



UNITED STATES  
NUCLEAR REGULATORY COMMISSION

REGION IV  
611 RYAN PLAZA DRIVE, SUITE 1000  
ARLINGTON, TEXAS 76011

NOV 12 1992

Docket: 50-382  
License: NPF-38

Entergy Operations, Inc.  
ATTN: Ross P. Barkhurst, Vice President  
Operations, Waterford  
P.O. Box B  
Killona, Louisiana 70066

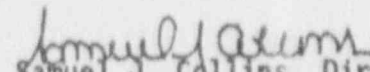
Gentlemen:

SUBJECT: MEETING ON OPERATOR LICENSING CHALLENGES AND CHANGES

On November 3, 1992, representatives from Region IV licensees attended a meeting held in Region IV to discuss the new operator licensing challenges and changes for FY93. Attached are copies of the material provided during this meeting. We appreciate the attendance and participation of members of your staff.

We would especially like to thank the representatives from the Wolf Creek Nuclear Operating Corporation for their presentation on the impact of the revised requalification examination.

Sincerely,

  
Samuel J. Collins, Director  
Division of Reactor Safety

cc w/enclosure:  
Entergy Operations, Inc.  
ATTN: Mark Ferri, Training  
Manager  
P.O. Box B  
Killona, Louisiana 7006

Entergy Operations, Inc.  
ATTN: Jay O'Hern, Training  
Supervisor  
P.O. Box 822  
Killona, Louisiana 70066

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PDR ADOCK 05000382  
V PDR

JE42 1/1

Entergy Operations, Inc.

-2-

OLS Meeting November 3, 1992

bcc w/enclosure:bcc w/enclosure:

bcc distrib. by RIV:

Section chief (DRP/A)

J. L. Milhoan, RA

L. Hurley

J. Keeton

D. Wigginton, NRR Project Manager (MS: 11-D-23)

Licensee & Debt Collection Branch, ATTN: Leah Tremper (MNBB 4503)

bcc to DMB (IE42)

DRS (J. L. Pellet)

RIV File

L. Miller, TTC

RIV	C:OLS <i>ml</i>	D:DRS
LBerger	JLPellet	SJCollins
11/10/92	11/10/92	11/11/92

Entergy Operations, Inc.

-2-

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cc to DMS (1542)

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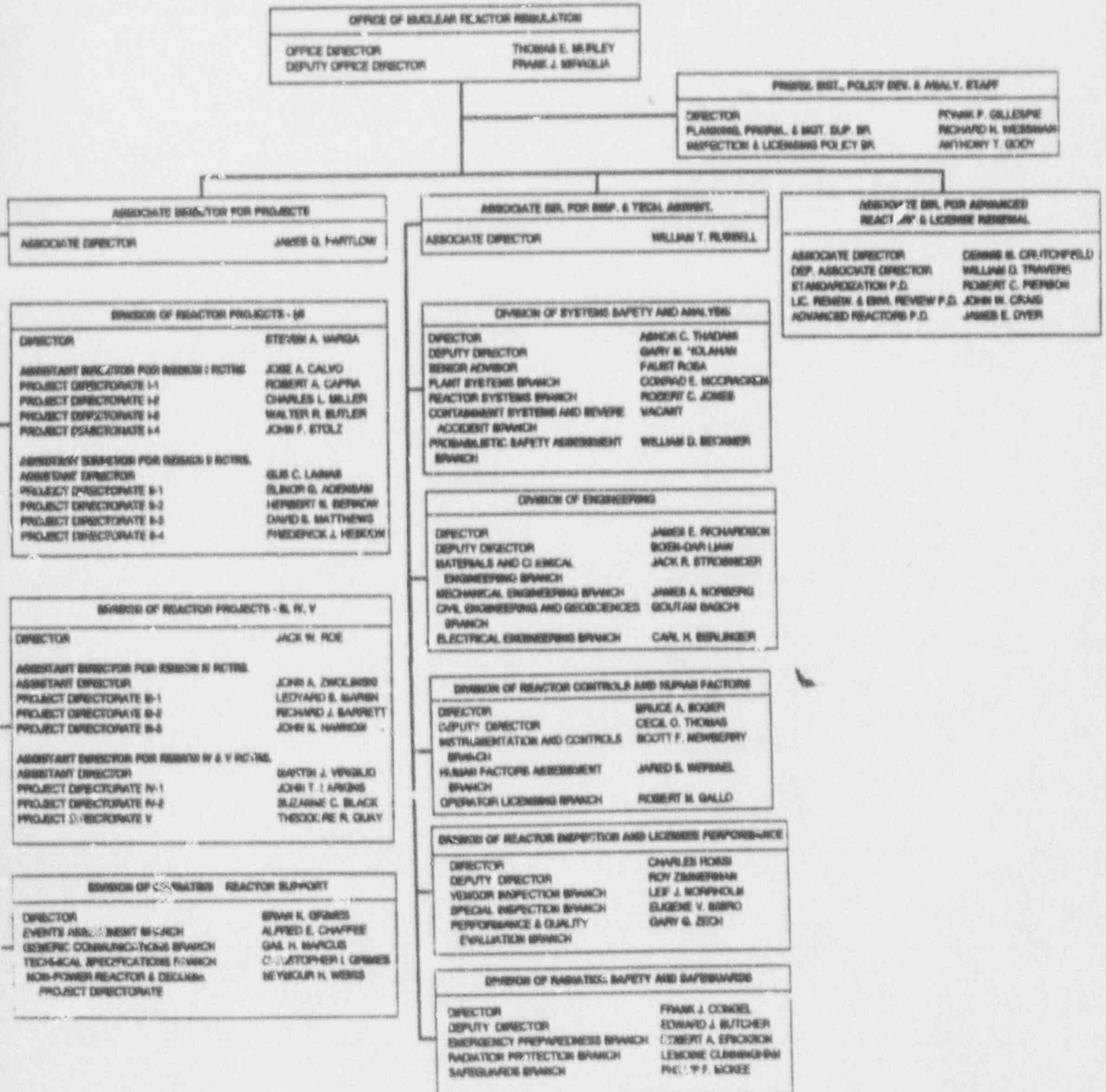
ATTACHMENT 1  
MEETING AGENDA

OPERATOR LICENSING MEETING  
CHALLENGES AND CHANGES IN 1993

- I. INTRODUCTION BY THE REGIONAL ADMINISTRATOR
- II. NRR & RIV REORGANIZATION & CONSEQUENCES
  - A. INTRODUCTION OF STAFF & PARTICIPANTS
- III. REQUALIFICATION INSPECTIONS AND THE RULE CHANGE
  - A. EXPECTED SCHEDULE
  - B. IMPACT ON OPERATORS AND FACILITIES
  - C. EFFECT ON NRC ADMINISTERED EXAMINATIONS
- IV. LICENSED OPERATOR FITNESS FOR DUTY
  - A. CASES TO DATE
  - B. GENERAL DESCRIPTION OF AGENCY RESPONSE
- V. REVISION 7 TO NUREG-1021
  - A. CHANGES TO THE INITIAL PROCESS
    - 1. Written Examination
    - 2. Operating Test
      - a. Dynamic Simulator
      - b. Walk-Through
  - B. CHANGES TO THE REQUALIFICATION PROCESS
    - 1. Written Examination
    - 2. Operating Test
      - a. Dynamic Simulator
      - b. Walk-Through
  - C. EFFECT OF REVISION ON FACILITY REQUALIFICATION {Wolf Creek}

VI. 1993 REGION IV EXAMINATION SCHEDULE

## OFFICE OF NUCLEAR REACTOR REGULATION ORGANIZATION CHART



## **RECOMMENDED CHANGES TO 10 CFR PART 55**

- Delete requirement for NRC to examine each operator for license renewal
- Add requirement that utility submit annual operating tests and biennial written examinations to NRC
- Include facility licensees in "Scope"



## LEGAL ISSUES

- Statutory requirements will continue to be met
  - NRC will continue to actively oversee facility licensee requalification programs
  - Part 55 will continue to contain legally binding requirements for requalification examinations



## **REVISED INSPECTION PROGRAM**

- Review exams
- On-site observations
- Monitor programmatic performance
- Advantages

## **PROPOSED SCHEDULE**

- **Proposed Rule to Commission  
11/30/92**
- **Proposed Rule Published  
01/15/93**
- **Public Comment Period Ends  
03/16/93**
- **Final Rule Published  
07/30/93**

Licensed Operator Fitness for Duty  
Cases Reported as of November 10, 1992

PLANT	REPORTED	TYPE	SUBSTANCE	PRIORS	STATUS
IP-2	08/14/91	SRO	Alcohol	no	CASE CLOSED
SONGS 2/3	08/15/91	SRO	Alcohol	no	CASE CLOSED
ANO 1	10/28/91	SRO	Marijuana	yes	CASE CLOSED
SONGS 2/3	11/22/91	RO	Marijuana & Cocaine	no	CASE CLOSED
Pilgrim	12/03/91	SRO	Alcohol	no	CASE PENDING
DAEC	12/26/91	RO	Cocaine	yes	CASE CLOSED
BV-1	01/03/92	LSRO	Marijuana	no	CASE CLOSED
Vogtle	02/07/92	RO	Marijuana	no	CASE CLOSED
Dresden	03/18/92	RO	Marijuana	no	CASE CLOSED
SONGS 2/3	05/20/92	SRO	Cocaine	no	CASE CLOSED
VY	06/25/92	SRO	Marijuana	no	CASE CLOSED
D.C. Cook	06/26/92	RO	Cocaine	no	CASE CLOSED
Brunswick	07/08/92	RO	Marijuana	no	NOV issued 08/31/92
IP-3	07/14/92	RO	Marijuana	no	NOV contested 09/29/92
Byron	09/12/92	RO	Alcohol		Requested additional information 09/15/92
Vogtle	09/14/92	RO	Marijuana	yes	NOV issued 10/19/92
Peach Bottom	09/25/92	LSRO	Marijuana		Requested additional information 10/02/92
Haddam Neck	09/28/92	SRO	Marijuana		Requested additional information 10/02/92
DAEC	09/29/92	RO	Cocaine	yes	Requested additional information 09/29/92
Palisades	10/02/92	SRO	Marijuana		Additional information provided 10/20/92
Surry	10/02/92	RO	Marijuana	no	Requested additional information 10/09/92

## Licensed Operator Fitness-For-Duty Questionnaire

We normally request the following information:

- a. name and responsibilities of the operator;
- b. the date(s) the operator was tested and the date(s) that the tests were confirmed positive for (drug or substance in question) under the facility licensee's fitness-for-duty program;
- c. whether the operator was identified as part of the facility's random testing program or tested for cause;
- d. whether the operator used, consumed, sold or possessed (drug or substance in question) within the protected area;
- e. whether the operator consumed (drug or substance in question) contrary to the facility's abstention requirements, and, if so, how that consumption violated those requirements;
- f. your intentions with regard to the operator's resumption of duties under Part 50 and Part 55 licenses, including plans for followup testing to demonstrate that the operator has remained (drug or substance in question) free; and
- g. whether the operator performed licensed duties under his license while under the influence.

## NRC INITIAL EXAMINATIONS

### Moving from Revision 6 to Revision 7

- I. SUMMATION - MINIMAL CHANGES
- II. ADMINISTRATIVE
  - A. Serious restrictions on prereview activity
  - B. Initial letter send 120 days before exams
  - C. Reference material requested 90 days ahead
  - D. Most exams have heavy contract involvement
  - E. 30 days for results expected norm
- III. GENERIC FUNDAMENTALS - CODIFY CURRENT PRACTICE
- IV. WRITTEN - NO NEWS IS GOOD NEWS
  - A. Same 100 points over 4 hours
  - B. Same multiple choice with few matching
- V. OPERATING TEST
  - A. WALK-THROUGH
    - 1. Change in admin topic format
      - a. Emphasizes task performance
      - b. Invisible to examinees
    - 2. Sample form attached
  - B. DYNAMIC SIMULATOR - NO SUBSTANTIVE CHANGES

ES-303

2

Form ES-303-1

APPLICANT DOCKET NO.:

PAGE OF

A. ADMINISTRATIVE TOPICS		EVALUATION (S OR U)	COMMENT PAGE NUMBER
1.	CONDUCT OF OPERATIONS		
2.	EQUIPMENT CONTROL		
3.	RADIATION CONTROL		
4.	EMERGENCY PLAN		

B.1 CONTROL ROOM SYSTEMS	SAFETY FUNCTION	JPM EVALUATION					
		KNOWLEDGE					
		ABILITIES					
		SYSTEM AND PLANT-WIDE GENERIC					
		SYSTEM GRADE		COMMENT PAGE NUMBER			
SYSTEM/JPM TITLE							
1.							
2.							
3.							
4.							
5.							
6.							
7.							
B.2 FACILITY WALK-THROUGH							
1.							
2.							
3.							

NRC ADMINISTERED REQUALIFICATION EXAMINATIONS  
(ES-601 - 605)  
From Revision 6 to Revision 7

- I. OPERATIVE WORD - LESS
  - A. IMPACT - NRC PRESENCE
  - B. RESOURCES
  - C. TIME
    - 1. Preparation
    - 2. Administration
    - 3. Evaluation
  - D. INDIVIDUAL VULNERABILITY
  - E. STRESS
- II. WRITTEN EXAMINATION
  - A. SECTION A - ONCE IS ENOUGH
  - B. SECTION B - SOME THINGS JUST DON'T CHANGE.
- III. DYNAMIC SIMULATOR EXAMINATION
  - A. ISCTS TO CTS
  - B. FATAL ERROR TO COMPETENCY EVALUATION
  - C. INDIVIDUAL EMPHASIS TO CREW FOCUS
  - D. SRU GO, NO-GO - GONE
- IV. WALKTHROUGH EXAMINATION
  - A. WHAT'S THE QUESTION AGAIN?
  - B. 10 TO 5 (MY KIND OF WORK DAY.)
- V. EVALUATIONS
  - A. FACILITY - A MOVE TOWARD BALANCE?
  - B. CREWS - BEANS TO BRAINS



C. INDIVIDUALS - SOME OF EACH

VI. COPING WITH (UGH!) FAILURE

## INTRODUCTION

### Response to Revision 7 offer

- concerns
  - exam bank
  - evaluator preparation
  - crew preparation vs time
  - stress
- conclusions drawn
  - transparent to crew
  - crews were surveyed about change

### Change effort

- crew preparation
- evaluator preparation
- WC/NRC meeting
- exam tool prep

### Examination process

- focus on evaluators
- focus on evaluator tools
- listening
- scheduling

### Challenges faced

- Dynamic Change
  - Evaluator preparation
  - crew training
  - examination conduct

### Success came from

- constant work with evaluators
- crews being informed
- operations management support
- training management oversight
- stable experienced exam prep team
- Region 4 responsiveness

### Crew comments

- liked crew critical task approach
- liked elimination of JPM questions
- belived in ops management support

### Conclusion

## CONDUCT OF DYNAMIC SIMULATOR EXAMS

1. Booth operators prepare simulator for exam. This includes:
  - completing simulator checklist
  - placing turnover sheets, etc. on respective desks
2. Evaluators receive prepared exam packages from lead evaluator (SS evaluator).
3. Crew is brought into simulator
4. Lead evaluator reads instructions to crew and gives turnover.
5. Shift Supervisor notifies lead evaluator when crew is ready.
6. Exam scenario is run.
7. Lead evaluator determines when scenario should be terminated but checks with other evaluators to determine if anyone needs to observe any more activities.
8. Evaluators given opportunity to ask questions to as necessary to obtain complete documentation on the performance of events during the scenario. Questions should be factual and should clarify performance related to observations.
9. Crew is dismissed to 'holding' room with instructions to not discuss the scenario with anyone. One booth operator (or other designated person) will accompany the crew to the holding room.
10. Lead evaluator discusses each 'scheduled' critical task with the evaluation team. For each critical task, two questions will be asked:
  - Was this task satisfactorily completed by the crew?
  - Did any crew member demonstrate a performance deficiency related to the completion of this task?
11. Lead evaluator determines, with evaluation team input, if any critical task resulted from any unpredicted events or actions. If so, the same two questions must be asked.
12. Lead evaluator determines if there were any significant performance deficiencies related to non-critical tasks.
13. Evaluation team discusses all performance deficiencies and determines what questions should be asked of which crew members in order to identify the cause of each performance deficiency. The Operations representative should be involved in this discussion and question preparation.

14. All crew members are brought back to the simulator floor. Evaluators and their crew members move to locations in the simulator where the evaluators will ask their questions without other crew members overhearing.
15. When all questioning is complete, the crew is dismissed after being informed that they may now discuss the scenario amongst each other but not with other crews until completion of the exam cycle.
16. Subsequent to the last scenario, the evaluators will, for each scenario:
  - review the scenario events
  - review the crew evaluation form
  - finalize the crew and individual PASS/FAIL decisions
17. Each evaluator completes the Simulator Performance Evaluation form and one Individual Performance Assessment form for each performance deficiency demonstrated by his crew member. Each evaluator is responsible for identifying the specific K/A catalog numbers that apply to any identified deficiencies.
18. Lead evaluator completes the Crew Evaluation Form and collects the individual Simulator Performance Evaluation, and Individual Performance Assessment forms.
19. Lead evaluator ensures Operations Representative concurrence is obtained on each Individual Performance Assessment form.
20. Lead evaluator compiles exam package and submits package to Supervisor Operator Training for review.



# **DYNAMIC SIMULATOR EXAM** **INDIVIDUAL PERFORMANCE ASSESSMENT**

EXAMINEE: \_\_\_\_\_ SOCIAL SECURITY #: \_\_\_\_\_

EVALUATOR: \_\_\_\_\_ CREW POSITION: SS SO RO BOP  
 (circle one)

I. PERFORMANCE DEFICIENCY: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

II. CRITICAL TASK RELATED? YES ☐ NO ☐

III. PLANT/PUBLIC SAFETY RELATED? YES ☐ NO ☐

IV. POST-SCENARIO QUESTIONS / RESPONSES: (See reverse)

V. K/A CATALOG REFERENCES:

K/A No.	IMPORTANCE RO / SRO	K/A No.	IMPORTANCE RO / SRO
_____	____ / ____	_____	____ / ____
_____	____ / ____	_____	____ / ____

VI. INDIVIDUAL PERFORMANCE ASSESSMENT: SAT / UNSAT

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

EVALUATOR: \_\_\_\_\_ DATE: \_\_\_\_\_  
 Signature



SCENARIO TIN #: REV:

DATE:

OPERATING CREW  
SIMULATOR PERFORMANCE EVALUATION  
SUMMARY SHEET

**CREW MEMBERS:**

<u>Name</u>	<u>Position</u>	<u>Evaluator</u>
	SS	
	SO	
	RO	
	BOP	

## L EVALUATION RESULTS

### A. COMPETENCY

- |  |             |
|--|-------------|
| 1. Diagnosis of events/conditions based on signals/readings  | SAT / UNSAT |
| 2. Understanding of plant/systems response                   | SAT / UNSAT |
| 3. Compliance/use of procedures and technical specifications | SAT / UNSAT |
| 4. Control Board Operations                                  | SAT / UNSAT |
| 5. Crew Operations   | SAT / UNSAT |
| 6. Communications/crew interactions                          | SAT / UNSAT |

### B. CRITICAL TASKS

- |  |                    |
|--|--------------------|
| 1. Crew performance associated with scheduled critical tasks.  | SAT / UNSAT        |
| 2. Crew performance associated with new critical tasks resulting from unpredicted events or actions. | SAT / UNSAT<br>N/A |

II. INITIAL EVALUATION STATUS	SAT / UNSAT
-------------------------------	-------------

1. All competency areas rated as SATISFACTORY
2. Critical tasks performance SATISFACTORY

LEAD EVALUATOR: \_\_\_\_\_ DATE: \_\_\_\_\_  
Signature

III	FINAL EVALUATION STATUS	SAT / UNSAT

Comments: (See reverse; required if status differs from above)

\*CONCURRENCE: \_\_\_\_\_ DATE: \_\_\_\_\_  
Operations Representative

REVIEWED: \_\_\_\_\_ DATE: \_\_\_\_\_  
Supervisor Operator Training

\*Operations Representative concurrence required if any Section I.A area is UNSAT and Section I.B is SAT.



## ATTACHMENT 5

# MEETING ATTENDANCE ROSTER

## OPERATOR LICENSING CHALLENGES & CHANGES

NOVEMBER 3, 1993

NAME	REPRESENTING (PLEASE PRINT)
Daniel R. Sealock	Entergy Operations, Inc. (ANO)
Bob Bement	Entergy Operations, Inc. (ANO)
William von Forell	Entergy Operations, Inc. (Waterford)
Bryon Lietzke	Entergy Operations, Inc. (Waterford)
Alan Bond	Entergy Operations, Inc. (Waterford)
Charles Rogers	Entergy Operations, Inc. (Waterford)
Mark Ferri	Entergy Operations, Inc. (Waterford)
Rick Jackson	Gulf States Utilities
Ron Thurow	Gulf States Utilities
Gein Weldon	Houston Lighting & Power Company
Ron Graham	Houston Lighting & Power Company
Dave Schulker	Houston Lighting & Power Company
Bob Black	Nebraska Public Power District
Steven Jobe	Nebraska Public Power District
Robert D. Creason	Nebraska Public Power District
John Tesarek	Omaha Public Power District
Greg Gulliani	Omaha Public Power District
Garry Struble	TU Electric
Rod Nowell	TU Electric
Coy Rice	TU Electric
Eric Schmitt	TU Electric
Jim Cole	TU Electric
Walter Norris	TU Electric



**MEETING ATTENDANCE ROSTER**  
**OPERATOR LICENSING CHALLENGES & CHANGES**

NOVEMBER 3, 1993

NAME	REPRESENTING <small>(PLEASE PRINT)</small>
Duane Strickland	TU Electric
Terry Jank	TU Electric
Cliff David	TU Electric
Bill Gross	TU Electric
Charles Dunbar	Wolf Creek Nuclear Operating Corporation
George Smith	Wolf Creek Nuclear Operating Corporation
James Milhoan	NRC, Region IV
Samuel J. Collins	NRC, Region IV
John Pellet	NRC, Region IV
Stephen McCrory	NRC, Region IV
Jack Keeton	NRC, Region IV
Ryan Lantz	NRC, Region IV
Dave Lange	NRC, NRR