

JUL 22 1988

In Reply Refer To:
Docket: 50-285

Omaha Public Power District
ATTN: Kenneth J. Morris, Division Manager
Nuclear Operations
1623 Harney Street
Omaha, Nebraska 68102

Gentlemen:

Representatives from Omaha Public Power District (OPPD) and NRC met in the NRC Region IV office on July 14, 1988, to discuss improvements in the Fort Calhoun Station licensed operator requalification training program. A copy of the attendance list and OPPD presentation handout is enclosed.

Sincerely,
Original Signed by
L. J. Callan

L. J. Callan, Director
Division of Reactor Safety

Enclosures: As stated

cc w/enclosures:
Fort Calhoun Station
ATTN: W. G. Gates, Manager
P.O. Box 399
Fort Calhoun, Nebraska 68023

Harry H. Voigt, Esq.
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Kansas Radiation Control Program Director
Nebraska Radiation Control Program Director

bcc (see next page)

Handwritten initials and dates:

BIV: C: OLS
 JPellet/cjg
 7/19/88

DRSD 60
 JLM/Hoan
 7/19/88

DRP: D & H
 LJCallan
 7/20/88
 7/21/88

8807280319 880722
PDR ADOCK 05000285
PDC

Handwritten: II
IE01

bcc w/o enclosures:

J. Milhoan
T. Westerman
J. Pellet
J. Hannon, NRR (10-D-18)
P. Harrell, SRI

bcc w/enclosures:
bcc to DMB (IE01)

bcc distrib. by RIV:

R.D. Martin, RA
Section Chief (DRP/B)
RIV File
RSTS Operator
Lisa Shea, RM/ALF
DRS
John Pellet Reading File

RPB-DRSS
MIS System
DRP
Project Engineer, DRP/B
T. Bournia, NRR Project Manager
G. F. Sanborn, EO

ATTENDANCE LIST

Omaha Public Power District (OPPD)

J. Gasper
J. Fluehr
J. Tesarek

Nuclear Regulatory Commission (NRC)

J. Milhoan
L. Callan (Part-time)
T. Westerman
J. Pellet

FORT CALHOUN STATION LICENSED OPERATOR

REQUALIFICATION PROGRAM

Presentation to Nuclear Regulatory Commission Region IV

Arlington, Texas

July 14, 1988

FORT CALHOUN STATION LICENSED OPERATOR TRAINING

JULY 14, 1988

- I. OPPD Requalification Examinations (JKG)
- II. Status of 1988 Requalification Training (JJT)
- III. Improving Fort Calhoun Procedures (JKG)
- IV. Material Upgrade
 - A. Process (JJF)
 - B. Task Analysis Validation and Safety Significance Rating (JJF)
 - C. Learning Objectives (JJF)
 - D. JPM's (JJF)
 - E. Written Question (JJT)
 - F. Simulator Scenarios (JJF)
- V. Instructor Qualifications (JJF)
- VI. Lesson Plan Revision Process (JKG)

FORT CALHOUN 1988 REQUALIFICATION EXAMINATION AND 1988 SIMULATOR EVALUATIONS

- * All material submitted to Region IV
- * Evaluation of the Pilot Process
 - ~~Some~~ Improvements recommended by OPPD were implemented in subsequent pilots
 - Written
 - o Deletion of 5% grading agreement criteria
 - Partially led us to develop multiple choice question which caused many of our development problems
 - o Time limit validation now 1 hour 15 minutes
 - o RO examination validation
 - Job Performance Measures
 - o Utility Administered
 - Knowledge of plant and procedures
 - OPPD Re-examination
 - Other Pilots
 - o Use of Simulator for Inside Control Room JPM
 - Live simulator at Perry best
 - Static simulator at SONGS
 - Consider use of Fort Calhoun mock-up
 - o Need for High Quality JPM
 - Use of CE Simulator
 - o Best tool available for evaluation of team and time dependent performance

A. PLANNED 1988 REQUALIFICATION PROGRAM

- Material chosen in accordance with TPMP EOP's addressed at simulator
- General review of the 1987 written examination revealed two (2) generic weaknesses.
 1. Auxilliary Feedwater Actuation System
 2. Technical Specification makeup water for EFWST
- Increased emphasis on management and communications skills
 1. Face-to-Face Communications
 2. Stress Management
 3. Conflict Resolution
- Increased emphasis on in-house events, industry events, and procedural revisions.

B. ATTENDANCE BY LICENSED OPERATORS HAS BEEN GOOD

C. INCLUDING JOB PERFORMANCE MEASURES

1. Will include outside the control room JPM's to improve familiarity in the plant.

D. IMPROVING COMMUNICATIONS BETWEEN OPERATIONS AND TRAINING GROUPS

1. Training representative and Division Manager have initiated weekly meetings with training crew.
2. Periodic meetings between training and Shift Supervisors.

E. TAP-13, "LICENSED OPERATOR REQUALIFICATION TRAINING" IS BEING REVISED

1. Goal is a minimum of 75% attendance.
2. Maximum of 6 weeks behind.

IMPROVING FORT CALHOUN PROCEDURES

- * **Operating Procedures and Operating Instructions**
 - JPM Development and Validation Process
 - Procedure Upgrade Program

- * **Emergency Operating Procedures**
 - Revision effort headed by SRC Instructor (Russ Kirkland)
 - Rewrite to be completed by January 1, 1989
 - Simulator training scheduled to start in February, 1989
 - Officially issue at end of simulator training

- * **Abnormal Operating Procedures**
 - Rewrite to be started in January, 1989 and completed by July, 1989
 - Same format as EOP
 - Simulator training scheduled for fall of 1989
 - Officially issue at end of fall simulator training

TRAINING MATERIAL UPGRADE

SYSTEMATIC PROCESS

- All operator tasks are being reviewed by Subject Matter Experts (licensed operators).
- Tasks are being deleted or added, as appropriate.
- Tasks are being ranked based upon importance to public health and safety - same methodology as that used for K/A catalog.
- Higher order requal learning objectives will be prepared for tasks rated 3.5 or higher.
- Additional JPM's, written questions, and simulator scenarios will be developed to support new objectives
- 16 licensed operators have been surveyed as of 7/6/88; task review scheduled to be complete by 9/1/88 (22 total survey respondents)
- Presently, 228 of a total of 765 tasks have an importance rating of 3.5 or greater.
- Permits use of Fort Calhoun task listing in lieu of K/A catalog for exam preparation.

LEARNING OBJECTIVES

- Emphasis for licensed operator requal will be preparation of higher order learning objectives: comprehension, application, analysis, synthesis, and evaluation.
- Substantial effort required to move beyond initial objectives which are primarily knowledge level.
- Educational consultant is assisting in training of instructors relative to preparation of higher order objectives.
- Preparation of higher order objectives, for tasks rated 3.5 or greater covered in 1988 requal training, will be complete by 1/3/89.

JOB PERFORMANCE MEASURES (JPM's)

- Current Status
 - 112 JPM's developed and validated
 - 62 support tasks with importance ratings of 3.5 or greater

- Goal for January 1989
 - 200 JPM's total
 - 150 support tasks with importance ratings of 3.5 or greater
 - Bank is sufficiently large to permit release of JPM's to operations without concern for exam compromise

E. QUESTIONS FOR 1988 WRITTEN REQUALIFICATION EXAMINATIONS

- A sampling plan based on relative amount of time spent on each topic planned during the 1988 program has been developed.
- A similar plan for the 1987 program is being developed.
- Plan to start on 8/1/88 and coordinate with training material upgrade.
- Currently have approximately 150 questions for each of Sections A and B.
- Plan is to produce 15 questions per exam section per month.
- This would result in 75 additional questions per exam section by 1/1/89.

SIMULATOR SCENARIOS

- CE owners group task in progress to improve evaluation criteria
- Unique evaluation instruments to be developed for RO, SRO, and STA watch stations
- Appropriate plant parameters will be identified and acceptable control bands established for these parameters
- Emphasis on evaluation of teamwork, diagnostics, and communication
- Six (6) owners group scenarios scheduled to be developed by 1/1/89
- Prior to 1989 simulator sessions, 20 new scenarios will be developed for OPPD use and 15 for NRC use

INSTRUCTOR QUALIFICATIONS

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- Current policy calls for at least 8 hours per month in the plant for each instructor
- Time is to be spent interacting with operations and updating technical knowledge
- Technical evaluations of instructor competence are performed by Fort Calhoun SRO's at least annually

LESSON PLAN REVISION PROCESS

- * Master lesson plan checked out of file when revision required.

- * Master lesson plan changes made in pen and ink.

- * Master lesson plan returned to file.

- * Copy of marked up master lesson plan sent to word processing.

- * When work processing/technical editing/originator review completed, "new" lesson put into file.