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# 1.0 OBJECTIVE

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This procedure outlines the License Requalification Training Program conducted at Plant Hatch and specifies the training requirements for individuals participating in the program.

#### 2.0 APPLICABILITY

- 2.1 The License Requalification Training Program applies to all NRC licensed Reactor Operators and Senior Operators in the plant organization including staff members, Senior Reactor Operator certified instructors and certified Shift Technical Advisors.
- 2.2 Vendor Senior Reactor Operator certified instructors will be allowed to teach license and requalification programs upon presenting documentation to the utility that they are certified and meet the requirements of an appropriate vendor requalification program. Such vendor instructors are exempt from this procedure, except that attendance or presentation of plant design changes, procedure changes, and license changes will be required for those vendor instructors assigned to the Training Department for a period of greater than one quarter (3 months).
- 2.3 Individuals who maintain operator or senior operator licenses for the purpose of providing backup capability to the operating staff shall participate in the program.
- 2.4 Waivers from specific portions of the License Requalification Program may be granted in accordance with approved plant procedures for the following reasons:
  - 2.4.1 Licensed and certified personnel who present lectures may be waived for attendance for those lectures presented.
  - 2.4.2 Licensed and certified instructors who prepare or grade segment or diagnostic examinations may be waived for that segment, limited to no more than two instructors per segment. Instructors will be rotated as required to ensure that no instructors are waived from all segment exams given in a year.
  - 2.4.3 Instructors who conduct evaluations of all manipulations scheduled for a segment may be granted a waiver for the performance evaluation during that segment of training. However, the annual simulator and oral examination may not be waived.

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- 2.4.4 Personnel who prepare training materials for notice of procedure, design, and license changes may be waived for attendance at those lectures.
- 2.5 Newly licensed individuals shall be enrolled in the License Requalification Training Program beginning with the subsequent training segment except that required training on plant design changes, procedure changes, and license changes will begin upon receipt of license.
- 2.6 An individual receiving his license within six months of the annual simulator and oral examination is exempted from taking this exam.
- 2.7 Reactor Operators enrolled in a Senior Reactor Operator upgrade program will be exempted from the requirements of this procedure except for attendance at required training on plant design changes, procedure changes, and license changes, while so enrolled. However, if an individual does not obtain an SRO license, he will be required to pass a simulator and comprehensive written examination and meet the requirements of Section 7.3.4 prior to resuming licensed duties as a Reactor Operator.

#### 3.0 REFERENCES

- 3.1 10 CFR 50.54
- 3.2 10 CFR 55, Appendix A
- 3.3 70AC-TRN-001-0S, Plant Training Program
- 3.4 71TR-PQL-CO1-OS, Qualification and Certification of Instructors
- 3.5 71TR-TRN-001-0S, Maintenance of Training Records
- 3.6 72TR-TRN-001-0S, Operations Training Program
- 3.7 Georgia Power Company letter to Nuclear Regulatory Commission dated December 17, 1985, Revised submittal of the Plant Hatch Licensed Operator Regualification Program
- 3.8 INPO GPG-02-10-80, Nuclear Power Plant Requalification Program for Licensed Personnel
- 3.9 INPO 85-002. The Accreditation of Training in the Nuclear Power Industry
- 3.10 INPO 85-025, BWR Control Room Operator, Senior Control Room Operator, and Shift Supervisor Qualification
- 3.11 Nuclear Regulatory Commission letter to Georgia Power Company dated April 22, 1986. Safety Evaluation of GPC Licensed Operator Regualification Program

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# 4.0 REQUIREMENTS

- 4.1 PERSONNEL REQUIREMENTS
  - 4.1.1 Personnel who provide requalification program training will meet the minimum qualifications outlined in approved Training Department procedures and be certified as an Instructor.
- 4.2 MATERIAL AND EQUIPMENT REQUIREMENTS

N/A - Not applicable to this procedure.

4.3 SPECIAL REQUIREMENTS

N/A - Not applicable to this procedure.

- 5.0 PRECAUTIONS/LIMITATIONS
  - 5.1 PRECAUTIONS

A revision of this procedure which results in a decrease in the scope, duration, or frequency of the NRC approved program requires specific authorization by the Commission per 10CFR50.54(i-1).

5.2 LIMITATIONS

N/A - Not applicable to this procedure.

6.0 PREREQUISITES

N/A - Not applicable to this procedure.

# 7.0 PROCEDURE

- 7.1 PROGRAM SCHEDULE
  - 7.1.1 The License Requalification Training Program will run continuously on an annual basis during a two year cycle.
  - 7.1.2 The program will be divided into segments.
  - 7.1.3 The program consists of Lectures, On-The-Job Training, and Evaluations.
  - 7.1.4 The program training schedules will be developed and promulgated by the Operations Supervisor, Training.

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#### 7.2 LECTURES

- 7.2.1 The requalification program shall include planned lectures on a continuing, segmented basis over a period of two years in those areas where diagnostic exams, other written examinations, and operating/industry experience indicate that emphasis in scope and depth of coverage is needed in the following subjects:
  - 7.2.1.1 Theory and principles of operation
  - 7.2.1.2 General and specific plant operating characteristics
  - 7.2.1.3 Plant instrumentation and control systems
  - 7.2.1.4 Plant protection systems
  - 7.2.1.5 Engineered safety systems
  - 7.2.1.6 Normal, abnormal, and emergency operating procedures
  - 7.2.1.7 Radiation control and safety
  - 7.2.1.8 Technical specifications
  - 7.2.1.9 Applicable portions of Title 10, Chapter I, Code of Federal Regulations
  - 7.2.1.10 Quality assurance for operations
  - 7.2.1.11 Major upcoming events (necessary personnel only)
  - 7.2.1.12 Heat transfer, fluid flow and thermodynamics
  - 7.2.1.13 Mitigation of accidents involving a degraded core
  - 7.2.1.14 Operating experience
  - 7.2.1.15 Plant changes
- 7.2.2 The lecture series is presented primarily by Piant Hatch Training Staff.
- 7.2.3 The specific items covered in each topic area will be based on the annual diagnostic written examination, other examinations, and operating/industry experience.
- 7.2.4 A minimum of 20 contact hours per segment with a minimum of four segments per year will be scheduled for the lecture series. Use of films, videotapes, and self study will not exceed 50 percent of the minimum time.
- 7.2.5 One hundred percent participation in the lecture series is required unless otherwise specified in this program. Lectures missed must be made up with either instructor contact or documented self-study prior to completion of the subsequent segment.

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# 7.3 ON-THE-JOB TRAINING

- 7.3.1 Reactivity Controls
  - 7.3.1.1 Each licensed operator is required to manipulate plant controls, and each senior licensed operator is required to either manipulate plant controls or direct the activities of individuals during plant control manipulations, during the term of his license.
  - 7.3.1.2 For reactor operators and senior operators, these manipulations shall consist of at least ten reactivity manipulations in any combination of reactor startups, reactor shutdowns, and/or other control manipulations which demonstrate skill and/or familiarity with the reactivity control system.
  - 7.3.1.3 Each individual shall perform or participate in a combination of reactivity control manipulations based on the availability of plant equipment or a plant specific simulator.
  - 7.3.1.4 The use of Plant Hatch Technical Specifications will be maximized during the manipulations.
  - 7.3.1.5 Personnel with senior operator licenses are credited with manipulations if they direct or evaluate the control manipulations as they are performed. The use of evaluating manipulations will be limited to no more than fifty percent of these manipulations performed in a segment.
  - 7.3.1.6 The following types of manipulations are required to be performed annually (within one segment of the scheduled segment):

7.3.1.6.1 Plant or reactor startups to include a range such that reactivity feedback from nuclear heat addition is noticeable and a heatup rate is established.

- 7.3.1.6.2 Manual control of feedwater during startup and shutdown.
- 7.3.1.6.3 Any significant (> 10 percent) power change using manual rod control or recirculation flow control.
- 7.3.1.6.4 Loss of coolant including: Inside and outside primary containment, large and small (including leak-rate determination).
- 7.3.1.6.5 Loss of core coolant flow/natural circulation

7.3.1.6.6 Loss of all feedwater (normal and emergency)

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	The following types of manipulati Diennially (within one segment of		
7.3.1.7.1	Plant shutdown		
7.3.1.7.3	2 Loss of instrument air		
7.3.1.7.3	B Loss of electrical power and	or degraded power sourc	es
7.3.1.7.4	Loss of condenser vacuum		
7.3.1.7.	5 Loss of service water		
7.3.1.7.	5 Loss of Shutdown Cooling		
7.3.1.7.	7 Loss of component cooling sys component	tem or cooling to an in	dividual
7.3.1.7.8	B Loss of normal feedwater or r	normal feedwater system	failure
7.3.1.7.9	Loss of protective system characteristics	innel	
7.3.1.7.	10 Mispositioned control rod or	rods (or dropped rod)	
7.3.1.7.	Il Inability to drive control ro	ods	
7.3.1.7.	12 Conditions requiring the use	of the standby liquid o	ontrol system
7.3.1.7.	13 Fuel cladding failure or high system	activity in reactor co	olant or off-g
7.3.1.7.	14 Turbine or generator trip		
7.3.1.7.	15 Malfunction of automatic cont	trol system(s) which aff	ect reactivity
7.3.1.7.	16 Malfunction of reactor coolar	nt pressure/volume conti	ol system
7.3.1.7.	17 Reactor trip		
7.3.1.7.	18 Main steam line break inside	or outside primary cont	ainment
7.3.1.7.	19 Nuclear instrumentation faile	ure(s)	
	Required manipulations will normaportion of the segment training.	ally be completed during	the simulator
7.3.1.9	Manipulations and/or evolutions of properly documented on a form sig	conducted on shift may l nilar to TRN-0006, Train	e used when ning Report.
7.3.1.10	Where appropriate, plant design of changes will be included in segme	changes, procedure changent simulator training.	ges, and licens
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- 7.3.1.11 Failure to complete the required reactivity manipulations on an annual or biennial basis as described above will require that an individual be removed from shift duties until the manipulations are completed.
- 7.3.1.12 Completion of required manipulations will be documented on a form similar to that shown in Attachment 2.

#### 7.3.2 Knowledge of Systems

Each licensed reactor operator or senior reactor operator is required to demonstrate, in the performance of his duties, his satisfactory understanding of the operation of systems and apparatus and his knowledge of operating procedures in each area for which he is licensed.

#### 7.3.3 Active Status

:

- 7.3.3.1 All licensed operators and senior operators shall participate in the License Regualification Program.
- 7.3.3.2 All requirements of the License Requalification Program must be met and all evaluations be satisfactory for a licensee to remain on active status for the purpose of performing licensed duties.
- 7.3.3.3 To remain eligible for control room licensed shift duties and SRO licensed duties involving fuel handling, licensed operators must have performed a minimum of 32 hours of licensed duties during the preceding four months. License duties used to meet this requirement will be limited to duties performed on shift in the main control room by the On Shift Operations Supervisor, Shift Supervisor, Plant Operator, and Assistant Plant Operator. Department Managers are responsible for notifying the Training Department when this requirement has been met.
- 7.3.3.4 To remain eligible for SRO license duties involving on-site line responsibility for directing day to day control room activities, the licensee must meet all requirements of Section 7.3.3 with the provision that the 32 hours in the preceding four months may be met by duties involving on-site line responsibility for directing day-to-day control room activities, or as described in 7.3.3.3.

#### 7.3.4 Inactive Status

- 7.3.4.1 Any licensed operator who fails to meet the requirements of active license activities as defined in 7.3.3 or who is removed from license duties as described elsewhere in this procedure will be designated as inactive.
- 7.3.4.2 Individuals will be designated as inactive by written notice to the individual and the appropriate Department Manager.
- 7.3.4.3 Inactive license maintenance will require participation in the license requalification program.

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- 7.3.4.4 Prior to reinstatement to active status, an individual placed in an inactive status due to not actively performing the functions of an operator or senior operator for a period of four months or longer per 10 CFR 55.31(e) is required to demonstrate that his knowledge of current plant operations and administration is satisfactory by the following steps:
  - 7.3.4.4.1 Review of all applicable plant, procedure and license changes during the period the license was inactive, and review of missed material presented during segment lectures and examination. and
  - 7.3.4.4.2 Satisfactory performance of all required reactivity manipulations which were missed during the previous segment training, and
  - 7.3.4.4.3 Satisfactory performance of four shifts under supervision, and
  - 7.3.4.4.4 Evaluation by the Manager-Operations, Deputy General Manager, or General Manager-Plant Hatch, or satisfactory completion of written, simulator and oral/walkthrough examinations, the extent of which will be based on the length of inactivity.

An unsatisfactory result on the evaluation requires the operator to have On-The-Job Training in areas determined as weak until either the Manager-Operations, Deputy General Manager, or General Manager-Plant Hatch is satisfied that he has adequate knowledge of current operations.

#### 7.3.5 Plant Changes

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- 7.3.5.1 Each licensed operator and licensed senior operator will be kept informed of all plant design changes, procedure changes, and license changes. This will be accomplished by written notice of these changes to each holder of an operator or senior operator license.
- 7.3.5.2 Changes of a magnitude requiring detailed explanation will be reviewed by lecture or simulator as appropriate with 100 percent attendance of licensed personnel.

#### 7.3.6 Procedure Reviews

- 7.3.6.1 Each licensed operator and licensed senior operator is required to review the contents of all applicable abnormal and emergency procedures annually.
- 7.3.6.2 The procedures review requirements will be scheduled on a segment basis to be completed while the licensees are assigned to training.
- 7.3.6.3 A delinquency of 30 days on the procedure review will require that the licensee be removed from license duties until the procedure review is completed.
- 7.3.6.4 Procedure review completion will be documented on a form similar to TRN-0006, Training Report.

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# 7.4 EVALUATION

- 7.4.1 Annual Diagnostic Examinations
  - 7.4.1.1 A written diagnostic examination will be administered annually to determine areas in which retraining is needed to upgrade license operator and senior operator knowledge. The examination will be administered to all licensed operators and licensed senior operators.
  - 7.4.1.2 The examination will be based on applicable knowledge areas as listed in 7.2.1, objectives from the License Regualification Program and initial license programs, and operating/industry experience.
  - 7.4.1.3 Two examinations for reactor operators and two examinations for senior operators will be prepared with each exam being given to approximately one-half of the respective exam population. Each of the two exams will differ by at least 30 percent.
  - 7.4.1.4 The same examinations will be administered to all scheduled groups and for any required makeups.
  - 7.4.1.5 The examination will have a nominal length of four to six hours and will consist of approximately 80 to 100 points.
  - 7.4.1.6 An exam average score will be calculated for each separate diagnostic examination. Any individual who receives a score of less than 70 percent of the exam average score for his respective group will be removed from licensed duties and assigned to accelerated requalification training.
  - 7.4.1.7 The diagnostic examination analysis results will be used in conjunction with results from other exams and operating/industry experience to select the topic areas for the subsequent year's requalification lecture series.
  - 7.4.1.8 The diagnostic examination will not be substituted for segment examinations.

# 7.4.2 Written Evaluations

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- 7.4.2.1 Written examinations which determine licensed operator's and licensed senior operator's knowledge of the subjects covered in the requalification program and provide a basis for evaluating their knowledge of abnormal and emergency procedures will be administered during each training segment.
- 7.4.2.2 A segment examination score of less than 70 percent will require that an individual be removed from licensed duties and assigned to accelerated requalification training consisting of reattendance of specific portions or all of the segment that was failed.

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- 7.4.2.3 The scores from all segment examinations administered during a year will be averaged to determine an overall annual examination score. The average will be determined following completion of the last segment in a year including any required retest of that segment.
- 7.4.2.4 An overall annual examination score of less than 80 percent will require that an individual be removed from licensed duties and assigned to accelerated requalification training which will be based on the weak-nesses identified.
- 7.4.2.5 Examination scores from administration of any segment re-exams will be used in determining a new overall annual score.
- 7.4.2.6 Individuals who score less than 80 percent but at least 70 percent on segment examinations will receive additional training and retesting if the individual's Department Manager determines that the individual's performance history warrants it. The intent of this provision is to ensure that identified weaknesses are addressed prior to the end of the annual cycle.
- 7.4.2.7 Examinations will be prepared and graded in accordance with approved Training Department Instructions. Examinations will be prepared by either Plant Hatch Training Department Personnel or an outside agency.
- 7.4.2.8 Examinations will be graded and analyzed, as appropriate, within 30 days of the date administered. This time period may be extended by 30 days with corporate approval if conditions warrant.
- 7.4.3 Observation and Evaluation
  - 7.4.3.1 Systematic evaluation of the performance and competency of licensed operators and senior licensed operators by supervisors and/or training staff members will be accomplished as follows:
    - 7.4.3.1.1 Evaluation during regularly scheduled segment simulator training, and
    - 7.4.3.1.2 Conduct of an annual simulator and oral examination. The simulator portion may be waived only if the plant-specific simulator is not available. An individual receiving his license within six months of the annual simulator and oral examination is exempted from taking this exam.
  - 7.4.3.2 The evaluations conducted in 7.4.3.1 will include actions taken during actual or simulated, abnormal and emergency conditions.
  - 7.4.3.3 An unsatisfactory evaluation by any of the methods specified by 7.4.3.1 or unsatisfactory performance during an actual event while on shift will require that the individual be removed from licensed duties and enrolled in Accelerated Regualification Training.
  - 7.4.3.4 Evaluation of performance during regularly scheduled segment simulator training and annual simulator exams will be documented on a form similar to TRN-0064, Simulator Performance Evaluation Checklist/Progress Report.

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# 7.4.4 Accelerated Regualification Program

- 7.4.4.1 Accelerated requalification training is for licensed individuals having identified deficiencies requiring assignment to a special retraining effort.
- 7.4.4.2 Licensed individuals meeting any of the following criteria shall be removed from licensed duties and assigned to accelerated requalification training:
  - 7.4.4.2.1 A score of less than 70 percent of the average on the annual diagnostic examination
  - 7.4.4.2.2 A score of less than 70 percent on a segment requalification examination
  - 7.4.4.2.3 A score of less than 80 percent on the overall annual requalification examination score
  - 7.4.4.2.4 An unsatisfactory simulator evaluation during regularly scheduled segment simulator training
  - 7.4.4.2.5 An unsatisfactory evaluation on the annual oral and/or simulator examinations
  - 7.4.4.2.6 An unsatisfactory evaluation or performance as described in 7.4.3.3 above.
- 7.4.4.3 The Accelerated Requalification Program content will be based on weak areas as determined by approved Department Instructions for examination and/or evaluation analysis.
- 7.4.4.4 Accelerated requalification program lectures require a minimum of two instructor contact hours for each segment or category below 70 percent.
- 7.4.4.5 Upon successful completion of Accelerated Requalification Training, an individual may be returned to licensed duties if he otherwise meets the requirements of 7.3.3. Successful completion is based on the reason an individual is assigned to training as follows:
  - 7.4.4.5.1 Failure of a segment requalification examination requires successful completion of a written segment examination with a score of 70 percent or greater.
  - 7.4.4.5.2 An overall annual examination score of less than 80 percent per 7.3.2.2 requires successful completion of a written, four-category, comprehensive examination with a score of no less than 80 percent overall and no less than 70 percent in any category.

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- 7.4.4.5.3 A score of less than 70 percent of the average on the annual diagnostic examination or an unsatisfactory simulator or oral evaluation requires completion of a satisfactory evaluation on a simulator and/or oral examination.
- 7.4.4.6 Examinations will be prepared and graded in accordance with approved Training Department procedures based on the objectives identified as weak areas by analysis of the failed examination.

#### 7.4.5 Program Evaluation

- 7.4.5.1 The Licénse Requalification Training Program will be reviewed at least annually by the Training Department to ensure that training requirements and commitments are being met.
- 7.4.5.2 Trainees and Instructors will complete post-training evaluation forms as required by approved Training Department procedures.
- 7.4.5.3 The segment of training prior to an NRC Requalification Program evaluation may consist of a preparation period. When the evaluation is not scheduled sufficiently in advance of the segment, previously scheduled topics for that segment may be deferred until after the evaluation.

# 7.5 RECORDS

- 7.5.1 The following records are required to be maintained to document the participation of each licensed operator and senior operator in the requalification program and accelerated requalification program:
  - 7.5.1.1 Lesson plans/instructor guides
  - 7.5.1.2 Program File
    - 7.5.1.2.1 Master/key of all written examinations
    - 7.5.1.2.2 Summary of exam results
    - 7.5.1.2.3 Curriculum
    - 7.5.1.2.4 Attendance records
    - 7.5.1.2.5 Distribution cover sheets of design, procedure and license changes

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- 7.5.1.3 Individual Files
  - 7.5.1.3.1 Examination answers/results
  - 7.5.1.3.2 Results of all evaluations
  - 7.5.1.3.3 Observation results

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7.5.1.3.4	Reactivity control manipulation	ons	
7.5.1.3.5	Accelerated Requalification a	ttendance, if applicabl	e
7.5.1.3.6	Documentation related to indi	vidual's license status	
7.5.1.3.7	Waivers from specific portion	s, if applicable	
7.5.2 Attend	ance Records		
	cumentation for traince particin llowing:	pation in training will	consist of the
7.5.2.1.1	Record of hours attended on a Attendance Record.	form similar to TRN-00	067, Daily
7.5.2.1.2	Completion of License Requali sheets, similar to that shown participation in each lecture	in Attachment 3, to do	
Li	Training Report (TRN-0006) or S st (TRN-0015) may be used to do specific regualification topic	cument participation an	

7.5.3 Training records must be maintained in accordance with approved plant procedures.

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# Licensed Duties

Licensed duties shall be considered to be those duties performed on shift by Operations Supervisors, Shift Supervisors, Plant Operators, and Assistant Plant Operators, duties involving fuel handling, and duties involving on-site line responsibility for directing day-to-day control room activities.

#### Active License Status

A licensed individual is allowed to perform all duties of his position which require an NRC Reactor Operator license or Senior Operator license.

# Inactive License Status

A licensed individual is <u>not</u> allowed to perform any duties which require an NRC Reactor Operator license or Senior Operator license.

#### Contact Nour

Presentation or self-study with an instructor immediately available.

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Enter appro credi	manipulations if they supervise ( P (perform), S (Supervise), or E priate item is completed. Do not ted for supervising or evaluating nipulations recuired annually	evaluate), i inter S or E	nstructor initials, an for RO's, since they w	d date as the ill not be	
2. 3. 4. 5. 6. 7. 8.	Reactor startup and heatup a. Manual control of feed during startup b. Manual control of feed during shutdown 10% power change (rods or recirc Small LOCA inside containment Small LOCA outside containment Large LOCA inside containment Large LOCA outside containment Large LOCA outside containment Loss of both recirc. pumps Loss of all feedwater (normal, HPCI, RCIC)	2a 2b 3 4 5			
1 2 3 4 5 6 7 8 9 10 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	nipulations required every two yea Plant Shutdown Loss of instrument air Loss of electrical power Loss of condenser vacuum Loss of service water Loss of shutdown cooling Loss of component cooling Loss of component cooling Loss of protective system channe Mispositioned control rod or rod Inability to drive control rods SBLC initiation Fuel ailure/high offgas Turbine or Generator Trip Malfunction of Recirc speed cont Feedwater system Malfunction Pressure Regulator failure Reactor Trip Main Steamline break Nuclear Instrumentation failures ther manipulations.	l drop	DATE    1     2     3     4     5     6     7     8     9     10     11     12     13     14     15     16     17     18     19     20     DATE     1     2     3	P, S, E INIT.	
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Reference Only

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