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June 14, 1989  
NRC-89-0120

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

References: (1) Fermi 2  
NRC Docket No. 50-341  
NRC License No. NPF-43  
  
(2) NRC Inspection Report No. 50-341/89010 dated  
May 15, 1989

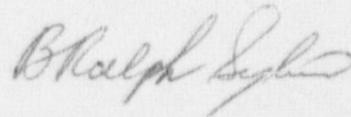
Subject: Response to a Notice of Violation

Attached is the response to the Notice of Violation contained in reference 2. While the inspection report contained safeguards information, this response does not contain any information of that nature.

Detroit Edison does not believe that use of written examinations versus practical demonstrations constituted a violation of its security officer training program as cited in the second violation. The documents governing training programs and their administration specifically allow this option.

If there are any questions please contact Patricia Anthony at (313) 586-1617.

Sincerely,



cc: A. B. Davis  
R. C. Knop  
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RESPONSE TO NOTICE OF VIOLATION 50-341/89010

Statement of Violation 89010-01:

Contrary to the Fermi Security Plan and its implementing procedures, an officer removed a loaded revolver from another officer's holster and pointed it at the officer. Both the officer whose weapon was taken and another officer who observed the exchange did not detain the individual and immediately report the incident as required by procedure.

Corrective Actions Taken and Results Achieved:

Once the incident was reported, the unescorted access of the three officers involved was suspended until an investigation into the validity of the report was completed. Additionally, the NRC was notified of the report.

Corrective Actions Taken to Prevent Recurrence:

Based upon the results of the investigation, the officers involved were disciplined in accordance with Detroit Edison policy.

A review of the procedural guidance in this area was made. This review determined that guidance was clear in this matter and no further guidance was necessary.

Date When Full Compliance Was Achieved:

All of the corrective actions taken as a result of this incident were completed on March 20, 1989.

Statement of Violation 89010-02:

Section 3.2.2 of the Fermi Security Personnel Training and Qualification Plan (SPT&QP) requires examinees to satisfactorily perform critical tasks under specific conditions and standards identified in the SPT&QP. Annual requalification for critical tasks was accomplished by written examinations versus practical proficiency exercises (or performance). No pass/fail criteria for written examinations had been established and therefore, no retest administered. Answers to missed questions were reviewed and discussed with the examinee.

Discussion:

The SPT&QP requires the examinee "demonstrate" their knowledge and skills. The Fermi Management Directive on training and qualification, FMD-TQ1, states:

"Trainee performance and mastery of the required knowledge and skills shall be regularly evaluated by the training staff to ensure timely identification and correction of inadequate learning. This shall be accomplished through the use of oral and written quizzes, examinations, and documented instructor evaluations of trainee performance in the classroom, laboratory, shop, field and simulator".

Additionally, the implementing procedure for examinations, demonstrations and exercises states:

"Examinations, skill demonstrations or laboratory exercises are the instruments used to determine whether and individual has mastered the objectives of the course.

Normally there will be one examination or demonstration per topic area. In some cases a topic area may require both an examination and a demonstration to determine mastery of the objectives".

These two procedures govern the SPT&QP. Therefore, it is Detroit Edison's position that examinations and/or demonstrations may be used to determine proficiency.

A review of the actual practices within the Nuclear Security Training Section disclosed that critical task recertifications were conducted as one on one (Instructor to Security Officer) sessions. The Security Officers were required to demonstrate to the instructor's satisfaction that as a security officer, the individual could perform

RESPONSE TO NOTICE OF VIOLATION 50-341/89010

the task to the standard specified in the SPT&Q plan. The instructors employed various techniques which included open-ended questions and narrow, factually specific questions to verify the knowledge and abilities of the officer. In any instance, where the instructor had doubts regarding the officers abilities, an actual "hands on" demonstration was employed to confirm/refute the instructor's observations. Therefore the examinee had to successfully complete the examination (and, if necessary, demonstration) in order to requalify. Documentation is maintained as part of the requalification program. Detroit Edison believes that such techniques did not violate the spirit and intent of the SPT&Q plan and would not have employed such methods if there was even a possibility of creating an impression that such was the case. Therefore, Detroit Edison does not believe there was a violation of the SPT&QP.

Detroit Edison, as an interim measure, agreed to recertify all personnel on all tasks using the conservative interpretation of the word "demonstrate" to mean "hands on". Such recertification nears completion as of this response. It is expected to be completed the week of June 25. No performance deficiencies have been found during the recertification on critical tasks. Future requalifications will be practical demonstrations or written examinations as deemed appropriate. The SPT&QP will be revised to clarify this by September 1, 1989. Additionally, pass/fail criteria have been established for the written examinations being administered during requalification as required by FMD-TQ1 section 4.8.2.4.