

UNITED STATES

NUCLEAR REGULATORY COMMISSION

REGION I'

611 RYAN PLAZA DRIVE, SUITE 1000 ARLINGTON, TEXAS 76011

NOV 1 2 1992

Docket: 50-458 License: NPF-47

Gu'f States Utilities ATTN: James C. Deddens Senior Vice President (RBNG) P.O. Box 220 St. Francisville, Louisiana 70775

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 regualification examination.

Sincerely,

1 alum Samuel J. Collins, Director Division of Reactor Safety

cc w/enclosure: Gulf States Utilities ATTN: Ron Thurow, Director Nuclear Training P.O. Box 220 St. Francisville, Louisiana 70775

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Gulf States Utilities

OLS Meeting November 3, 1992

bcc w/enclosure:bcc w/enclosure:

bcc distrib. by RIV:

J. L. Milhoan, RA RIV File L. Miller, TTC S. McCrory D. Pickett, NRR Project Manager (MS: 13-H-15) Licensee & Debt Collection Branch, ATTN: Leah Tremper (MNBB 4503) bcc to DMB (IE42)

RIV	C:OLS M	D:DRS
LBerger	JLPellet	SJEOTTINS
11/10/92	11/10/92	11/11/82

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Gulf States Utilities

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RIV	C:OLS M	D:DRS
LBerger	JLPellet	SJEOTTINS
11/10/92	11/10/92	11/11/02

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ATTACHMENT 1 MEETING AGENDA

OPERATOR LICENSING MEETING

CHALLENGES AND CHANGES IN 1993

I. INTRODUCTION BY THE REGIONAL ADMIN	NISTRATOR	R
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- II. NRR & RIV REORGANIZATION & CONSEQUENCES
 - A. INTRODUCTION OF STAFF & PARTICIPANTS
- III. REQUALIFICATION INSPECTIONS AND THE RULE CHANGE
 - A. EXPECTED SCHEDULE
 - R. 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

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OFFICE OF NUCLEAR REACTOR REGULATION ORGANIZATION CHART

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ATTACHMENT 3

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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

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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

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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
٧Y	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
1P-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 Cases Reported as of November 10, 1992

Licensed Operator Fitness-For-Duty Questionnaire

We normally request the following information:

- a. name and responsibilities of the operator;
- the date(s) the operator was tested and the date(s) that the tests were confirmed positive for (drug or substance in guestion) under the facility licensee's fitness-for-duty program;
- 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 <u>(drug or substance</u> in <u>question</u>) 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 guestion) free; and
- g. whether the operator performed licensed duties under his license while under the influence.

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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 formut
 - a. Emphasizes task performance
 - b. Invisible to examinees
 - 2. Sample form attached
- B. DYNAMIC SIMULATOR NO SUBSTANTIVE CHANGES

S-303		2			Form	ES-303
PPLICANT DOCKET NO.:					PAGE	OF
ADMINISTRATIVE TO	PICS		EVALUATION COMMEN (S OR U) NUM			NT PAGE
1. CONDUCT OF OPEFA	CONDUCT OF OPEFATIONS					
2. EQUIPMENT CONTRO	L					
3. RADIATION CONTRO	L					
4. EMERGENCY PLAN	A FRANCISCO DE LA COMPACISIÓN MAINTE DE COMPACIS		ACCOUNTS TO MUSICIPALITY			
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SYSTEM/JPM TITLE				SYST	M	COMMENT PAGE NUMBER
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8.2 FACILITY WALK-THROUGH			1010604005	In CALOR OF BOARD		
1.						
2.						
3.	In the second				1.1	

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

I. OPERATIVE WORD - LESS

- A. IMPACT NRC PRESENCE
- B. RESOURCES
- C. T!ME
 - 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. SRO 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 (UGHI) FAILURE

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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 too! 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 cps 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 aurnover.
- 5. Shift Supervisor notifies lead evaluator when crew is ready.
- 6. Exam scenario is run.
- Lead evaluator determines when scenario should be terminated but checks with other evaluators to determine if anyone needs to observe any more activities.
- 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.
- 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 ask 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 noncritical 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.

Rev.:

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MI	NEE		SOCIAL SECURITY #:			
LU	ATOR:		REW POSITION:	88	SO R (circle on	0 BO
	PERFORMANC DEFI	CIENCY:				
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	CRITICAL TASK RELA	TED? YES	NO NO			
	PLANT/PUBLIC SAFE	TY RELATED? YES	NO			
	POST-SCENARIO QUI	ESTIONS / REPONSES:	(See reverse)			
	K/A CATALOG REFER	RENCES:				
	K/A No.	IMPORTANCE RO / SRO	K/A No.		IMPOR RO /	SRO
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FORM RTF-890.1, REV. 9/92 (Page 1 of 8)

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REV:

DATE:



OPERATING CREW SIMULATOR PERFORMANCE EVALUATION SUMMARY SHEET

CREW MEMBERS:

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Name	Position SS	Evaluator
	SO	
	RO BOP	

EVALUATION RESULTS

A. COMPETENCY

	1.	Diagnosis of events/conditions based on signals/readings		SAT / UNSAT
	2.	Understanding of plant/systems response		SAT / UNSAT
	3.	a contract of the second technical apparities to the		SAT / UNSAT
	4.	Control Board Operations		SAT / UNSAT
	5.	Crew Operations		SAT / UNSAT
	6.	Communications/crew interactions		SAT / UNSAT
в.	CR	ITICAL TASKS		
	1.	Crew performance associated with sched-led critical tasks.		SAT / UNSAT
	2.	Crew performance associated with new critical tasks resulting from unpredicted events or actions.		SAT / UNSAT N/A
	INI	TIAL EVALUATION STATUS		SAT / UNSAT
	1.	All competency areas rated as SATISFACTORY		
	2.	Critical tasks performance SATISFACTORY		
n	FV	ALUATOR:	DATE:	
	Eco V I	Signature		
	Fil	VAL EVALUATION STATUS		SAT / UNSAT
	Co	omments: (See reverse; required if status differs from above)		
N	CUF	RENCE:	DATE:	
		Operations Representative		
VIE	EWE	ED:	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

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
Geln Weldon	Houston Lighting & Power Company
Ron Graham	Houston Lighting & Power Company
Dave Schulker	Houston Lighting & Power Company
Bob Black	Nebraska Public Powel District
Steven Jobe	Nebraska Public Power District
Robert D. Creason	Nebraska Public Power District
John Tesarek	Omaha Public Power District
Greg Guliani	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

NOVEMBER 3, 1993

MEETING ATTENDANCE ROSTER

OPERATOR LICENSING CHALLENGES & CHANGES

NAME	REPRESENTING (PLEASE PHINT)					
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					

NOVEMBER 3, 1993