

APR 19 1994

Docket No. 50-423

Mr. John F. Opeka
Executive Vice President - Nuclear
Northeast Nuclear Energy Company
P. O. Box 270
Hartford, Connecticut 06141-0270

Dear Mr. Opeka:

SUBJECT: EXAMINATION REPORT NO. 50-423/94-08 (OL)

During the week of February 28 - March 3, 1994, the NRC administered initial examinations to five reactor operator (RO) candidates from your company who were applying for licenses to operate the Millstone Nuclear Power Station, Unit 3. These examinations addressed areas important to public health and safety and were administered under Revision 7 to the Examiner Standards (NUREG-1021). At the conclusion of the examination, generic findings and observations that evolved as a result of the examination were discussed with Messrs. S. Scace, F. Dacimo, J. Smith, and other members of your staff.

Based on the results of the examinations, all five of the reactor operator (RO) candidates passed all portions of the examination and were subsequently granted licenses.

However, several generic concerns arose as a result of this examination and are as follows:

- Absence of facility management involvement during the preexam review process and also the few personnel involved in this process.
- Contradictions between procedures and management philosophy and between procedures themselves.
- Lack of depth and outdated training lesson plans. Lesson plans did not correlate with recently updated system descriptions.

As a result of the above concerns, several questions on the administered written examination had to be deleted or provided with additional answers. Details of the above issues are included in sections 2.0 and 3.0 of the enclosed report and were addressed at the exit meeting.

We believe the written examination was a valid measure of the candidates' ability to perform licensed activities. Nevertheless, we concluded that considerable additional effort was expended on our part and on your part following the written exam administration that could

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have been avoided had you properly addressed the items above. In a telephone discussion, Mike Brown stated that your company would evaluate the identified problems to determine corrective actions and lessons learned. We would appreciate submittal of a copy of your conclusions.

Further, one of the contradictions between procedures and management philosophy existed regarding whether reactor operators should obtain their supervisor's concurrence prior to manually tripping the reactor. We believe that all licensed operators have the right and responsibility to manually trip the reactor on their own cognizance if they conclude that to be the proper action for reactor safety. We deleted a question on the examination because the question and answer did not clearly establish our position. We noted that among the five candidates, three different answers were selected. In an April 1 discussion with Mr. Meyer and Mr. Bissett, Mr. Dacimo stated that station-wide actions were being taken to establish and proceduralize a clear policy on this issue. In your submittal of evaluation conclusions, please also address your actions to establish a clear policy on the rights, responsibilities, and expectations for reactor operators manually tripping the reactor when they conclude that action to be appropriate for reactor safety.

In accordance with 10 CFR 2.790 of the Commission's regulations, a copy of this letter and its enclosure will be placed in the NRC Public Document Room. Should you have any questions regarding this examination, please contact Mr. Meyer at (215) 337-5211.

We have requested a written response to this report. Please respond within 30 days of the date of this report or inform Mr. Meyer of the expected submittal date.

Sincerely,

Marvin W. Hodges
Marvin W. Hodges

Marvin W. Hodges, Director
Division of Reactor Safety

Enclosure: Examination Report No. 50-423/94-08 (OL)
w/Attachments 1, 2, 3, and 4

Attachments:

1. Written RO Examination and Answer Key
2. MS3 Written Examination Comment Summary and NRC Resolution
3. MS3 Written Examination Comments
4. Simulator Fidelity Report

Mr. John F. Opeka

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cc w/encl; w/o Attachments 1-4:

D. B. Miller, Senior Vice President, Millstone Station
J. P. Stetz, Vice President, Haddam Neck Plant
F. R. Dacimo, Nuclear Unit Director
R. M. Kacich, Director, Nuclear Planning, Licensing and Budgeting
J. Solymossy, Director, Nuclear Quality and Assessment Services
Gerald Garfield, Esquire
Nicholas Reynolds, Esquire
NRC Senior Resident Inspector
State of Connecticut

cc w/encl and Attachments 1-4:

S. E. Scace, Vice President, Nuclear Operations Services
M. B. Brown, Director, Nuclear Training
J. F. Smith, Manager, Operator Training
Public Document Room (PDR)
Local Public Document Room (LPDR)
Nuclear Safety Information Center (NSIC)

bcc w/encl and Attachments 1-4:
Master Exam File

bcc w/encl; w/o Attachments 1-4:
Region I Docket Room (w/concurrences)
P. Bissett, Chief Examiner, DRS
W. Hemming, EG&G, Examiner
OL Facility File

bcc w/encl; w/o Attachments 1-4 (VIA E-MAIL):

V. McCree, OEDO
V. Rooney, PM, NRR
J. Stolz, NRR/PDI-4
M. Hodges, DRS
R. Gallo, Chief, OLB, NRR
J. D'Antonio, DRS

RI:DRS
Bissett/ajk/dmg

4/7/94

RI:DRS
D'Antonio

4/15/94

RI:DRS
Meyer

4/16/94

RI:DRS
Hodges

4/19/94

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