



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D. C. 20555

January 14, 1986

MEMORANDUM FOR: William T. Russell, Director
Division of Human Factors Technology

FROM: Bruce A. Boger, Chief
Operator Licensing Branch
Division of Human Factors Technology

SUBJECT: INPO ACCREDITATION BOARD MEETING

On December 18, 1985, I attended the INPO Accreditation Board meeting in Atlanta as the NRC observer. The utility training programs presented to the Board were for the NLO, RO, SRO, and STA for San Onofre, Palisades, and Fermi-2. The RAD TECH program for San Onofre and I&E TECH program for Palisades were also presented. This report describes my observations of the meeting and the accreditation process.

Copies of the utility summary self-evaluation reports (SERs) and the INPO Accreditation Board reports for each of the facilities being reviewed were provided to me on the afternoon of December 17. My review of these documents stressed only the NLO, RO, and SRO programs in deference to the quantity of review materials and review time available. Accordingly, I did not request access to the detailed utility SERs or INPO plant visit reports.

The Board members present were: Cordell Reed (Chairman), Lincoln Clark, John Palms, George Moore, Ed Jones (non-voting observer), Wayne Jens, and C. O. Woody (replaced Dr. Jens during the Fermi-2 presentation). A list of utility personnel present is found in the enclosed agenda for the meeting.

In general, the conduct and protocol of the Board meeting was as described in previous trip reports submitted by NRC observers. I was very favorably impressed by the accreditation process based on observing this Board meeting. The INPO team leaders were quite knowledgeable on the programs they presented and often supplied information to Board questions that were not readily addressed by the utility. The Board asked good questions, although it appears that many questions are "boiler plate" and are asked of all utilities. It was evident that these utilities have made an enormous commitment to and investment in the training of nuclear power plant personnel.

Prior to meeting with the utility representatives, the Board questioned the INPO team leader to get a sense of utility progress on open items. In fact, the Board asked something like, "In spite of the number of open items and ambitious schedule, can you recommend approval in an unqualified manner?" The team leaders typically responded with a "Yes," based upon positive

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utility feedback and the utility's ability to meet or exceed commitments made to date. The Board obviously placed high importance on the assessment of the INPO team leader.

The Board generally discussed the following issues with each utility:

1. Who may grant training waivers?
2. How do you keep track of open items?
3. How do you ensure exam security?
4. Explain the progression of entry level personnel through NLO to RO.
5. What indicators do you use in determining the effectiveness of the training programs?
6. What is the impact and cost of the accreditation program?

The following are some of the major plant-specific issues raised by the Board along with the utility response.

I. San Onofre

- a. The utility has not taken steps to procure a plant-specific simulator for Unit 1. (Due to cost, anticipated control board changes, and hardware/software changes made at the Zion simulator to accommodate Unit 1 features.)
- b. Licensed personnel use of the Unit 2/3 simulator seems to be limited to one week per year. Also, the majority of requalification training occurs in a four week block. (Due to desire to meet NRC requirements and pass NRC administered examination.)

II. Palisades

A large number of contractors are used. (Steps are being taken to reduce this dependence.)

III. Fermi-2

- a. What training is provided to the OTJ trainers? (Rely heavily on Job Instructional Training Unit content vice trainer knowledge.)
- b. Some candidates may enter the SRO training program without being a NLO. (Steps are being taken to identify NLO knowledges that should be included in the SRO program.)

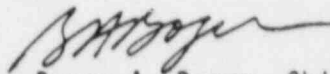
William T. Russell

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During a break, I was asked if I had any observations to share with the Board. I outlined how much we relied upon the accreditation process in our changes to 10 CFR 55. However, in light of this dependence, I expressed a concern that the five-step process being used in program development for accreditation did not appear to follow the same sequence of steps outlined in the SAT endorsed in the Policy Statement on Training. The Board did not comment on my concern, although INPO representatives did. INPO feels that the sequencing of the steps is not required if the final product is acceptable.

In summary, the Board conducts its investigation on a fairly general level, with specific follow-up on INPO identified deficiencies. Heavy (almost absolute) reliance is placed on INPO assurances that the utility is ready for accreditation. However, because of this reliance, I think the NRC should not only remain active in the Board reviews, but also participate in INPO team visits and post-accreditation visits.



Bruce A. Boger, Chief
Operator Licensing Branch
Division of Human Factors Technology

Enclosure:
Agenda

cc: J. Sniezek

NATIONAL NUCLEAR ACCREDITING BOARD MEETING

December 18, 1985

8:00 a.m.	Coffee, juice, and biscuits INPO Board Room (1505)	
8:10 a.m.	Opening remarks by Chairman	Cordell Reed
8:20 a.m.	Staff discussion	John Hanson
8:30 a.m.	Board review of San Onofre Nuclear Generating Station's training programs	
	o INPO Team Manager presentation	John Hanson
	o Southern California Edison Company presentation	
	- H.B. Ray, Vice President and Site Manager	
	- J.J. Wambold, Nuclear Training Manager	
	- R. Krieger, Deputy San Onofre Station Manager	
	- D. Mette, Supervisor of Operations Training	
	- H. Mathis, Accreditation Coordinator	
	- C. Bostrum, Administrator-HP/Chem	
10:30 a.m.	Board deliberations	
11:00 a.m.	Staff Discussion	Ralph Reed
11:15 a.m.	Board review of Palisades Nuclear Plant's training programs	
	o INPO Team Manager presentation	Ralph Reed
	o Consumers Power Company Presentation	
	- R.B. Dewitt, Vice President, Nuclear Operations	
	- C.R. Bilby, Vice President, Energy Supply Services	
	- T.W. Elward, Executive Director, Planning & Admin	
	- J.S. Rang, Director, Nuclear Training	
	- W.G. Merwin, Training Administrator	
	- J.F. Firlit, Plant General Manager	
1:15 p.m.	Lunch and Board Deliberations	
2:15 p.m.	Business discussions (status & schedules)	Walt Coakley
2:30 p.m.	Staff discussion	John Hanson
2:45 p.m.	Board review of Fermi-2 Atomic Power Plant's training programs	
	o INPO Team Manager presentation	John Hanson
	o Detroit Edison Company presentation	
	- F. Agosti, Manager, Nuclear Operations	
	- B. Lenart, Plant Manager	
	- S. Latone, Director, Nuclear Training	
	- G. Preston, Operations Engineer	
	- J. Coleman, Supervisor, Operations Training	
4:45 a.m.	Board deliberations	
5:15 p.m.	Adjournment	
5:30 p.m.	Van leaves for Atlanta Airport	