BETA REPORT
RECOMMENDATION CATEGORIZATION
GPUNC RESPONSE STATUS

MAY 2, 1983

Preface

The review of current and projected expenditures and manpower utilization for GPU Nuclear Corporation conducted by Basic Energy Technology Associates, Inc. (BETA) was issued in a report dated February 28, 1983.

The focus of the review was on resources devoted to Three Mile Island Unit 1 and Oyster Creek. A total of eighty-five (85) findings resulted in one hundred fifty-six (156) separate recommendations. Each responsible director was asked to respond to recommendations affecting his area.

This status report represents a preliminary categorization of the 156 recommendations into five (5) broad categories:

I.   Organization - understanding and working within the functional GPUN structure.

II.   Manning - appropriate staffing levels.

III.   Operating/Management Efficiency/Productivity

IV.   Personnel-Related Matters - personnel practices.

V.   Training

Within each of the above recommendations, preliminary GPUNC responses were further placed into one of five response categories:

A.   Agree - Complete: agree with recommendation, action is complete.

B.   Agree - Action Underway/Goal: agree with recommendation, action is underway and/or action is a 1983 goal.

C.   Agree - Action to be Scheduled: agree with recommendation, action to be taken in the future.

D.   Under - Evaluation: either recommendation or appropriate action is under evaluation.

E.   Disagree: disagree with recommendation.

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
I. ORGANIZATION				
A. Agree - Complete				
TMI-1/OP	III-A	e	Encourage freer discussion among divisions.	5
TMI-1	III-C	c	Delay assignment of corrective maintenance function to M&C after Unit 1 restart.	10
Oyster Creek	IV-A-2	b	Use section as service not line authority organization - coordinator (O.C. Plars and Programs)	31
Oyster Creek	IV-F-2	b	Assure no duplicate efforts with TF Nuclear Analysis and Fuels section (O.C. Nuclear & Core Management)	48
Nuclear Assur.	V-A		Reassign budgeting and administrative functions from Reading to Parsippany.	65
B. Agree - Action Underway or 1983 Goal				
TMI-1/OP	III-A	a	Office of the President foster understanding of how functional organization should operate.	1
TMI-1/OP	III-A	b	Emphasize support role of non-plant divisions.	2
TMI-1/OP	III-A	c	Eliminate jurisdictional disputes.	3
TMI-1/OP	III-A	d	Encourage support and working within new organization.	4

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
I. ORGANIZATION (Continued)				
B. Agree - Action Underway or 1983 Goal (Continued)				
Oyster Creek/OP	IV-A-1	a	Office of the President foster understanding of how functional organization should operate.	24
Oyster Creek/OP	IV-A-1	b	Emphasize support role of non-plant divisions.	25
Oyster Creek/OP	IV-A-1	c	Eliminate jurisdictional disputes.	26
Oyster Creek/OP	IV-A-1	d	Encourage support and working within new organization.	27
Oyster Creek/OP	IV-A-1	e	Encourage freer discussions among divisions.	28
Oyster Creek	IV-D-1	a	Senior M&C personnel increase involvement in organizational and divisional interface problems.	34
Oyster Creek/ RE&C	IV-D-1	b	Other site management must increase involvement in resolving interface problems.	35
Oyster Creek	IV-G	b	Improve Rad Con management and work force management working relationships.	51

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
I. ORGANIZATION (Continued)				
B. Agree - Action Underway or 1983 Goal (Continued)				
Tech Functions	VI-H	a-2	New TF Chemistry Director has been directed to get actively involved in improving the site chemistry programs. BETA considers that this direction will help resolve previous problems.	103
Admin.	VII-A	a	Redirect efforts to provide an effective service to other divisions.	104
Admin.	VII-A	b	Change impression that Administration Division determines how coprorate policy is to be carried out in administrative matters.	105
Admin.	VII-A	c	Adopt the motto "We serve the plants."	106
Admin.	VII-C		Operations Analysis group should be directed by the Office of the President.	108
Rad. & Env. Con.	IX-A		Develop small Radiological Engineering group in Parsippany.	130
C. Agree - Action to be Scheduled				
None.				
D. Under Evaluation				
TMI-1	III-B		Better define role of five engineering positions reporting to Plant Operations.	7
TMI-1	III-C	b	Assign system responsibility in Plant Engineering for maintenance tasks.	9

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
I. ORGANIZATION (Continued)				
E. Disagree				
Tech Functions	VI-E-1	b	Consider eliminating the requirement that STA's obtain an SRO license.	93
Tech Functions	VI-G		Consider reassigning the Headquarters Start-Up and Test group into the Systems Engineering group. Assign site personnel in this group to Plant Engineering.	102
Tech Functions	VI-H	a-1	Remove System Laboratory from GPUN after the Chemistry Programs at TMI-1 and Oyster Creek have been improved.	103

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
II. MANNING				
A. Agree - Complete				
Oyster Creek	IV-A-2	a	Hold section to current size (Plans & Programs).	30
Oyster Creek	IV-J-1		Consider reassigning under-utilized clerical personnel to Purchasing to support processing of requisitions.	60
Tech Functions	VI-A	a	Maintain present manning levels within Tech Functions.	83
Tech Functions	VI-E-2		Eliminate position of Systems Analysis Director (Action taken on this item at the time BETA made recommendation.)	96
Admin.	VII-E-3	c	Activate alarms at fuel handling bay doors 73 and 74 and reduce guard force at TMI-1.	117
Admin.	VII-E-3	d	Activate alarms at doors 11 and 16 and reduce TMI-2 guard force.	118
Admin.	VII-E-6		Determine times when security requirements peak and examine alternative shifts to reduce overall manpower and overtime.	121
Admin.	VII-E-7		Evaluate security at TMI Training/Visitors Centers, Forked River, and TMI South Gate. Possible reduction of 8.5 to 9 man-years.	122
Admin.	VII-E-10		Manpower assessments in security should include overtime usage. Recommended levels including overtime is Oyster Creek--62 and TMI-1--48.5.	125

BETA REPORT – GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
II. MANNING (Continued)				
A. Agree – Complete (Continued)				
Admin.	VII-F		Employ a physician at TMI and assign medical radio-logical health responsibilities for TMI-1, TMI-2, and Oyster Creek.	126
Commun.	XI	a	Review anticipated workload to determine if properly manned.	133
B. Agree – Action Underway or 1983 Goal				
TMI-1/H.R.	III-H		Review manning and effectiveness in support of TMI-1 (Human Resources support).	22
General/OP	XII-E		Each director review manpower staffing to reduce unnecessary small staff build-ups.	156
C. Agree – Action to be Scheduled				
Admin.	VII-E-4		Upgrade TMI-2 Processing Center including installation of metal monitors and explosive monitors. Offset is reduction in guards at TMI-2.	119
TMI-1 Rad. & Env. Con.	III-F	e	Look to decrease number of rad. techs. as work force practices good rad. work performance.	17
Oyster Creek/ Rad. & Env. Con.	IV-G	f	Decrease number of Rad. Con. techs. when work force assumes their own responsibility for good rad. work performance.	55

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
II. MANNING (Continued)				
D. Under Evaluation				
TMI-1	III-E		Review number of site engineering groups and direction (all applicable divisions).	12
TMI-1	III-I		Look to reduce on-site clerical/admin. support (all divisions).	23
Oyster Creek	IV-F-1		Review number of site engineering groups (all applicable divisions).	46
Oyster Creek	IV-I		Reduce on-site clerical and administrative positions. Office of the President set arbitrary number. (All divisions.)	59
Nuclear Assur.	V-C-1		Reduce the number of engineers assigned to QA Engineering as Technical Functions, Plant Engineering, and M&C mature.	77
Nuclear Assur.	V-C-2	c	Reduce number of QA monitors through attrition as work force stabilizes and matures.	78
Nuclear Assur.	V-C-3		Reduce size of Manufacturing Assurance section as manufacturing effort associated with large modifications decreases.	79
Admin.	VII-E-1		TMI-1 access control clerk handle TMI-2 workload reducing staff by 1 control clerk. Additional savings would be achieved by TMI-1's clerk typist supporting TMI-2.	113
Admin.	VII-E-2		Combine response force capability at TMI to meet NRC requirement. Negotiate with NRC to reduce force to six to eight guards.	114

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
II. MANNING (Continued)				
E. Disagree				
Oyster Creek	IV-D-4	c	Consider reducing preventive maintenance Manager's staff when program stabilizes.	42
Oyster Creek	IV-F-2	c	Re-evaluate and look to reduce staffing level of Core Management Group.	49
Tech Functions	VI-C		Redefine the role of Licensing and Regulatory Affairs (L&RA) to ensure that it acts as an interface between GPUNC and regulatory bodies. Effect reductions in the number of people assigned to L&RA.	90
Commun.	XI	b	Find useful tasks in other divisions for people when not needed for primary jobs.	134

BETA REPORT - GPUNC RESPONSES

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BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
III. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY				
A. Agree - Complete				
TMI-1/OP	III-A	f	Encourage upward not downward corporate policy complaints.	6
TMI-1	III-C	a	Schedule more day shift maintenance work and ensure stronger supervisory support.	8
TMI-1/RE&C	III-F	f	Utilize management systems to achieve improvement in radiological practices.	18
Oyster Creek	IV-F-2	a	Develop operating procedures to reduce dependence on Core Management Group (Nuclear and Core Management).	47
Oyster Creek/ Admin.	IV-J-2	a	Expedite installation of CRT's in plant to give direct access to inventory records.	61
Oyster Creek/ Admin.	IV-J-2	c	Consider staging of material on a job basis.	63
Oyster Creek	IV-J-3		Backlog in A/P should be promptly eliminated.	64
Nuclear Assur.	V-C-5	a	The Director, Quality Assurance, take necessary positive steps to improve perception of the QA Department among senior management.	81
Tech Functions	VI-B-4		Conduct design reviews before work is started to decrease need for Field Change Notices during construction, operation, or maintenance.	89
Tech Functions	VI-F-1		Evaluate functions currently performed in Engineering Projects and reassign those that detract from project management capability.	99

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
III.			OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)	

B. Agree - Action Underway or 1983 Goal

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
TMI-1	III-D		Upgrade of chemistry program, key manager, standardize analytical procedures.	11
TMI-1	III-F	a	Increase efforts of manager and supervisors to achieve excellent radiological performance by their workers on every job.	13
TMI-1/ Rad. & Env. Con.	III-F	c	Upgrade rad. technician performance by improving ability to identify and report deficiencies.	15
TMI-1/ Rad. & Env. Con.	III-F	d	Speed correction and problem solving of rad. deficiencies.	16
TMI-1/Admin.	III-G-1		Program to improve nomenclature of inventory records.	19
TMI-1/Admin.	III-G-2		Purge stock of unnecessary material.	20
Oyster Creek/OP	IV-A-1	f	Encourage upward not downward corporate policy complaints.	29
Oyster Creek	IV-C		Management to emphasize worker tidiness in job performance.	33
Oyster Creek	IV-D-1	c	Ensure familiarity and practice of new procedures (Maintenance).	36
Oyster Creek	IV-D-4	a	Expedite loading preventive maintenance system schedule in GMS.	40
Oyster Creek	IV-D-4	b	Learn from TMI-1 preventive maintenance program.	41

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
IIᵀ. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)				
B. Agree - Action Underway or 1983 Goal (Continued)				
Oyster Creek	IV-E		Continue upgrade of chem. program - key manager, standardize analytical procedures.	45
Oyster Creek/ RE&C	IV-G	a	Increase management efforts to obtain excellent radiological performance by their workers routinely on jobs.	50
Oyster Creek Rad. & Env. Con.	IV-G	c	Use radiological awareness committee similar to that at TMI-1 to help in accomplishing recommendations IV-G-a and b.	52
Oyster Creek Rad. & Env. Con.	IV-G	d	Upgrade performance of rad. con. techs. by improving rad. deficiency identification and reporting.	53
Oyster Creek Rad. & Env. Con.	IV-G	e	Accelerate correction of rad. deficiencies and increase attention to problem solving.	54
Oyster Creek Rad. & Env. Con.	IV-G	h	Utilze existing management systems to achieve improvement in radiological practices.	57
Oyster Creek	IV-H		Reveiew tech. specs to determine if present wording requires PORC to review documents beyond a scope considered appropriate. No rewrites by PORC of poorly written procedures.	58
Oyster Creek/ Admin.	IV-J-2	b	Plan disposal of on-hand direct turnover material not required for plant support.	62
Nuclear Assur.	V-C-4		The QA Director remain actively involved during the implementation of the new Operational QA Plan.	80

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.

III. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)

B. Agree - Action Underway or 1983 Goal (Continued)

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
Nuclear Assur.	V-C-5	b	Division Vice Presidents encourage staff personnel to support and assist in the execution of the Corporation's Operational Quality Assurance Plan.	82
Tech Functions	VI-A	b	Review methods to improve the management of the large engineering group within TF.	84
Tech Functions	VI-B-1		Respond to requests for changes to procedures promptly. (Engineering Procedures and Standards Group).	86
Tech Functions	VI-B-2		Redirect the efforts of the Cost Analysis section away from cost reporting and toward cost estimating and analysis (the section's purpose).	87
Tech Functions	VI-B-3		Revise drawings in D&D when Design Correction Notices are received so that drawings are current as regards modifications so no DCN will be more than 6 months old.	88
Tech Functions	VI-D		Investigate means for having plant information and problems flow into the Engineering and Design organization on a routine basis, not just when TF support is required.	91
Tech Functions	VI-F-3		Devise reports that will permit having a running knowledge of cost and performance.	101

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.

III. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)

B. Agree - Action Underway or 1983 Goal (Continued)

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
Admin.	VII-D	b	Greater emphasis on Cost Plus Incentive Fee-type contracts.	110
Admin.	VII-D	c	Monthly reports from major contractors identifying work progress by task and actual costs. Quarterly reports from major contractors forecasting work progress and expenditures.	111
Admin.	VII-E		There needs to be an overall improvement in the Security Division in order to improve its efficiency. (See VII-E-1 through VII-E-10).	112
Admin.	VII-E-3	a	Provide adequate engineering and construction support for security operations.	115
Admin.	VII-E-3	b	Develop procedures to require periodic review of security systems where minor degradations are compensate for by stationing guards to meet NRC commitments	116
Admin.	VII-E-8		Have an engineering evaluation made on Vikonics' equipment, including proposed corrective action and input from other utilities using equipment. Provide plan of action, including engineering and legal alternatives.	123
Rad. & Env. Con.	IX-B		Begin reducing unnecessary environmental monitoring.	131
Commun.	XI	c	Provide more effective supervision.	135

BETA REPORT - CPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.

III. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)

    B. Agree - Action Underway or 1983 Goal (Continued)

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
General/OP	XII-A	d	Spot, unannounced visits by all division directors to work areas to evaluate daily effectiveness.	139
General/OP	XII-A	j	Trending of data to ascertain problem areas.	145
General/OP	XII-A	k	Corrective action for cases of personal appearance, demeanor, etc. - considered outside the norm.	146
General/OP	XII-B	a	Each division director should help ensure distribution is necessary.	148
General/OP	XII-B	b	Tighten signature authority; monitor for compliance.	149
General/OP	XII-B	c	Correspondence control, action item tracking.	150
General/OP	XII-B	d	Control issuance of administrative procedures.	151
General/OP	XII-B	e	Limit required concurrences on documents/ procedures.	152
General/OP	XII-C		All levels of management should review decision making in their groups to assure decisions are being made at the proper level commensurate with the need. Do not unnecessarily force decisions upward.	153

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
III. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)				
C. Agree - Action to be Scheduled				
TMI-1	III-G-3		Plant Engineering prepare generic specs. for commonly used parts and consumable stock items.	21
Admin.	VII-E-5		Upgrade perimeter alarm system to produce a system with a minimum number of false alarms.	120
D. Under Evaluation				
Tech Functions	VI-A	c	Evaluate and procure outside assistance to train TF Management in supervising a large engineering group.	85

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.

III. OPERATING/MANAGEMENT EFFICIENCY/PRODUCTIVITY (Continued)

E. Disagree

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
Nuclear Assur.	V-B-5	b	Manager, TMI Training, improve accessibility to staff.	73
Tech Functions	VI-E-4		Do not develop an in-house licensed nuclear design capability unless GPUNC is willing to restrict fuel selections to proven technology and not attempt to incorporate advantages in performance until they have been thoroughly tested at other plants.	98
M&C	X-A		ELiminate duplication of functions within M&C and other divisions in GPUNC.	132

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
IV. **PERSONNEL-RELATED MATTERS**				
A. Agree - Complete				
Admin.	VII-B		Increase scope of work assigned to senior manager (Manager of Management Services) or delete the position.	107
Admin.	VII-E-9		If lieutenant position is established in Security, the number of managers should not increase.	124
TMI-1/ Rad. & Env. Con.	III-F	b	Improve Rad Con management and work force management working relationships.	14
B. Agree - Action Underway or 1983 Goal				
Oyster Creek/ M&C	IV-D-3		Keep M&C contractor employees on job until end of working hours.	39
Human Resources	VIII-1		All levels of management understand quick action required for personnel matters. Human Resources keep track of status and identify delays.	127
Human Resources	VIII-2		Evaluate top managerial positions and determine if work matches grade level.	128
Human Resources	VIII-3		Conduct review of bargaining agreements to determine impact on work efficiency.	129
General/HR	XII-A	e	Improve senior management use of GPUNC performance evaluation system relating to supervisory performance.	140

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
IV. PERSONNEL-RELATED MATTERS (Continued)				
D. Under Evaluation				
Oyster Creek/HR	IV-D-5	a	Consider negotiating agreements with better utilization of Mobile Maintenance.	43
Oyster Creek/HR	IV-D-5	b	Consider making Mobile Maintenance employees who perform most of their work at Oyster Creek part of M&C Division.	44
General/TMI-1	XII-A	1	Color-code hard hats at the site to distinguish workers, foremen, officers, contractors.	147
E. Disagree				
Oyster Creek/HR	IV-D-2	a	Negotiate morning coffee break out of union agreement.	37
Oyster Creek/HR	IV-D-2	b	Eliminate p.m. break or allow management to determine timing.	38

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
V. TRAINING				
A. Agree - Complete				
Oyster Creek	IV-B		Ensure Operations involvement in Oyster Creek training programs.	32
Oyster Creek/ Rad. & Env. Con.	IV-G	g	Commence rad technician training to handle unusual situations not covered by written procedures (Rad. Con.)	56
Tech Functions	VI-E-1	d	Review responsibilities of the STA's during normal and abnormal situations with the STA's and with shift supervisors.	95
B. Agree - Action Underway or 1983 Goal				
Nuclear Assur.	V-B-1		Review Management Development courses and elimiate those which do not materially contribute to safe and efficient operation of the plants.	66
Nuclear Assur.	V-B-2		Coordinate and oversee efforts of the two site training groups.	67
Nuclear Assur.	V-B-3		Develop realistic training schedules on an annual basis.	68
Nuclear Assur.	V-B-4	a	Utilize in-house personnel to review GPUNC training program.	69
Nuclear Assur.	V-B-4	b	Produce optimum training program.	70

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.

V. TRAINING (Continued)

B. Agree - Action Underway or 1983 Goal (Continued)

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
Nuclear Assur.	V-B-4	c	Evaluate students on basis of performance in training sessions, rather than outside forces alone.	71
Nuclear Assur.	V-B-5	a	Review supervisory responsibilities with those assigned as supervisors of training instructors.	72
Nuclear Assur.	V-B-5	c	Assign responsibility for monitoring activities in Training Building in the absence of Manager, TMI Training and Operator Training Manager.	74
Nuclear Assur.	V-B-6	a	Apply recommendations for TMI Training to training program at Oyster Creek.	75
Nuclear Assur.	V-B-6	b	Headquarters Training mandate the coordination of training programs at TMI and Oyster Creek.	76
Tech. Functions	VI-E-1	a	In the process of developing the Shift Technical Advisor (STA) training program, place a greater emphasis on providing the trainee with a firm technical foundation and less on making him a qualified operator.	92
Tech. Functions	VI-E-1	c	Ensure that sufficient STA's are in the training program to compensate for attrition and to satisty promised rotation at the same time.	94
Tech. Functions	VI-E-3		Provide technical guidance to training programs, especially operator training.	97
Tech. Functions	VI-F-2		Provide training to Project Engineers in GPUNC organizational structure, methods, and policies.	100

BETA REPORT - GPUNC RESPONSES

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.

V. TRAINING (Continued)

B. Agree - Action Underway or 1983 Goal (Continued)

DIVISION	BETA FINDING	BETA RECOMMENDATION	RECOMMENDATION DESCRIPTION	REC. SEQUENCE NO.
Admin.	VII-D	a	Continue training requistioners and develop a means to measure success of training.	109
General/OP	XII-A	a	Properly train supervisory personnel.	136
General/OP	XII-A	b	Evaluate effectiveness of current supervisor training course.	137
General/NA	XII-A	c	On-the-job training to be emphasized.	138

C. Agree - Action to be Scheduled

None.

D. Agree - Under Evaluation

None.

E. Disagree

None.