

Docket Nos. 50-277
50-278

MAY 6 1992

Mr. D. M. Smith
Senior Vice President-Nuclear
Philadelphia Electric Company
Nuclear Group Headquarters
Correspondence Control Desk
P. O. Box 195
Wayne, Pennsylvania 19087-0195

Dear Mr. Smith:

SUBJECT: NRC/PECO PUBLIC MEETING ON APRIL 27, 1992, TO DISCUSS THE
TRAINING PROGRAMS AT PEACH BOTTOM

On April 27, 1992, a public meeting was held between the NRC staff and the Philadelphia Electric Company at the Regional Office in King of Prussia. The purpose of the meeting was to discuss the status of training programs at Peach Bottom Atomic Power Station. PECO prepared a summary document that described the items discussed at the meeting. The PECO document is included as Enclosure 1 to this letter.

At the conclusion of the meeting, the NRC described plans to conduct a training inspection at Peach Bottom later this year.

Your cooperation is appreciated.

Sincerely,

Original signed by
Lee H. Beutenhausen, Chief
Operations Branch
Division of Reactor Safety

Enclosures:

1. PECO Presentations to NRC on April 27, 1992
2. List of Attendees

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05/04/92

NRC FILE CENTER COPY

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cc w/encl:

D. R. Helwig, Vice President, Nuclear Engineering and Services
R. N. Charles, Chairman, Nuclear Review Board
D. B. Miller, Vice President, Peach Bottom Atomic Power Station
C. Schaefer, External Operations - Nuclear, Delmarva Power & Light Co.
K. P. Powers, Plant Manager, Peach Bottom Atomic Power Station
A. A. Fulvio, Regulatory Engineer, Peach Bottom Atomic Power Station
J. W. Austin, Project Manager, Peach Bottom Atomic Power Station
J. W. Durham, Sr., Senior Vice President and General Counsel
J. A. Isabella, Director, Generation Projects Department,
Atlantic Electric
B. W. Gorman, Manager, External Affairs
E. J. Cullen, Esquire, Assistant General Counsel (Without Report)
R. L. Hovis, Esquire
R. McLean, Power Plant Siting, Nuclear Evaluations
G. J. Beck, Manager, Licensing Section
D. Poulsen, Secretary of Harford County Council
R. Ochs, Maryland Safe Energy Coalition
J. H. Walter, Chief Engineer, Public Service Commission of Maryland
Public Document Room (PDR)
Local Public Document Room (LPDR)
Nuclear Safety Information Center (NSIC)
K. Abraham, PAO (2)
NRC Resident Inspector
Commonwealth of Pennsylvania
TMI - Alert (TMI-A)

Mr. D. M. Smith

3

bcc w/encl:

Region I Docket Room (with concurrences)

Management Assistant, DRMA (w/o encl)

L. Bettenhausen, DRS

L. Briggs, DRS

R. Blough, DRP

R. Conte, DRS

L. Doerflein, DRP

B. Norris, DkP

M. Miller, SLO

R. Lobel, EDO

J. Shea NRR

H. Williams, DRS

DRS Files (4)

RI:DRS

Williams/ajk/dmg

05/4/92

RI:DRS

Conte

05/5/92

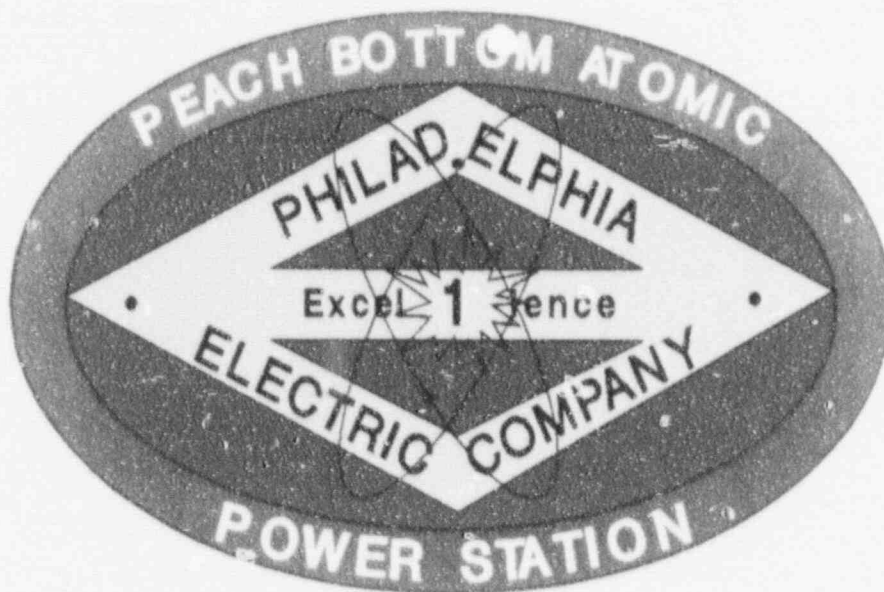
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Bettenhausen

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05/04/92



PEACH BOTTOM TRAINING INITIATIVES

Presentation to NRC

April 27, 1992

PEACH BOTTOM TRAINING INITIATIVES

GENERIC ACTIONS:

- Team Meetings - Internal & External

- Line/Training Interface Meetings
 - Program Specific
 - Station Training Council

- Self-Assessment and Resulting Action Plan

- Increased use of Training as Industry Peer Evaluators

- Line Management Kick-Off and Wrap-Up of Training Programs (Overall Ownership & Sponsorship of Training Programs by Line Management)

TRAINING SUPPORT INITIATIVES

- Conducted and evaluated Pilot Shift Manager Training Course for 2 candidates.
- Reviewed and assessed incumbent Shift Manager training history and job performance.
- Established a Training Technical Information Center with ties to Regional Corporate Libraries and INPO Network.
- Expanded graphics production capabilities to support training implementation.
- Implemented SDI with Training Supervisor participation.

OPERATIONS TRAINING INITIATIVES

- Timely implementation of new Operations OJT/OJE program per ACAD 91-006.
- Operations Management oversight in LOT Simulator Training.
- Peer information exchange for LOR and NLO.
- Identified potential stress causing issues for PBAPS LOR candidates.
- Realignment of Non-Licensed Operator Training to single line progression (NPEO).
- Company initiative to conduct LSRO Training and Qualification.

PBAPS SIMULATOR INITIATIVES

- "Stimulated" vice "Simulated" PMS/SPDS allows instant software upgrades of Simulator to plant status.
- Installed Digital Feedwater in Simulator in advance of plant.
- Simulator Staff has electronic access to a special report on over 40 key parameters from the site Plant Monitoring System.
- Communications system between plant and Simulator for EP Drills is now complete and transmission of Simulator data to the EOF is a reality.
- The Certification program has established a baseline of testing all plant procedures that can be run from the Control Room.
- Simulator use year-to-date:
 - Actual Training Hours = 1248
 - Simulator Support Hours = 656

SERVICES TRAINING INITIATIVES

- Development of common Health Physics and Chemistry Program Plans (ANSI/Non-ANSI).
- Development of common Health Physics Task Matrix.
- Plant Subject Matter Experts serve as adjunct faculty for Health Physics and Chemistry Training.
- Extensive equipment ordered for Health Physics and Chemistry Laboratories.

TECHNICAL TRAINING INITIATIVES

- Greater use of new lab facilities to aid in:
 - I&C fundamentals training
 - Mechanical Components/Theory Training

- Use of Line Management and Plant SMEs as guest instructors in Continuing Training

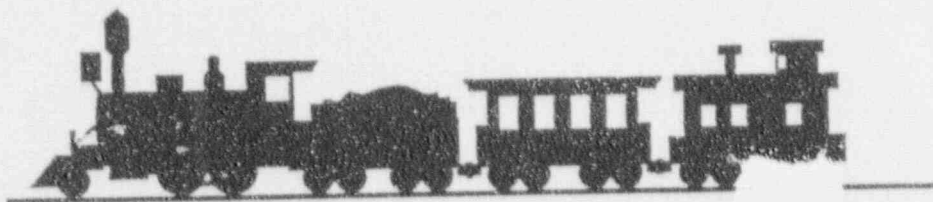
- Pro-active on development of System Engineer and Reactor Engineer Training prior to INPO requiring such programs.

- Required Reading Programs for Technical Staff Training and Reactor Engineer Training.

MAINTENANCE/I&C INITIATIVES

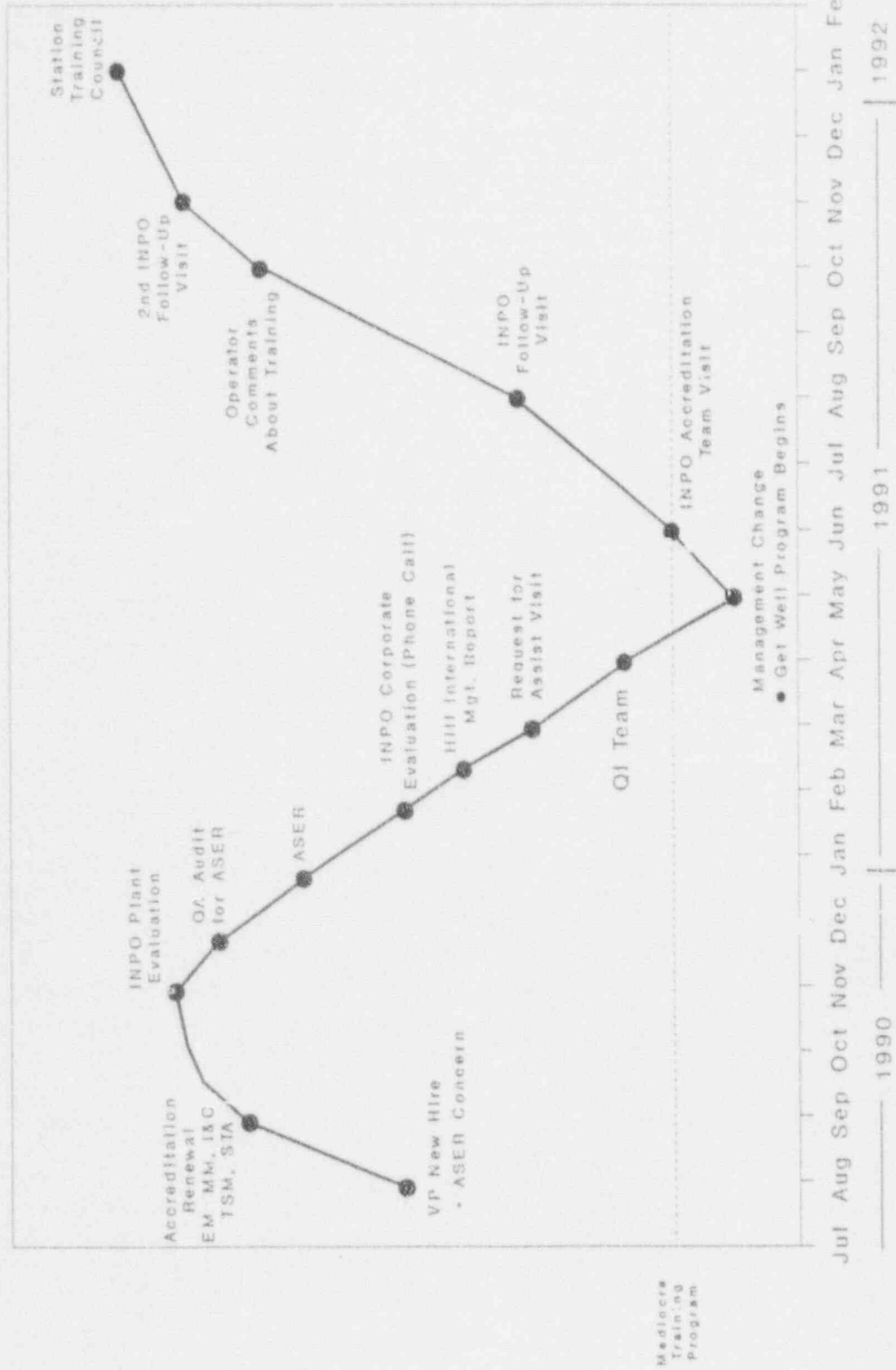
- Designed "flow loop" to be constructed in Training Center.
- Mechanical and Electrical Laboratories.
- Assisted line organizations in developing job qualification matrices.
- Increased use of mockups:
 - MSIV
 - Diesel
 - CRD Exchange
 - Recirc Pump Seal
 - CRD Rebuild/Test
 - Terry Turbine
 - HCU
- I&C Process and Electrical/Electronics labs complete with two process trainers.
- Revised Maintenance Organization from 13 traditional building crafts to 5 functional technician classifications.

Peach Bottom Training Programs



"Back on Track"

PBAPS Vice President's Feelings About Training



Mediocris Training Program

Root Cause

Lack of line management ownership of training

Causal Factors:

- Ineffective communications between plant and training management
- Line management lack of knowledge of accreditation process
- Line management lack of knowledge of TSD process
- Training policy and expectations not communicated to the line
- Corrective action in training only
- Line not involved with resource allocation

Corrective Actions to Prevent Recurrence

- Personnel reassignment
- PECO top management commitment
- Station management expectations of oversight groups
- Training on accreditation and TSD processes provided to line management
- Line management serve as adjunct faculty
- Establishment of Station Training Council
- Daily leadership meetings with training involvement
- Development of a continued action plan
Line assigned action items
- Integrated training schedule contract

Enclosure 2

April 27, 1992

List of Public Meeting Attendees

Philadelphia Electric Company

J. W. Jones
D. B. Miller, Jr.
J. J. Stankiewicz

Atlantic Electric

H. R. Abendroth

Delmarva Power

R. B. Knieriem

U.S. Nuclear Regulatory Commission

L. H. Bettenhausen
R. J. Conte
W. H. Rulard
F. P. Bonnett
J. H. Williams
J. W. Shea
D. Chawaga