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RELATED CORRESPONDENCE

October 3, 1984
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NUCLEAR REGULATORY COMMISSION

OFFICE OF SECRETARY
DOCKETING & SERVICE

BEFORE THE ATOMIC SAFETY AND LICENSING BOARD

In the Matter of)	
)	
METROPOLITAN EDISON COMPANY)	Docket No. 50-289 SP
)	(Restart-Management Remand)
(Three Mile Island Nuclear)	
Station, Unit No. 1))	

LICENSEE'S ANSWERS TO UNION OF CONCERNED
SCIENTISTS' FIFTH SET OF INTERROGATORIES
AND DOCUMENT REQUESTS TO GENERAL PUBLIC UTILITIES

Licensee General Public Utilities Nuclear Corporation (GPU Nuclear), pursuant to 10 C.F.R. § 2.740b, hereby submits the following answers to "Union of Concerned Scientists' Fifth Set of Interrogatories and Document Requests to General Public Utilities." The provision of answers to these interrogatories is not to be deemed a representation that Licensee considers the information sought to be relevant to the issues to be heard in this remanded proceeding.

INTERROGATORIES

5-1. Has GPU prepared job analyses for use in the operator training programs? If so, provide.

ANSWER. Yes. A copy of the TMI-1 Job Analysis for ROs and SROs is available in the discovery reading room.

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5-2. Does GPU currently use job analyses prepared by itself or consultants, contractors or others in its operator training programs? If so, provide.

ANSWER. Yes. A job analysis has been completed for those tasks which are applicable to the Basic Principles Training Simulator. The results of this analysis have been incorporated into the Reactor Operator Replacement Program description provided in response to TMIA (Second Set) document production request 9e. The Job Analysis pertinent to the BPTS is provided in response to TMIA (Second Set) document production request 24.

5-3. Has GPU prepared or does it otherwise have descriptions of the actual tasks performed by TMI-1 operators? If so, provide and describe how the task descriptions have been used in the development of current GPU training and testing programs.

ANSWER. The TMI-1 Job Analysis provided in response to Interrogatory 5-1 contains descriptions of actual tasks performed by TMI-1 licensed operators. A description of the procedure used in the development of this task analysis is provided in response to Interrogatory 5-1. The task analysis described in response to Interrogatory 5-2 has been incorporated into the Reactor Operator Replacement Program. An outline for incorporation of the TMI-1 Job Analysis comparison into the present CRO, SRO and Licensed Operator Requalification programs is available in the discovery reading room.

5-4. Has GPU prepared or does it otherwise have a description of the knowledge, skills and abilities needed by operators to perform the tasks which they are called upon to perform? If so, provide and describe how this description has been used in the development of current GPU training and testing programs.

ANSWER. See response to Interrogatories 5-1 and 5-3.

5-5. Describe the process and procedures used by GPU to ensure that the training program matches the description of the skills, knowledge and abilities needed by operators. Provide all relevant documents describing these processes and procedures.

ANSWER. The process and procedures used by GPU in the initial development of its operator programs is addressed in the INPO Self Evaluation provided in response to TMIA (Second Set) document production request 25.

During 1983, an analysis of the INPO Plant Specific Job Survey Report, provided in response to TMIA (Second Set) document production request 24, was conducted to establish those tasks which could be applied to the Basic Principles Training Simulator. The result of this analysis is provided in response to TMIA (Second Set) document production request 16. The tasks identified are incorporated in the BPT training program as each area is addressed. In addition, applicable tasks have been incorporated into the Reactor Operator Replacement OJT Program.

In August of 1984, further evaluation was undertaken to compare the INPO Job Analysis to TMI Programs. The procedure used in the most recent effort to compare the Job Analysis to the present programs is provided in response to Interrogatory 5-1. See response to Interrogatory 5-3 for an outline for incorporation of the Job Analysis comparison into the present program.

5-6. Describe the process and procedures used by GPU to ensure that the written and oral tests given to operators match the description of the skills, knowledge and abilities needed by the operators. Provide all relevant documents describing these processes and procedures.

ANSWER. See response to UCS Interrogatory (First Set)

14.

5-7. Describe the process and procedures used by GPU to ensure that the description of operator skills, knowledge and abilities, if any, are complete and accurate. Provide all documents describing these processes and procedures.

ANSWER. See response to Interrogatory 5-1.

5-9. Has GPU performed or caused to be performed any evaluations or analysis of the degree to which its training programs are consistent with the skills, knowledge and abilities needed by operators at TMI-1? If so, provide.

ANSWER. See response to Interrogatory 5-1. In addition, an INPO Evaluation of TMI-1 in 1983 evaluated this area. The evaluation is provided in response to TMIA (Second Set) document production request 74.

5-10. Has GPU performed or caused to be performed any evaluations or analysis of the degree to which its written and oral examinations are consistent with the skills, knowledge and abilities needed by operators? If so, provide.

ANSWER. No formal evaluation has been performed. In order to provide consistency between skills, knowledge and abilities needed by the operator and the training program oral and written examination, Operations Department personnel are involved in the review of written comprehensive examinations for replacement programs and the approval of the annual requalification exam. In addition, operations personnel are involved in the final comprehensive oral required for replacement program completion and annual requalification.

5-11. Has GPU performed or caused to be performed any evaluations or analyses of the degree to which the on-the-job environment at TMI-1 facilitates and/or inhibits (i.e. reinforces and/or contradicts) the lessons taught in the training program? If so, provide.

ANSWER. An evaluation of the TMI-1 facility was conducted by INPO in 1983 which addressed this area. This evaluation is included in response to TMIA (Second Set) document production request 74.

5-12. Has GPU performed or caused to be performed any evaluations or analyses of the "managerial climate" or supervisors' attitude within GPU or at TMI-1? If so, provide.

ANSWER. The Director of Training & Education is constantly monitoring the managerial climate and supervisory attitude within TMI-1 Training. A number of vehicles such as staff meetings, employee meetings, site tours, classroom observations, one-on-one discussions, etc., contribute to the evaluation and analysis of the overall training department climate. Staff meetings are run on a regular basis and organizational climate and concerns are often discussed at the various levels. Communication among training management is frank and therefore serves as a reliable source of information. The Director of Training & Education encourages training management to speak freely and openly, and supports and insists on prompt and effective responses to organizational concerns. Training managers and supervisors are encouraged to develop challenging goals; all employees are encouraged to strive for above-average performance, and are told that their work effort contributes to the training organization's success. Highly skilled managers and supervisors are often used on special assignments offering opportunities to provide individual leadership to specific organizational issues. Management relays to its training

personnel the importance of their attitude towards the licensed operator training program in shaping the views of the students in the program. (For a general discussion of the management of training, see INPO Report (1983) and Rickover Reports (Nov. 1983) and (April 1984).)

5-13. Has GPU performed or caused to be performed any evaluations or analyses of the degree to which managerial climate or supervisors' attitudes within GPU or at TMI-1 reinforce or contradict the lessons learned in training? If so, provide.

ANSWER. See response to Interrogatory 5-12.

Respectfully submitted,

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Dated: October 3, 1984

October 3, 1984

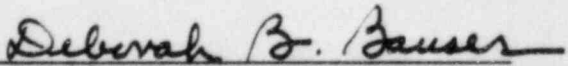
UNITED STATES OF AMERICA
NUCLEAR REGULATORY COMMISSION

BEFORE THE ATOMIC SAFETY AND LICENSING BOARD

In the Matter of)	
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METROPOLITAN EDISON COMPANY)	Docket No. 50-289
)	(Restart-Management Remand)
(Three Mile Island Nuclear)	
Station, Unit No. 1))	

CERTIFICATE OF SERVICE

I hereby certify that copies of "Licensee's Answers to Union of Concerned Scientists' Fifth Set of Interrogatories and Document Requests to General Public Utilities" were served this 3rd day of October, 1984, by hand delivery to the party identified with an asterisk and by deposit in the U.S. mail, first class, postage prepaid, to the other parties on the attached Service List.


Deborah B. Bauser

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NUCLEAR REGULATORY COMMISSION

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