Satisfactory by the Haddam Neck Training Staff on the JPM walkthrough exam. The NRC passed all twelve operators on the walkthrough exam. There was greater than a 90% pass/fail decision agreement between CY and the NRC. This satisfied ES-601 requirements D.2.c.(2) (b) (1) and D.2.c.(2) (b) (2).

A weakness noted by the Haddam Neck staff involved the walkthrough exam materials. JPM 135 was missing a step concerning service water MOV's. Even though this step wasn't applicable to the task being performed, it will be added to the JPM. JPM 134 contained a look up question. The JPM oral questions will be revised. JPM 127 for resetting auto aux feed should be revised. The annunciator procedure will be rewritten to incorporate the optimum way to reset auto aux feed. JPM training will be provided on the procedure once it is validated.

No common JPM questions were missed by more than 50% of the operators.

All facility evaluators were evaluated as satisfactory by the NRC. The staff will refine its questioning technique on JPMs. The use of the words "OK" or "I understand" will no longer be used. The operators will be directed to simply hand back the question when they have completed their response.

3. PROGRAMMATIC STRENGTHS

The strengths noted by the Haddam Neck staff are summarized below:

- * Simulator scenarios are challenging and properly validated.
- * Simulator evaluations are conducted by Haddam Neck management/supervisors.
- * Evaluation critiques are lead by upper Station Management (Ops or Unit Supt).
- * Program run in accordance with ES-601.
- * Static Exams and open book exam questions were properly validated.
- * Haddam Neck requires high standards for excellence.
- * Tech Staff crews use strong communications and teamwork skills.
- * Operating crews overall exhibit good teamwork and communications skills.
- * All crews exhibited excellent diagnostic skills.

4. PROGRAMMATIC WEAKNESSES

The Programmatic weaknesses noted by the Haddam Neck Staff include:

- * JPMs must be upgraded to meet Rev 6 of ES 601.
- * JPM questions should be revalidated for partial credit. JPM questions must also be time validated.
- * JPM evaluators will be counseled on not using the words "OK" or "I understand" to the operators.
- * Communications between SRO and RO should all be closed loop. When SROs return to E-O step 1, they should direct all steps to be performed.
- * E-3 should be revised to address shutting the spray valve if it is ineffective.
- * Static examinations should be one hour in length vice 45 minutes.

5. ACTIONS TO BE TAKEN FOR PROGRAMMATIC WEAKNESSES

- * The JPMs will be revalidated prior to the November - December requalification exam. The questions will be validated by the plant subject matter experts.
- * Feedback from the lessons learned will be input into the requalification program. Static examinations will be expanded to one-hour in length.
- * The training staff has been counseled on the proper techniques for conducting JPM evaluations.

6. JPM MATRIX AND RESULTS

The matrix for JPM results are enclosed as Attachment #1 and #2.

The SRO walkthrough exam average was 100% for both the RO and SROs.

The SRO oral exam average was 96.9% while the RO average was 89.2%. The SRO and RO knowledge in systems appear to be comparable for common JPM questions. This is expected since all operators receive the same systems training at the SRO level.

7. SIMULATOR EVALUATION SUMMARY

All crew members were evaluated by the CY Staff to be safe, competent operators. All team/time dependent critical tasks were successfully completed. All individual ISCT's were successfully completed.

Crew communications and Teamwork was excellent. Areas that were noted that would enhance team performance include; closed loop communications at all times in both directions, and development of a consistent method of returning to E-O, Step 1 on SI actuation.

Team diagnostic skills were excellent. All operators were encouraged to use the RMS recorders to aid in diagnostics.

All RO's were reminded to fully scan the control board annunciator panels to insure no alarms are missed during rapidly changing scenarios. All RO's effectively manipulated the controls during the exam.

8. WRITTEN EXAM ASSESSMENTS

The written exam results are enclosed as attachment #3.

The following areas for improvement were noted on the written exams:

- * Training is needed on integrated plant response when the reactor is below the point of adding heat.
- * Training is needed on the mass balances on the CVCS System.
- * Training is needed on RPS trip signals and inputs. This review will be covered as part of RPS upgrade during next cycle.
- * Training is needed on shutdown margin. This training is scheduled for next classroom training cycle.

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HADDAM NECK
REQUALIFICATION EXAM

June 4, 1990

9. EXAMINATION SUMMARY

	<u>Results</u>	<u>Facility Evaluators</u>
SIMULATOR:	3 crews passed 12 individuals passed	J. Deveau, Senior Instructor R. Heidecker, Trng. Supv. G. H. Bouchard, Unit Director D. J. Ray, Operations Manger
PLANT WALK-THROUGH:	12 individuals passed	R. McBeth Senior Trng Instr. J. Rein, Instructor D. Lazarony, Instructor J. Deveau, Senior Instructor R. W. Heidecker, Trng. Supv.
WRITTEN:	12 individuals passed	J. Rein, Instructor J. Deveau, Senior Instructor
OVERALL:	12 individuals passed	