

Docket No.: 50-354

NOV 28 1984

APPLICANT: Public Service Electric & Gas Company (PSE&G)

FACILITY: Hope Creek Generating Station

SUBJECT: SUMMARY OF TRAINING MEETING

At the request of the applicant, a meeting was held in the Bethesda, Maryland offices of the NRC to discuss the Hope Creek training program. The meeting attendees included representatives of PSE&G and the NRC. A list of attendees is included as Enclosure 1 to this meeting summary.

The training items discussed were those for which additional information was required as noted in Section 13.2 of the Hope Creek Safety Evaluation Report (SER). Enclosure 2 is an annotated reproduction of SER Section 13.2 which was distributed at the meeting. The items discussed are identified within the enclosure. The status of these items, pursuant to the meeting, is indicated in Enclosure 3.

The applicant indicated documentation to resolve the training issues would be submitted by December 31, 1984.

/S/

David Wagner, Project Manager
Licensing Branch No. 2
Division of Licensing

Enclosures: As stated

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Docket File

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APPLICANT: PUBLIC SERVICE ELECTRIC & GAS COMPANY
 FACILITY: HOPE CREEK GENERATING STATION
 SUBJECT: HOPE CREEK TRAINING PROGRAMS
 DATE: TUESDAY, NOVEMBER 20, 1984

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Table 1.2 Outstanding issues

Issue	SER section
• • •	
(12) Training program items	
(a) Initial training program	13.2.1.1
(b) Requalification training program	13.2.1.2
(c) Replacement training program	13.2.1.3
(d) TMI issues I.A.2.1, I.A.3.1 and II.B.4	13.2.1.4
(e) Nonlicensed training programs	13.2.2
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13.2 Training

The applicant's training programs for licensed reactor operators and nonlicensed plant staff were reviewed according to SRP Section 13.2 (NUREG-0800). The staff's acceptance criteria included applicable portions of 10 CFR 19, 50, and 55; RGs 1.8 and 1.149; the clarification of the TMI Action Plan (NUREG-0737);

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H. R. Denton's letter of March 28, 1980, to all power reactor applicants and licensees; and ANSI/ANS 3.1-1981.

13.2.1 Licensed Operator Training Program

A training program for Hope Creek licensed reactor operators (ROs) and senior reactor operators (SROs) has been implemented to develop and maintain an organization fully qualified to operate the plant and maintain plant safety. The initial, requalification, and replacement programs, which will be designed to follow the guidance of RGs 1.8 and 1.149 and to meet the requirements of 10 CFR 50 and 55 and TMI Action Plan-related requirements, will be based on the individual employee's level of education, experience, and skills as well as on the level of assigned responsibility and intended position. In addition, the applicant committed that these training programs shall meet the requirements of ANSI/ANS 3.1-1981.

13.2.1.1 Initial Training Program

The initial training program for licensed personnel consists of the following discrete segments:

(1) Reactor Operator Training Program

On the basis of past experience, the RO and SRO license candidates will attend a training program consisting of the following courses:

(a) Nuclear Reactor Fundamental

This training course of formal classroom study, approximately 17 weeks long, is designed to provide individuals with a basic knowledge of the science and technology of power plant operations. The major areas to be covered are mathematics, classical physics, basic nuclear physics, reactor principles, radiological fundamentals, chemistry, instrumentation and control, electrical theory, safety analysis, fluid mechanics, thermodynamics, and heat transfer.

(b) Reactor Startup Experience

This training course is designed to provide cold-license applicants with no previous nuclear experience with actual hands-on experience at a research reactor. This 1-week course, conducted by Memphis State University, includes a minimum of 10 reactor startups using the MSU AGN-201.

(c) Precertification BWR Systems Training

This training course is 3 weeks long. It is designed to familiarize license candidates with the BWR systems and to prepare them for the following Cold-License Certification Training course to be conducted by General Physics at the Susquehanna simulator.

(d) Cold-License Certification Training

This training course is designed to provide cold-license candidates with an in-depth study of BWR systems and to teach them plant

operation and transient characteristics on the simulator. This phase of the training program is 12 weeks in duration, of which the first 4 weeks will be spent at the Hope Creek facility with the remaining 8 weeks spent at the Susquehanna simulator.

The course will consist of classroom lectures, simulator control room lectures and demonstrations, and simulator control room exercises. Instruction in operating practice will include the following:

- BWR systems
- BWR operating characteristics, plant startups and power transients
- standard and emergency operating procedures
- Technical Specifications
- transients, malfunctions, and accident control
- integrated operations and examination

At the conclusion of this training course, each license candidate will be given an oral and written examination that demonstrates the candidate's ability to control the operation of the plant in a safe and competent manner.

(e) Hope Creek Plant-Specific Systems Training

This training course is designed to provide all license candidates with in-depth specific training on Hope Creek systems descriptions and operations. This phase of the training program is 8 weeks in duration, of which approximately half of the time will be spent in formal classroom instruction. The remaining time will be spent in touring the plant to identify the equipment associated with the topics covered in the classroom sessions.

(f) Structured Observation Program for Licensed Operators

A
To ensure the experience criteria will be met, the applicant has stated that a structured PWR/BWR observation program will be conducted for all license candidates. The applicant, in response to RAI Item 630.7(f) concerning this course, has not provided the details of observation training at an operating BWR. The staff is aware that the applicant is in the process of developing or conducting training for shift supervisor candidates at an operating BWR; however, the applicant has not provided this information. When the applicant submits this phase of the program, the staff will provide its response in a supplement to this SER.

(2) Senior Reactor Operator Training Program

The applicant has indicated that, in addition to all of the above courses included in the reactor operator training program, the SRO candidates will be required to take the following courses:

(a) Advanced Technical Training

This training course, which is academic in nature, consists of approximately 450 contact hours of instruction. It will provide SRO

license candidates with advanced technical training in differential calculus, integral calculus, thermodynamics, fluid mechanics, heat transfer, advanced reactor physics, materials study, and human behavior. This course will be taught by Memphis State University staff.

(b) Shift Supervisor Nuclear Training

This training course of formal classroom study, approximately 8 weeks in length, is designed to provide SRO candidates with advanced instruction in BWR-specific topics, which include BWR chemistry, nuclear engineering, corrosion materials, radiological emergencies, abnormal event analysis, and degraded core damage.

(3) Cold-License Operator In-Plant Training

B
The applicant, in Amendment 7 of the FSAR, stated that this phase of the cold-license program is designed to give the operators sufficient practical work experience to obtain a thorough knowledge of the plant. The program, outlined in FSAR Appendix 13.I, provides for a structured observation program during which each candidate will undergo an oral examination and checkout on plant systems emphasizing system operation, local control, and interactions. The applicant also stated that this phase of the program is documented in the form of individual in-plant training guidelines for RO, SRO, and STA candidates.

The applicant has not provided the details of observation training at an operating BWR to meet the cold-license eligibility requirements outlined in Generic Letter 84-10, "Administration of Operating Tests Prior to Initial Criticality," and Generic Letter 84-16, "Adequacy of On-Shift Operating Experience for Near Term Operating License Applicants." The staff is aware that the applicant has instituted a program to meet the requirements of Generic Letter 84-16; however, the applicant has not addressed Generic Letter 84-10.

(4) Prelicensing Examination Testing and Training

The applicant has stated that the objectives of this phase of the program are to determine the individual candidate's ability to operate the plant in a safe and competent manner and to identify areas of weakness that may be corrected before administration of the NRC license examinations.

The applicant, in Amendment 7 and the July 18, 1984, submittal, has indicated that the duration of the course is approximately 8 weeks and consists of classroom presentation on reactor theory, heat transfer, fluid mechanics, thermodynamics, procedural and operating philosophies, Technical Specifications, and related industry events relevant to operations. The simulator portion of this phase consists of normal, abnormal, and emergency operation and demonstration of proper use of emergency operating procedures. In addition to the classroom and simulator portions, the applicant will require in-plant demonstrations of equipment operation from local operating panels and equipment locations. Testing will consist of written and oral examinations, which will include assessments of levels of knowledge of plant operation from both simulator demonstration and in-plant walkthrough evaluations.

11C
← The staff has reviewed the applicant's submittal contained in FSAR Appendix 13.J and finds that it lacks the detail for an evaluation at this time. In addition, the applicant, in Amendment 4, RAI 630.11, indicated that the Hope Creek simulator training would consist of a 10-week program. The staff cannot provide an evaluation until the applicant resolves the apparent conflict in the two amendments. Furthermore, the applicant has not identified mitigating core damage in this phase of the program. As information is received, the staff will review the details and present its findings in a supplement to this SER.

On the basis of its review, the staff finds that the applicant's initial license training program continues to be developed; therefore, the applicant cannot provide the details of specific phases of the Hope Creek training program at this time. Although the applicant has made commitments to provide training, the staff lacks the details on (1) structured observation training at an operating BWR; (2) cold-license operator in-plant training, which includes in-plant training guidelines for licensed personnel; (3) prelicensing examination training and testing, which includes Hope Creek classroom and simulator evaluations before licensing. Until these programs are fully developed, the staff cannot comment on the applicant's initial license program.

13.2.1.2 Requalification Training Program

11D
The applicant has indicated that a requalification training program conducted for licensed reactor operators and senior reactor operators will be developed and implemented as required by 10 CFR 50.54(i-1). The applicant also has committed that the program will meet the requirements as specified in 10 CFR 55, Appendix A, and NUREG-0737. The applicant has stated that the specific requalification program will not be available until late 1984; therefore, the staff will review the program at that time and report its findings in a supplement to this SER.

13.2.1.3 Replacement Training

11E
The applicant will develop training for replacement personnel who require NRC licenses, and, as a minimum, the applicant states the training will meet the requirements in 10 CFR 55; applicable NUREG reports; the H. R. Denton letter of March 28, 1980; NUREG-0737; and applicable training requirements of ANS/ANSI 3.1-1981. The staff will review these programs as they become available.

13.2.1.4 TMI-Related Requirements for New Operating License

I.A.2.1 Immediate Upgrading of Reactor Operator and Senior Reactor Operator Training and Qualifications

The applicant has established a program to ensure that all RO and SRO license candidates have the prescribed experience, qualifications, and training.

Each licensed operator candidate will be certified competent to take the NRC license examination before applying for the examination. As an operating license applicant, Hope Creek is not subject to the 1-year-experience requirement for cold-license SRO candidates. However, after 1 year of station operation, individuals applying for an SRO license will be required to comply with

the 1-year-experience requirement for hot-license SRO applicants, unless previously experienced in an equivalent position at another nuclear plant or at a military propulsion reactor. The experience of license applicants in the latter category will be documented by the applicant on a case-by-case basis in sufficient detail so that the staff can make a finding regarding equivalency. SRO license applicants who possess a bachelor's degree in engineering or applicable science are considered to meet the 1-year-experience requirement as an RO provided they (1) satisfy the requirements in Sections A.1.a and A.2 of Enclosure 1 to the letter from H. R. Denton to all power reactor applicants and licensees, dated March 18, 1980, and (2) have participated in a training program equivalent to that of a cold-license SRO applicant.

Also, the requirement for 3 months of onshift experience for control room ROs and SRO candidates as an extra person on shift is not required for cold-license candidates and, hence, is not applicable to Hope Creek. However, the applicant will be required to comply with this requirements for hot-license candidates after 3 months of station operation.

F
The applicant's training program includes topics on heat transfer fluid flow thermodynamics (HTFFT) and reactor and plant transients. The applicant has provided the HTFFT training program in Appendices 13.A, C, and F. Training pertaining to reactor and plant transients, which includes simulator training, is contained in Appendix 13.F. On the basis of its review, the staff concludes that the applicant has satisfied the initial requirements of this task of the TMI Action Plan. The applicant will provide additional onsite training, which includes training on a Hope Creek simulator, in Appendix 13.J. When these programs are submitted, the staff will review and provide additional comments in a supplement to this SER.

G
The applicant has stated that the Hope Creek training program for licensed personnel will include the use of installed equipment and systems to control or mitigate accidents in which the core is severely damaged. The Hope Creek operator training for mitigating core damage is under development and will include classroom presentation, simulator performance, and in-plant demonstrations. Procedures and simulator training modules are expected to be developed and available by January 1985. The staff will review this task of the TMI Action Plan and present its findings in a supplement to this SER.

I.A.2.3 Administration of Training Programs

The applicant has committed to meet all the requirements, as described in Enclosure 1 of H. R. Denton's March 28, 1980, letter, which requires that all instructors who teach systems, integrated responses, transients, and simulator courses be SRO certified and participate in appropriate requalification programs. Vendor-supplied instructors who teach the above subjects shall also be similarly certified. Other members of the permanent or nonpermanent training staff who are responsible for teaching technical subjects, such as reactor theory, heat transfer, fluid mechanics, thermodynamics, health physics, chemistry, and instrumentation are not required to have an RO or SRO license. Guest lecturers considered to be used on a limited basis shall be monitored by a qualified instructor. These guest lecturers are exempt from the SRO criterion. In addition, the applicant has committed that all instructors associated with the training of Hope Creek licensed operators will meet the requirements as described in ANS/ANSI 3.1-1981, Section 4.4.7.2, and NUREG-0737, Section 1.4.2.1.

The staff finds the above applicant's commitments acceptable. It will verify that all the above-cited requirements have been met before an operating license is issued. Therefore, the staff concludes that the applicant has satisfied the requirements of this task of the TMI Action Plan.

I.A.3.1 Revised Scope and Criteria for Licensing Exams

Results of the staff review will be included in a supplement to this SER.

II.B.4 Training for Mitigating Core Damage

As specified in Enclosure 3 of H. R. Denton's March 28, 1980, letter, the staff requires that shift technical advisors (STAs) and personnel in the operating chain up to and including the plant manager will receive training for mitigating core damage. Managers and technicians in the instrumentation and control, health physics, and chemistry departments will receive mitigating core damage training commensurate with their responsibilities.

The applicant has stated that training to recognize and mitigate consequences of core damage for instrumentation and control, chemistry, and health physics managers and technicians will be incorporated into the respective technical training programs by January 1985. The programs will be developed on the basis of the H. R. Denton letter of March 28, 1980, and Institute of Nuclear Power Operations document STG-01, Revision 1, of January 15, 1981. The applicant has not included STAs or the plant manager or personnel in the operating chain in his response; therefore, the staff finds this does not meet the training requirements contained in Item II.B.4. When the programs are developed, the staff will report its findings in a supplement to this SER.

13.2.2 Training for Nonlicensed Plant Staff

The applicant as outlined the training given to nonlicensed personnel in the FSAR. The training program for nonlicensed personnel will provide training for nonlicensed operators and maintenance, technical department, chemistry, instrumentation and control, reactor engineering, and radiation department personnel. Supervisory and technician/maintenance personnel will be selected after meeting applicable experience requirements. As such, they will generally have completed the training program associated with their respective job positions.

In a letter dated July 18, 1984, the applicant has provided additional clarification of training of licensed and nonlicensed personnel. The applicant has adopted a training philosophy based on a systematic analysis of job requirements that is consistent with new proposed training requirements. The applicant, in the July 18, 1984, submittal and information contained in Amendment 7 of the FSAR, has provided additional information concerning the training of management personnel at Hope Creek. Table 4.3 and Section 5.0 of the July 18, 1984, letter present current and future training plans for management personnel and other job classifications. The July 18, 1984, submittal describes the applicant's technical supervisory skills program (TSSP) designed to enhance the technical and supervisory skills of management and provide continuing training in this area. The applicant has also developed a three-level management development program for department heads and above.

J
The applicant has also stated that emergency response training is given to all personnel assigned to emergency duty positions who receive training as part of their job classification and who must requalify annually by retaking the emergency response training. The applicant has not identified specific TSSP or other training courses for each management position identified in FSAR Section 13.1.2.

All persons regularly employed at Hope Creek, including temporary maintenance and service personnel who are permitted unescorted access, will be given general employee training. This training consists of site description, emergency plan, security system, quality assurance, and radiological health. Personnel who routinely work in radiation and/or contaminated areas will receive complete radiation worker training.

The applicant has outlined the shift technical advisor (STA) program and has stated that STA positions may be filled by individuals with degrees or individuals without degrees who meet the requirements of ANS/ANSI 3.1-1981, Section 4.4.8. It is intended that the senior supervisors in the control room meet the STA training requirements whenever possible. Therefore, the STA training program will parallel the SRO training program. For those individuals who will not participate in the SRO license examination, additional training as specified in ANS/ANSI 3.1-1981, Section 5.3.3, will be provided during the precicensing review training scheduled for early 1985. All applicable training as outlined in Appendix C of NUREG-0737 will be incorporated.

K
Because much of the site-specific training for licensed personnel is under development, the STA program is still incomplete. When the staff receives this information, it will provide its evaluation in a supplement to this SER.

L
The staff also reviewed the applicant's fire brigade training program and finds that it does not contain all the elements in Branch Technical Position CMEP 9.5-1. Missing elements include:

- (1) The members of the fire brigade should be familiar with the layout of the plant including access and egress routes to each area.
- (2) The applicant should provide training in the correct methods of fighting fires (fires in energized electrical equipment, fires in cable and cable trays, hydrogen fires, fires involving flammable and combustible liquids or hazardous process chemicals, fires resulting from construction or modifications (welding), and record file fires).
- (3) Regularly planned meetings should be held every 3 months for all members to review changes to the program.
- (4) Periodic refresher training should be provided to repeat classroom instruction over a 2-year period. These sessions may be concurrent with planned meetings.
- (5) Instruction should be provided by qualified individuals who are knowledgeable about and experienced and suitably trained in fighting the types of fires that could occur in the plant and using the types of equipment available in nuclear power plants.

- (6) Training of the plant fire brigade should be coordinated with the local fire department so that responsibilities and duties are delineated in advance. This coordination should be part of the training course and should be included in the training of the local fire department staff.
- (7) Local fire departments should be provided training in operational precautions when fighting fires on nuclear power plant sites and should be made aware of the need for radiological protection of personnel and the special hazards associated with a nuclear power plant site.
- (8) Each fire brigade member should participate in each drill, but must participate in at least two drills per year.
- (9) A sufficient number of these drills, but not less than one for each shift fire brigade per year, should be unannounced to determine the fire-fighting readiness of the plant fire brigade, brigade leader, and fire protection systems and equipment. Persons planning and authorizing an unannounced drill should ensure that the responding shift fire brigade members are not aware that a drill is being planned until it is begun. Unannounced drills should not be scheduled less than 4 weeks apart.

At least one drill per year should be performed on a "back shift" for each shift fire brigade.

- (10) Unannounced drills should be planned and critiqued by members of the management staff responsible for plant safety and fire protection. Performance deficiencies of a fire brigade or of individual fire brigade members should be remedied by scheduling additional training for the brigade or members. Unsatisfactory drill performance should be followed by a repeat drill within 30 days.
- (11) At 3-year intervals, a randomly selected unannounced drill should be critiqued by qualified individuals independent of the applicant's staff. A copy of the written report from such individuals shall be available for NRC review.
- (12) The use of fire-fighting equipment required to cope with the situation and type of fire selected for the drill should be simulated. The area and type of fire chosen for the drill should differ from those used in the previous drill so that brigade members are trained in fighting fires in various plant areas. The situation selected should simulate the size and arrangement of a fire that could reasonably occur in the area selected, allowing for fire development as a result of the time required to respond, obtain equipment, and organize for the fire, assuming the loss of automatic suppression capability.

Instructions for other station employees should include the following:

- (1) Instruction shall be provided for all employees once a year. It shall be repeated on an annual basis. The instruction shall be given, as appropriate, on (a) the fire protection plan, (b) the evacuation routes, and (c) the procedure for reporting a fire.

- (2) Instruction shall be provided for security personnel that addresses (a) entry procedures for offsite fire departments, (b) crowd control for people leaving the station, and (c) procedures for reporting potential fire hazards observed when touring the facility.
- (3) Instruction shall be provided to all shift personnel that complements that provided members of the fire brigade.
- (4) Instruction shall be provided to temporary employees so that they are familiar with (a) evacuation signals, (b) evacuation routes, and (c) the procedure for reporting a fire.

All employees should participate in an annual evacuation drill.

Training for the fire protection staff members shall include courses in

- (1) design and maintenance of fire detection, suppression, and extinguishing systems
- (2) fire prevention techniques and procedures
- (3) training and manual fire-fighting techniques and procedures for plant personnel and the fire brigade

When these fire protection features are incorporated in the FSAR, the staff will provide its evaluation in a supplement to this SER.

On the basis of its review of the applicant's training program for nonlicensed personnel contained in Amendment 7 and the July 18, 1984, submittal, the staff finds that the applicant has adopted a training philosophy based on systematic analysis of job requirements. The staff recommends that the applicant incorporate additional information contained in the July 18, 1984, submittal in the FSAR. These areas include management, general station worker and job-specific, technical support staff, and instructional staff training. The applicant should also identify specific TSSP and other training courses for each position identified in the FSAR. In addition, since the remaining STA training is based on site-specific training, the staff needs information as it is developed to complete its evaluation. Additional information is also required to complete the evaluation of the fire brigade training. Accordingly, until additional information is received from the applicant and reviewed by the staff, the training program is considered an open item.

<u>ITEM</u>	<u>Status/Action</u>
A	Training appears to be acceptable with regards to SRCs. Regarding ROs, the staff will review 10 CFR 55.25b to see if their training is acceptable.
B	See "A" above
C	The applicant will provide more detailed descriptions of course content on the course outlines in FSAR Appendix 13J. Additionally, the staff will review the Amendment 8 response to request for additional information (RAI) item 630.4.
D	The applicant will provide additional information on this training program. Also, the FSAR will be amended to include additional detail on this training program.
E	See "D" above
F	See "C" above
G	The applicant will clarify the response to RAI item 630.4 to indicate that the core damage mitigation procedure will be commensurate with the procedure generation package.
H	The staff will review the applicant's response to the TMI Item.
I	The applicant will specify that STAs and plant managers will be included in the training.
J, K & L	These items are under staff review.