

The Light company

Houston Lighting & Power

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September 29, 1988
ST-HL-AE-2796
File No.: G20
10CFR50

U. S. Nuclear Regulatory Commission
Attention: Document Control Desk
Washington, DC 20555

South Texas Project Electric Generating Station
Units 1 and 2
Docket Nos. STN 50-498/STN 50-499
Operational Readiness Review Observation #10

Reference 1) Letter from J. H. Goldberg to Document Control Desk,
dated July 15, 1987 (ST-HL-AE-2298).

In a recent NRC inspection at the South Texas Project Electric Generating Station (STPEGS) a concern was raised about whether the commitment made by Houston Lighting and Power (HL&P) in response to the NRC's Observation #10, made in Reference 1, had changed. It is the intent of this letter to clear up any misunderstanding relative to our efforts in this area.

The specific observation and response are indicated below:

Observation #10 There appears to be friction between the Operations and Training staffs of the plant.

Response: HL&P Management has taken a number of actions over the past six months to eliminate friction between Operations and Training personnel. These actions have reduced the level of friction, and it is anticipated that the residual level of friction will continue to subside. HL&P management is developing a plan for rotating personnel between these two departments to provide cross training and a better mutual understanding of each department's activities and responsibilities. HL&P management will continue to monitor this situation.

The first point to note is that the original problem, i.e., friction between operations and training personnel, has been essentially eliminated. As indicated in the response, HL&P management is continuing to monitor this situation.

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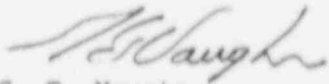
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The "plan" indicated in the response was a statement of management philosophy and long range intent. In particular, it is our intent that training instructors will be selected from available qualified plant personnel and qualified training instructors will be considered for applicable openings within Plant Operations. However, due to constraints imposed by the initial startup of a two unit plant and the need for additional personnel on the units, we have not yet been able to accomplish this objective. It is expected that implementation will be possible following the commercial operation of Unit 2.

In keeping with this plan, the previous Manager of Operations Training was transferred to Plant Operations in May, 1987. Also, members of the training staff have been serving on shift. This has consisted of three month on shift assignments for designated training staff members and has provided valuable insight for use in the development of our training program. Unfortunately, due to constraints imposed by the development of our On-The-Job Training Program, this shift work will have to be suspended October 1, 1988. If the need arises or if resources become available, this activity will be renewed in the future. Current plans also include utilizing selected training department personnel, subject to workload and availability constraints, to assist in work plan activities during refueling outages.

Finally, it should be noted that the concept of rotating plant personnel into different assignments is embodied in Nuclear Group Policy 413 "Rotational Staffing Program". This program applies to all employees at STP. Individuals selected for this program will have an opportunity to significantly increase their knowledge and skills and increase their value to the South Texas Project.

As indicated above, the commitments expressed in response to Observation #10 have, and will continue to be fulfilled. If you have any additional concerns on this matter, please contact me.


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Vice President
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GEV/SMH/nl

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