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UNITED STATES
NUCLEAR REGULATORY COMMISSION
REGION III
799 ROOSEVELT ROAD
GLEN ELLYN, ILLINOIS 60137

NOV 27 1985

MEMORANDUM FOR: James G. Keppler, Regional Administrator
THRU: *CPJ* Carl J. Paperiello, Director, Division of Reactor Safety
Luis A. Reyes, Chief, Operations Branch
FROM: *JMM* J. McMillen, Chief, Operator Licensing Section
SUBJECT: TRIP REPORT FERMI II FOR OBSERVATION OF REQUALIFICATION EXAMINATIONS

During the week of November 11, 1985, I visited the Detroit Edison, Fermi II Nuclear Power Plant. The trip was authorized after a telephone conversation on November 7, 1985, between Region III and Headquarters personnel concerning the incident that occurred at Fermi II at about midnight on July 1, 1985. The purpose of the trip was to audit the licensee's administration of requalification examinations to the personnel in the present requalification program. This group included the licensed senior operator who was on duty the night of the incident. This audit was to be performed to try and determine the adequacy of the examinations and the technical competence of the personnel taking the examination. I was also given the opportunity to review and comment on the written examination, which was to be administered on November 15, 1985.

It is my opinion that *CPJ* performance during the operating test was such that he passed the examination and appeared to have the technical competence to pass an examination administered by an NRC examiner. There were three other candidates in this same category. The other five persons were marginal in my opinion, and I would have had to spend more time in actual administration of an examination to determine their status.

I met with Detroit Edison management on the afternoon of November 14, 1985 and passed along my comments and observations to them. The list of attendees at this meeting and my comments and details of the examinations that were administered are attached.

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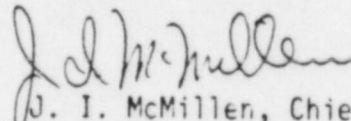
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Subsequent to my visit, I received a telephone call from the training department notifying us that two individuals failed the requalification examination. This action is in accordance with my observations for those individuals examined that routinely performed licensed duties.

Due to some of the observations noted during the administration of the oral and simulator requalification examinations, Region III will schedule an NRC-administered requalification examination during Fiscal Year 1986.


J. I. McMillen, Chief
Operator Licensing Section

Attachments:

1. List of Meeting Attendees
2. Details of Examinations

cc w/attachments:

A. B. Davis
C. E. Norelius
C. H. Weil
P. Byron, Fermi SRI
OLS Requalification File

NRC INSPECTOR'S EXIT MEETING

DATE: 11/14/85

TIME: 12:30 PM

PLACE: 206 NOC

<u>NAME</u>	<u>TITLE</u>	<u>ORGANIZATION</u>
J. E. Conen	Licensing Engineer	Detroit Edison
J. I. McMillen	Section Chief	Oper Licen, RIII
M. E. Parker	Resident Inspector	NRC
S. J. Latone	Director, Nuclear Training	Detroit Edison
J. T. Coleman	Supervisor, Nucl. Training	Detroit Edison
J. L. Piana	General Director, NOS	Detroit Edison
E. P. Griffing	Asst. Mgr., Reg & Comp.	Detroit Edison
W. H. Jens	V. P., Nuclear Operations	Detroit Edison

DETAILS OF EXAMINATIONS

MONDAY, 11/11/85

I arrived at the site and learned that the examinations were not to be administered until Tuesday, 11/12/85. I had been led to believe otherwise. I spent the morning and part of the afternoon with the instructors/examiners who were developing the simulator examinations. I obtained and reviewed a copy of the written examination.

TUESDAY, 11/12/85

I arrived at the site at 0700. The first scenario was one that was prepared on Monday. The crew included the following:

[REDACTED]

During this scenario, my primary focus was on [REDACTED]. The examiner, P. Tarwicki, was to evaluate both [REDACTED]. It was quite obvious that [REDACTED] was a "take charge guy", and it was going to be difficult to judge [REDACTED]. He was consulted by the NSS and the examiner did ask pertinent questions during this scenario. This scenario terminated at 0905. [REDACTED] performed in a satisfactory manner considering the circumstances. The other staff personnel also appeared to perform their duties in a competent and safe manner, although my observation of the BOP and NSO was not as complete as it was for [REDACTED]. At the end of the scenario, I discussed my observations with the instructors and requested that during the next scenario they find an excuse to remove [REDACTED] from the control room so that [REDACTED] would have to handle the duties of NSS and Assistant NSS alone. This request was granted approximately half-way through the next scenario. [REDACTED] was aware of the reactor conditions and on the scram was the first to notice that a by-pass valve was open. He performed in a satisfactory manner throughout the scenario, giving orders to the other personnel, maintaining an awareness of plant conditions, and making notes for entry in the log books. I would judge his technical competence to be adequate and believe he passed the facility-administered examination and could have passed an NRC-administered examination. The simulator examination was adequate and would meet the NRC standards. On Tuesday afternoon the oral/walkthrough portion of the examination was conducted, and I observed the examinations given to [REDACTED]. These examinations were adequate and would meet our standards.

WEDNESDAY, 11/13/85

The Wednesday crew included the following personnel:

[REDACTED]

During the examination, my attention was focused on although, again, it was evident that was the "take charge" person. I would have difficulty in judging that could pass an NRC-administered examination. I later found that he is one of the management persons who has spent very little time in the control room. My observation of is that he was unsure of himself, and I would not give him passing marks without further evaluation.

THURSDAY, 11/14/85

The Thursday crew consisted of the following personnel:

During this test, I rotated around, trying to observe all three persons. Again, I would have some difficulty in giving these persons a satisfactory evaluation without further testing.

On Thursday afternoon, I met with Detroit Edison personnel and passed along the following comments:

A. Written Examination

1. Adequate: Meets NRC standards.
2. Some problems with specific questions; too many straight memory; theory questions not operationally oriented.
3. Use more multiple choice (NRC now up to 25%).
4. Should reconsider the use of a 60% requalification written test.

B. Simulator

1. I observed three sessions which consisted of five scenarios. There were four candidates and an STA in the first two groups and three candidates and the STA in the third group.
2. General observations:
 - a. Scenario development was good.
 - b. Instructor's conduct was good.
 - c. Time progression of scenario was good.
3. Should reconsider using one examiner with two candidates. Possible for the examiner to miss something and not adequate time to investigate problem areas.

4. Mix of crew. Strong versus weak members and the use of STA. (During administration of examinations by the NRC, we would not permit STA to be used except when asked by SRO.)
5. Number of extra people in control room was excessive on the first day. (Later, a sign was posted to inform personnel to stay out.)
6. Use of NRC form is questionable. NRC is in the process of revising this form.
7. Should also conduct surveillance on systems.
8. Use critique after transient to evaluate team actions.

C. Oral Examinations

Adequate but should try to improve techniques so that depth of knowledge is explored by single questions rather than multiple questions.