

OCONEE NUCLEAR STATION
TRAINING AND QUALIFICATION PLAN

Revision 11

Corrections and Changes

Remove and insert pages in accordance with the following tabulations. Remember to document the insertion of the revision in the Record of Changes.

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OCONEE NUCLEAR STATION
TRAINING AND QUALIFICATION PLAN

Revision 11

Synopsis of Changes

Section	Page	Change
TOC	i	Changed section titles for 1.2.1.2, 1.2.1.3 and 1.2.1.4.
1.1.3	1-2	Revised section (d) to state applicants for security force member positions must demonstrate general good health in accordance with section 1.2.1.1 prior to employment. Revised section (e) to state applicants for security officer positions will receive a medical examination and physical fitness test battery subsequent to accepting a job offer. Section (e) is now section (f). Capitalized "Station Security Plan".
1.1.4	1-2	The Manager, Nuclear Access and Fitness for Duty, Power Generation Group - Human Resources maintains screening documentation.
1.2.1.1	1-3	1. Changed "in security" to "as security force member". 2. Capitalized "Station Security Plan" and changed "station contingency plan" to "Station Safeguards Contingency Plan".
1.2.1.2	1-3	1. Changed the title "Physical Examination Requirements" to "Medical Examination Requirements" to avoid confusion with physical fitness testing. 2. Changed "physical examination" to "medical examination".

3. Capitalized "station Security Plan" and changed "station contingency plan" to "station Safeguards Contingency Plan".

4. Editorial. Changed the last sentence to delete the reference to security officers, to include armed response and armed escorts. This is a restatement of the first sentence in this section and is not necessary.

1.2.1.3 1-6

1. Revised section 1.2.1.3 to address the new Physical Performance Test Program that replaced the existing physical fitness performance test (Revision 10). The Physical Performance Test Program, which includes the Physical Test Battery, was effective April 1, 1992 and shall be implemented for each individual upon his/her requalification due date as required in section 1.2.1.4.

2. Changed the "practical physical performance test within a specific time period" to the "physical test battery".

3. Changed "performance test" to "physical test battery".

4. Addressed the purpose and scope of the Physical Performance Test Program.

5. Outlined the physical test battery standards and discussed the actions taken if a security officer fails the physical test battery.

1.2.1.4 1-7

1. Revised section 1.2.1.4 for clarification. Changed the section title to "Annual Medical and Physical Fitness Requalification".

2. Changed "physical" to "medical".

3. Security officers must requalify to section 1.2.1.2 (Medical Exam) and 1.2.1.3 (Physical Test Battery) every 12 months. CAS operators designated as security force members must requalify to section 1.2.1.1 (General Physical Requirements) and 1.2.1.2 (Medical Exam) every 12 months. Security force members and watchmen must requalify to section 1.2.1.1 (General Physical Requirements) every 12 months.

4. Added a second paragraph to state the annual medical exam to ensure medical condition per section 1.2.1.1 and 1.2.1.2 shall be performed by a licensed physician or licensed health professional (station nurse). Demonstration of physical fitness shall be attested to by a security supervisor or an individual assigned security training responsibilities.

1.2.1.6

1-7

1. Changed "physical examination" to "medical examination".

2. Revised the last sentence to state attestation shall be performed by a security supervisor or an individual assigned security training responsibilities.

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TABLE 2.1.2-1 JOB ASSIGNMENTS

PART III

APPENDIX 1 - Minimum Initial Basic Training Program
(for Security Officers)

APPENDIX 2 - Watchman Training Program (Duke Power Company Employees)

APPENDIX 3 - Watchman Training Program (Contractor)

GLOSSARY OF TERMS

- (d) Applicants for security force member positions must demonstrate general good health as determined by a physician prior to employment in accordance with section 1.2.1.1.
- (e) Applicants for security officer positions shall receive a medical examination and physical test battery in accordance with sections 1.2.1.2 and 1.2.1.3 subsequent to accepting a job offer.
- (f) Satisfactory completion of a background investigation as described in the Station Security Plan.

1.1.4 DOCUMENTATION

Screening records for security force personnel shall be maintained at the General Office by the Manager, Nuclear Access and Fitness for Duty, Power Generation Group - Human Resources for the period of employment of the security force member.

1.2 PHYSICAL AND MENTAL REQUIREMENTS

1.2 PHYSICAL REQUIREMENTS

1.2.1.1 General Physical Requirements

Individuals considered for employment as security force members shall be capable of exerting moderate to arduous physical activity under emergency conditions and shall be capable of conducting all required surveillance activities within the environmental conditions likely to be encountered in the Piedmont area of North and South Carolina. Individuals whose security tasks and job duties are directly associated with the effective implementation of the Station Security Plan and Station Safeguards Contingency Plan shall have no physical weaknesses or abnormalities that would adversely affect their performance of assigned security job duties.

1.2.1.2 Medical Examination Requirements

In addition to the general physical requirements as stated in Section 1.2.1.1, security officers, to include armed response personnel, armed escorts, and central alarm operators, shall successfully pass an initial medical examination administered by a licensed physician or a licensed health professional (station nurse) trained to administer physical examinations with final attestation by a licensed physician prior to assignment. The examination shall be designed to measure the individual's physical ability to perform assigned security job duties as identified in the Station Security Plan and Station Safeguards Contingency Plan. All individuals examined shall possess, in the opinion of the examining physician, the ability to perform the physical tasks normally required of that position. Security officers shall meet the following additional medical requirements:

- (1) Vision - Distant visual acuity shall be correctable to 20/30 (Snellen or equivalent) in the better eye and 20/40 in the other eye with eyeglasses or contact lenses. If uncorrected distant

vision is not at least 20/40 in the better eye, the individual shall carry an extra pair of corrective lenses. The individual shall procure the initial pair of corrective lenses within a reasonable time period not to exceed thirty (30) days. If the extra pair of corrective lenses are damaged or require replacement, they shall be replaced within a reasonable length of time not to exceed thirty (30) days. Near visual acuity, corrected or uncorrected, shall be at least 20/40 in the better eye.

Field of vision, as tested by a tangent screen, shall be at least 70° horizontal meridian in each eye, and the ability to distinguish basic colors to include red, green, and yellow is required. A practical evaluation shall be used for individuals who exhibit a mild color vision defect.

Loss of vision in one eye is disqualifying. Glaucoma is disqualifying, unless controlled by acceptable medical or surgical means, provided such medications as may be used for controlling glaucoma do not cause undesirable side effects which adversely affect the individual's performance, and provided the visual acuity and field of vision requirement stated above is met.

The use of corrective eyeglasses or contact lenses shall not interfere with an individual's ability to effectively perform assigned security job duties during normal or emergency operations. Where corrective eyeglasses are required, they shall be of the safety glass type.

- (2) Hearing - Individuals shall have no hearing loss in the better ear greater than 30 decibels average at 500 Hz, 1,000 Hz, and 2,000 Hz with no level greater than 40 decibels at any one of these three frequencies (by ISO 389 "Standard Reference Zero of Purtone Audiometer" (1975) or ANSI S3.6-1969 (R.1973) Specifications for Audiometers").

1.2.1.3 Physical Performance Test Program

Subject to a medical examination that includes a determination and written certification by a licensed physician that there are no medical contradictions to participation by the individual as disclosed by the medical examination, and prior to assignment to a security post, security officers, to include armed response personnel and armed escorts shall demonstrate physical fitness by performing a physical test battery.

The purpose of the Physical Performance Test Program is to determine if personnel assigned as security officers are capable of meeting job related demands. The program consists of a medical examination as outlined in section 1.2.1.2, a physical test battery related to job performance and an independent medical review to determine if the individuals failing the physical test battery are capable of meeting job related demands.

The physical test battery shall comply with Title 29 Labor, Chapter XIV, Equal Employment Opportunity Commission (Age Discrimination and Employment Act) and Appendix B of Part 73. The performance qualification of each security officer, to include, armed response personnel and armed escorts shall be attested to by a licensee security supervisor or an individual assigned security training responsibilities.

The physical test battery consist of:

(a) Sits ups to evaluate abdominal strength. The test requires the individual to perform a minimum of 20 sit ups within 60 seconds.

(b) Arm lifts to evaluate muscular strength in the arms. The test consist of three trials, each requiring a maximum force to be generated by the arm muscles.

The score is the average of the three trials. The minimum score must equal 50 lbs.

(c) Leg endurance to measure anaerobic capacity. The test requires the individual to pedal a bicycle ergometer at a fixed workload (125 watts) for 60 seconds. A passing score is 88 revolutions.

If a security officer fails to pass the physical test battery, the site medical staff shall be contacted for a medical evaluation to determine if the security officer can be retested. Based upon the site medical staff's evaluation, the security officer may take the physical test battery a second time. Until the security officer has received and passed the second physical test battery, he/she shall not be assigned to any armed post.

If the site medical staff determines the security officer shall not be allowed to take the physical test battery a second time or the security officer fails to pass the second physical test battery, the security officer shall be referred to a physician for an additional medical evaluation. If, in the physician's opinion, the security officer is able to perform the full scope of job duties but is unable to pass the physical test battery, the security officer may be temporarily assigned to armed posts.

A medical review and evaluation, attested to by a licensed physician shall be completed prior to resumption of armed duties on a permanent basis, by a temporarily cleared security officer. The medical evaluation clearing a security officer to work armed post, after failing the physical test battery, does not preclude that security officer from being subject to the annual requalification requirements of section 1.2.1.4.

1.2.1.4 Annual Medical and Physical Fitness Requalification

Security officers, to include armed response personnel and armed escorts, shall be required to meet the medical requirements of Section 1.2.1.2 and the physical fitness requirements of section 1.2.1.3 at least every 12 months. Central alarm station operators designated as security force members shall be required to meet the general physical requirements of 1.2.1.1 and the medical requirements of Section 1.2.1.2. Security force members and watchmen shall be required to meet the physical requirements of Section 1.2.1.1 only.

The annual medical examination to ensure physical condition, as required in section 1.2.1.1 and section 1.2.1.2, as applicable, shall be performed by a licensed physician or licensed health professional (station nurse) trained to administer medical examinations with final attestation by a licensed physician. Demonstration of physical fitness, as required in section 1.2.1.3, shall be attested to by a security supervisor or an individual assigned security training responsibilities.

1.2.1.5 Continued Observation

Security management shall be observant for indications of physical weaknesses or abnormalities that would adversely affect their performance of assigned security job duties.

1.2.1.6 Documentation

The initial medical examination results and the most recent medical examination results for each security officer, as attested by a licensed physician, shall be maintained at the station for the period of employment of the individual. Documentation of the successful completion of physical fitness requirements shall be attested to by a security supervisor or an individual assigned security training responsibilities and maintained at the station.

1.2.2 MENTAL REQUIREMENTS

1.2.2.1 General Mental Requirements

Individuals whose security tasks and job duties are directly associated with the effective implementation of the station physical security and contingency plans shall demonstrate mental alertness and the capability to exercise good judgment, implement instructions, assimilate assigned security tasks, and possess the acuity of senses and ability of expression sufficient to permit accurate communication by written, spoken, audible, visible, or other signals required by assigned job duties. Security officers, to include armed response personnel, armed escorts, and central alarm station operators, in addition to meeting the above requirements, shall have no emotional instability that would interfere with the effective performance of assigned security job duties.

1.2.2.2 Mental Examination

All persons allowed unescorted access to protected or vital areas of the station shall be screened according to the Personnel Screening Program as described in the station security plan. The determination, based upon psychological testing, shall be made by a licensed psychologist or psychiatrist, or physician, or other person professionally trained to identify emotional instability.

1.2.2.3 Continued Observation

Security management shall be observant for indications of unusual behavior by security personnel at the station. As a part of the Fitness for Duty Program, Supervisors receive training in recognizing abnormal behavior. The Human Resources Manager or designee shall ensure that corrective action is taken as deemed necessary in the event such behavior is exhibited. Aberrant behavior of a suspected serious nature shall be professionally evaluated prior to resumption of security duties.