

13.2 TRAINING PROGRAM

13.2.1 PLANT PERSONNEL TRAINING PROGRAM

The Training Program for the Susquehanna Steam Electric Station is formulated to develop and maintain an organization qualified to assume the responsibility for operation, maintenance, and technical considerations for the facility. In order to accomplish these objectives and to provide the necessary control of the overall plan, three separate training programs listed below are utilized:

- a. Pre Licensing Training Program
- b. Requalification/Continuing Training Program, and
- c. Replacement Training

The Pre Licensing Training Program was designed to produce competent, trained personnel at all levels of the plant organization. The programs were designed to allow placement of personnel into specific levels based on employee experience and intended position.

The Requalification/Continuing Training Program provides continuing training for plant personnel commensurate with their area of responsibility.

The Replacement Training Program is designed to supply qualified personnel to fill vacancies that occur in the organization.

13.2.1.1 Pre Licensing Program Description

13.2.1.1.1 Initial Plant Staff Training

Initial plant staff were trained.

13.2.1.1.2 Operations Section Training Program

This program was designed for individuals who were to assume responsibility for the initial licensed and non licensed operator positions and fulfilled the general requirements and qualifications set forth in ANSI N18.1-1971. The program was structured to allow personnel of varying experience and education to enter the Cold Licensing Training Program at various levels and still fulfill the eligibility requirements for NRC cold licensing prior to fuel loading.

13.2.1.1.2.1 Initial Cold License Training

The program was designed for cold license candidates with no formal power plant experience or training. The program was divided into seven phases to ensure proper administration, documentation, and completeness of training.

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- Phase I Conventional Power Plant Operator Experience Program.
- Phase II Academic Program for Nuclear Power Plant Personnel.
- Phase III Basic BWR Technology
- Phase IV BWR Simulator Training
- Phase V BWR Observation Training
- Phase VI Systems, Procedures and On-The-Job Training
- Phase VII BWR Refresher Training
- Phase VIII Dual Unit License Training

Those plant control operator license candidates with no power plant experience participated and qualified in all eight phases, while those with only a conventional power plant background participated and qualified in Phases II through VIII. Operators, and other staff members, who we've cold licensed with a nuclear background and/or related academic or technical training participated and qualified in selected portions of phases II through VI and all of Phase VII and Phase VIII. The extent of their participation in Phases II through VI was based on their background and documented in station training records.

- Phase I - Conventional Power Plant Experience Program

The Conventional Power Plant Experience Phase of the Susquehanna SES Training Program was designed to provide power plant experience to those license candidates who lacked the minimum power plant experience requirements. This experience was to be provided prior to the start of the formal License Training Program (Phases II-VIII), so that by the time of the Nuclear Regulatory Commission Licensing Examination, the candidate had two years of power plant experience of which a minimum of one year had been nuclear power plant experience. This program was approximately one year in duration and included supervised on-the-job training in major operator positions (excluding fossil boiler related positions) at a PP&L conventional power plant. Also included in the one year experience program were approximately ten weeks of formal classroom training which included but was not limited to the following areas:

- Basic Power Plant Operation
- Steam Turbine Fundamentals
- Power Plant Mathematics
- Basic Thermodynamics and Fluid Mechanics
- Plant Cycle and Plant Performance
- Basic Electrical and Plant Instrumentation
- Basic Print Reading
- Basic Water Chemistry
- Introduction to Nuclear Power and Nuclear Plant Systems

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- Phase II - Academic Program for Nuclear Power Plant Personnel

This course was conducted by the General Physics Corporation of Columbia, Maryland. It was designed to refresh basic courses received in high school and to acquaint those personnel, with little or no nuclear background, with nuclear phenomenon and the BWR concept as they apply to practical reactor technology. The course material and the approximate number of classroom hours allotted to each major topic were as follows:

Subject	Classroom Hours
First Segment – Mathematical and Classical Physics	200
Review of Introductory Mathematics	16
Exponents and Logarithms	36
Algebra	64
Geometry and Trigonometry	24
Mathematics of Dynamic Systems	20
Classical Physics	40
Second Segment – Physics	200
Atomic Physics	24
Nuclear Physics	60
Reactor Core Physics	68
Reactor Operations	48
Third Segment – Related Technologies	200
Introduction to Nuclear Power Plant Systems	28
Chemistry	28
Health Physics	56
Fundamentals of Electricity and Electronics	48
Nuclear Instrumentation	40
Fourth Segment – Nuclear Power Plant Technology	200
Theory and Application of Nuclear Power Plant Systems	88
Physics Review	56
Overall Nuclear Power Plant Operations	<u>56</u>
	800

Cold license applicants, with no previous nuclear experience, were assigned to a Research Reactor Training Course conducted by the Pennsylvania State University. This 2-week, course gave the student actual hands-on experience with an open pool nuclear reactor and allowed the cold license applicant to obtain at least the minimum of 10 reactor startups necessary to establish cold license eligibility requirements. The course included, but was not limited to, the following subject material:

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- Reactor Operations
- Fuel Handling
- Flux Mapping
- Normal Reactor Operation
- Instrumentation Effects
- Control Rod Calibration
- Laboratory Demonstrations, and
- Control Transient Effects

- Phase III - Basic BWR Technology

The Basic BWR Technology course was designed to impart the details of the BWR nuclear steam supply system to the operator trainees. The course consisted of approximately 5 weeks of classroom lecture on BWR nuclear steam supply system components, fuel description, thermal-hydraulics, radiation monitoring and nuclear instrumentation system operations. Important interfaces with the balance of plant systems were also taught.

The lectures were presented by GE BWR Training personnel using conventional classroom techniques. Classes were scheduled for approximately 7 hours per day and suggested study assignments were normally made daily. Progress was measured by weekly written and final comprehensive examinations.

The course material covered was typically as follows.

Schedule changes and adjustments to course content were made as necessary to meet the particular needs of the students.

Week 1

Introduction to Course
Plant Orientation
Reactor Principles Review
Reactor Vessel and Internals
BWR Thermal Hydraulics Review
Fuel Description
Nuclear Boiler Instrumentation

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Week 2

Examination 1

Control Rod Drive Mechanism
Control Rod Drive Hydraulic System
Rod Control and Information System
Rod Pattern Control System

Recirculation System

Recirculation Flow Control System
Reactor Water Cleanup System
Source Range Monitoring System
Intermediate Range Monitoring System
Local Power Range Monitoring System
Average Power Range Monitoring System

Week 3

Examination 2

Traversing In-Core Probe System
Main Steam System
Reactor Pressure Control (Electro-Hydraulic Control)
Feedwater Control System
Reactor Protection
Containment and Related Systems
Introduction to Radwaste Systems(Off Gas,
Liquid and Solid Radwaste)

Week 4

Examination 3

Introduction to Electrical Distribution
Reactor Core Isolation System
Introduction to Emergency Core Cooling System
High Pressure Core Spray System
Auto Depressurization System
Low Pressure Core Spray
Residual Heat Removal System
Emergency Core Cooling Systems Integrated Response
Standby Liquid Control System
Process Radiation Monitoring
Area Radiation Monitoring

Week 5

Examination 4

Performance Monitoring System
BWR Materials
BWR Chemistry
Fuel Pool Cooling System

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Reactor Refueling
 Plant Operations
 Transient Analysis
 Review
 Final Examination

- Phase IV - BWR Simulator Training

The BWR simulator course was taught at the General Electric BWR Training Center, Morris, Illinois, and was designed to provide the operator trainee with the skills necessary to safely operate a large Boiling Water Reactor power plant.

The course consisted of approximately 12 weeks of classroom lectures, simulator control room exercises, and in-plant oral seminars. This combination of instructional techniques afforded the optimum mixture for successful skill training. The final examination consisted of written, control room performance, and plant oral examinations.

Lectures and exercises were presented and guided by qualified, GE BWR Training Personnel. Classroom lectures were scheduled for approximately 8 teaching hours per day. Suggested reading and study assignments were made daily; written examinations were given weekly to monitor progress. In addition, at approximately the mid-point of the course, oral examinations were given to monitor the progress of each student's skill acquisition. The control room portion of the course was normally accomplished on night shifts of 8 hours. Four hours were spent in the simulator control room (total approximately 112 hours) with exercises and demonstrations guided by the licensed instructor. The other 4 hours were devoted to oral seminars. Each student rotated to appropriate control room operating positions, including shift supervisor, so that all personnel had equal opportunity to perform plant evolutions from each operating position.

The following is typical week-by-week schedule of the course. Schedule changes and adjustments to course content were made as necessary to meet the particular needs of the students.

Week 1

Introduction to the BWR Training Center
 Reactor Vessel and Internals
 Reactor Fuel
 Nuclear Boiler Instrumentation
 Control Rod Drive Mechanism
 Control Rod Drive Hydraulics
 Reactor Manual Control
 Recirculation System
 Recirculation Flow Control
 Reactor Water Cleanup System
 Shutdown Cooling and Head Spray
 Source Range Monitoring (SRM)
 Intermediate Range Monitoring (IRM)

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Local Power Range Monitoring (LPRM)
Average Power Range Monitoring (APRM)
Rod Block Monitor

Week 2

Week 1 Examination
Traversing In-Core Probe (TIP)
Rod Worth Minimizer (RWM)
Main Steam
Turbine and Lube Oil System
Electro-Hydraulic Control System (EHC)
EHC Pressure Control and Logic
Condensate and Feedwater
Feedwater Control
Circulating Water
Generator and Auxiliaries
Generator Excitation
AC Electrical Distribution
Diesel Generators and DC Electrical Distribution
Reactor Protection System (RPS)
Primary and Secondary Containment

Week 3

Week 2 Examination
Fuel Pool Cooling and Cleanup
Off Gas System
Liquid Radwaste
Water Systems
Isolation Condenser
Introduction to Emergency Core Cooling System (ECCS)
High Pressure Coolant Injection (HPCI)
Automatic Depressurization System (ADS)
Low Pressure Coolant Injection (LPCI)
Core Spray
Emergency Core Cooling System Integrated Response
Standby Liquid Control
Process Radiation Monitoring
Area Radiation Monitoring
Reactor Physics Review

Week 4

Pre-Start and Functional Checks
Reactor Startups
Heatups
Manipulation of Auxiliary Systems
Power Changes in the Intermediate Range
Surveillance Testing

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Transfer to Run Mode
Turbine Warmup and Roll

Week 5

Reactor Heatup and Transfer to Run Mode
Turbine Roll
Generator Synchronization and Loading
Surveillance Testing
Continued Loading to 100% Power
Operations at Full Power
Transient Analysis
Quiz 1
Maneuvering by Flow Control
Reactor Shutdown
Discussion on Decay Heat Operation and Removal
Plant Problems
Drills on Abnormal and Emergency Conditions

Week 6

Pre-Startup and Functional Checks
Reactor Startups and Heatups
Manipulation of Auxiliary Systems
Plant Problems
Drills on Abnormal and Emergency Conditions
Power Changes in the Intermediate Range
Surveillance Testing
Transfer to Run Mode
Turbine Warmup and Roll
Operator Synchronization and Loading
Quiz 2
Mid-Course Performance Examination

Week 7

Technical Specifications Bases Review
Review Certification Exam Format and Content
Physics Problem Solving
Mid-Course Control Room Checks
Solid Radwaste
Health Physics Review
BWR Chemistry
Thermal-Hydraulics
Process Computer
Circuit Breaker Control
Fuel Handling and Fuel Loading Physics

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Week 8

Steady-State Operation at 50% Load
Surveillance Testing
Increase to Full Load
Drills on Abnormal and Emergency Conditions
Operations at Full Power
Maneuvering by Flow Control
Begin Reactor Shutdown
Reactor Shutdown and Cooldown
Flooding of Reactor Vessel
Plant Problems
Reactor Startups and Heatups
Scram and Scram Recoveries

Week 9

Operation at Full Load
Drills in Abnormal and Emergency Conditions
Shutdown to Hot Standby
Quiz 3
Plant Startup from Hot Standby to Full Power
Reactor Heatup
Generator Synchronization and Loading

Week 10

Operation at 50% Load
Scrams and Scram Recoveries
Surveillance Testing
Operation at Full Power
Drills
Individual Student Operations
Quiz 4
Transient Analysis Review

Week 11

Review and Study
Reactor Operator Certification Examination

Week 12

Control Room and Dresden Plant Oral Examination
Control Room Performance Demonstration
Senior Reactor Operator Certification Examination

- Phase V - BWR Observation Training

BWR observation training was designed to acquaint the operator trainee with the day-to-day routine of an operating BWR. This involved exposure to plant operating and maintenance evolutions, station record keeping, and procedures. The course consisted of approximately 4 weeks of guided observation of an operating BWR. All observation was conducted under the guidance of experienced GE training personnel.

The course was structured to provide experience in various aspects of plant operation. Flexibility was achieved by allowing the course director to adjust the group schedule to fit important plant evolutions. Daily work and observational assignments were made at the beginning of each work day.

The following are weekly highlights of a typical BWR observation schedule:

Week 1

Plant Evacuation Procedures/Station Emergency Plan
 Health Physics Procedures
 Electrical Distribution
 Reactor Instrumentation
 Control Rods and Hydraulic Drive System
 Recirc MG set, support systems, and controls
 Main Steam System Controls and Instrumentation
 Residual Heat Removal System - All Modes

Week 2

Turbine, EHC System, and Turbine Support Systems
 Generator, Generator Excitation, and Generator Support Systems
 Turbine and Reactor Building Closed Cooling Water System
 Circulating and Service Water Systems
 Fire Protection Systems
 Core Spray System

Week 3

High Pressure Coolant Injection System
 Reactor Core Isolation Cooling System
 Reactor Protection MG sets
 Automatic Depressurization System
 Traversing In-core Probe System
 Neutron Monitoring and Associated Control Systems
 Radioactive Waste Handling Equipment and Procedures
 Performance of Routing Plant Equipment Checks

Week 4

Instrument and Service Air Systems
Process and Area Radiation Monitoring Systems
Fuel Pool Cooling System
Standby Liquid Control System
Plant Performance Logs
Observance of Routine Plant and/or Surveillance Procedures In Progress
Review
Final Exam and Walk-Through

- Phase VI - SYSTEMS, PROCEDURES, AND ON-THE-JOB TRAINING

The systems, procedures, and on-the-job training phase was approximately 20 weeks in length of which a minimum of 8 weeks was to be class room instruction.

However, the weeks were not to be scheduled consecutively due to plant testing and work load considerations. This phase provided cold license candidates with an in-depth study of Susquehanna SES systems and equipment; nuclear characteristics; and Normal, Abnormal, Emergency and Administrative Procedures and Technical Specifications. Further operational training was accomplished as components, systems, or parts of systems were checked, tested, and placed in routine operation to provide necessary auxiliary support for other systems.

Instructors for the various Phase VI lectures were supplied by the Susquehanna staff, other PP&L organizations, vendors or consultants. Selections of the particular individual to conduct a specific training lecture was based upon individual availability and knowledge of the subject matter involved.

The course consisted of, but was not be limited to:

- a. Theory and principles of operations
- b. General and specific plant operating characteristics
- c. Plant instrumentation and control systems
- d. Plant protection, safety and emergency systems
- e. Normal, abnormal and emergency operating procedures
- f. Radiation control and safety
- g. Technical Specifications
- h. Applicable portions of Title 10, Chapter 1, Code of Federal Regulations
- i. Reactor Theory
- j. Handling, disposal and hazards of radioactive materials
- k. Fuel handling and core parameters
- l. Administrative procedures, conditions and limitations - A comprehensive examination will be given during this phase to determine student weak areas.

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- Phase VII - BWR Pre-License Refresher Training

Prior to the initial NRC Operator Licensing examination, a Pre-License Refresher Course was conducted. This course was to be presented by PP&L employees or by outside personnel, and was a summary and review of material presented in previous phases. When necessary an update of plant modifications and training to upgrade any identified weak areas was presented.

- Phase VIII - Dual Unit License Training

Prior to issuance of the facility operating license for Unit 2 a training course covering the aspects of a dual unit operator/senior operator license was taught. This course included the design and procedural differences between Unit 1 and Unit 2, the common and cross-connected systems between units, and the philosophy of dual unit operation, particularly in unusual and emergency situations.

13.2.1.1.2.2 Non-Licensed Operator Training Program

The program was designed for non-licensed operators and was divided into three phases which provide a logical progression from the entry level to final job qualification.

- Phase I - Academic Training
- Phase II - Susquehanna SES System Lectures
- Phase III - Susquehanna SES System Qualification

This training was progressive and candidates for non-licensed positions had to successfully complete the training appropriate to their assigned job. Phase I may be exempted by passing a written exam.

- Phase I - The course consisted of basic training in Nuclear Power Plant Fundamentals. The program was about 160 hours long and consists of classroom training or equivalent self-study time. The areas covered included such subjects as math, chemistry, atomic and nuclear physics, health physics, nuclear instrumentation and reactor operations. Progress was measured by periodic quizzes and examinations.
- Phase II - This phase consisted of basic lectures on Susquehanna SES systems and covered, as applicable, the following areas of each system:

General System Description
Major Components and Flow Paths
Instruments and Controls
Alarms and Trips
Power Feeds
Operating and Emergency Procedures

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Phase II was approximately 4 weeks in length and during each week, approximately 80% of the time was spent in class and the remaining 20% was spent in the plant tracing systems. There were weekly quizzes and a final exam at the end of the course.

- Phase III - This phase was completed by operators on the systems for which they were responsible. This phase took about 10 weeks to complete. However, the 10 weeks were not necessarily consecutive due to work-load considerations. Operators were checked out on each system to assure they could operate these systems under normal, abnormal, and emergency situations. The check out consisted of an oral and/or written test on each system.

13.2.1.1.3 Maintenance Section Training Program

The Supervisor of Maintenance received Level III Health Physics training, selected training in plant systems operation and specialized vendor training on specific plant equipment.

Foremen received additional experience on-the-job during the preoperational test program through the supervision of maintenance activities.

Station Mechanics and Leaders for the initial plant staff were generally selected from other PP&L facilities and had practical experience in one or more crafts, and through their previous experience and/or selection testing, demonstrated a high degree of manual dexterity and capability of learning and applying the basic skills in maintenance operations.

Maintenance personnel received on-the-job training during the preoperational test program by performing maintenance activities. Selected personnel received specialized vendor training on specific equipment or skills such as control rod drive repair and welding.

Maintenance personnel requiring access to Radiation Work Permit Areas received Level II Health Physics training.

13.2.1.1.4 Technical Section Training Program

The objective of the initial training program of the Technical Section was to provide competent personnel to support in the safe, efficient operation of the Susquehanna SES.

Selected supervisory and professional/technical personnel attended GE's Design Orientation courses (or other formal instruction with a similar intent) to familiarize them with the design principles of a BWR. The major topics covered included BWR components, core design, thermal-hydraulics, process and nuclear instrumentation design and operation and auxiliary systems.

13.2.1.1.4.1 Chemistry Personnel

In addition to those courses described in Subsection 13.2.1.1.4, selected chemistry supervisory personnel received specialized training through a course such as "BWR Chemistry" offered by

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GE. The course enabled students to complete both radiological and chemical analyses for process control, waste disposal, effluent monitoring, process and laboratory instrument calibration and evaluation. The course also covered compliance with and interpretation of chemical and radiochemical aspects of the technical specifications, licenses and plant warranties.

The Chemistry Leaders and Chemistry Analysts received in-house training as developed by supervisory chemistry or other appropriate personnel, covering topics similar to those in the "BWR Chemistry" course. As appropriate, they also attended vendor-sponsored training sessions to assure understanding and proper operation of laboratory instruments. Progress was measured through oral and/or written examinations.

13.2.1.1.4.2 Instrumentation & Control Personnel

In addition to those courses described in Subsection 13.2.1.1.4, appropriate I&C supervisory personnel and selected I&C technicians attended the GE "Nuclear Instrumentation" and "Process Instrumentation and Controls" courses or other formal instruction with similar intent.

The "Nuclear Instrumentation" course was broken into classroom and laboratory phases. The classroom phase covered the theory of operation and equipment demonstrations for the GE BWR nuclear, process and area radiation monitoring, control rod position information, reactor protection and traversing incore probe systems. The laboratory phase taught detailed circuitry study, setup, calibration, testing, maintenance and repair for the various components of these systems and where possible for the overall system.

The "Process Instrumentation and Control" course taught the theory of operation, setup, calibration, testing, maintenance and repair techniques for the basic instrumentation and control loop components for the GE BWR. Components covered included level, temperature, electrical properties, movement, chemical properties, sensing devices, transmitters, power supplies, signal conditioning modules and controllers. Primary instrument control loops were also studied. I&C technicians also received training covering topics such as AC/DC circuit fundamentals, transistor circuits, solid state devices and operational amplifiers and including "hands-on" experience with electrical and electronic circuits and components. As necessary, I&C personnel attended courses offered by equipment vendors on various plant components.

Progress was measured through oral and/or written examinations.

13.2.1.1.4.3 Reactor Engineering Personnel

In addition to the courses described in Subsection 13.2.1.1.4, selected Reactor Engineering personnel received training through a course such as GE's "Station Nuclear Engineering." The course covered topics like reactor behavior, control rods, shutdown margins, technical specifications and Fuel Warranty Operation Provisions, core flow and thermal limit calculations, fuel failure and PCIOMR and water chemistry among others.

Progress was to be measured through oral and/or written examinations.

13.2.1.1.5 Health Physics Training Program

Selected Health Physics supervisory personnel received specialized professional training in a course such as "Radiological Engineering" offered by GE or equivalent. Health Physics Technician Training Program is described in Subsection 12.5.3.7.

13.2.1.1.6 General Employee Training

All permanent plant personnel granted unescorted vital area access at the station were trained in the following areas:

1. Appropriate plans and procedures, including applicable plant security and emergency procedures.
2. Radiological Health and Safety in accordance with Subsection 12.5.3.7.
3. Industrial Safety.
4. Fire Protection Program.
5. Quality Assurance Program.

This training is the responsibility of the Nuclear Training Group. Personnel will be examined in the above areas to determine the effectiveness of general employee training.

Temporary Maintenance and Service personnel were trained in the areas listed to the extent necessary to assure safe execution of their duties.

13.2.1.1.7 Fire Safety Training

FPRR Section 1.4 addresses the Fire Protection Staff and Training, Fire Safety Training, and Fire Brigade Training.

13.2.2 REQUALIFICATION/CONTINUING AND REPLACEMENT TRAINING

13.2.2.1 Licensed Operator Requalification Program

The purposes of the licensed operator requalification program are:

- Help maintain Susquehanna SES plant operational safety and reliability.
- Assure that Susquehanna SES licensed personnel maintain the high level of skill and knowledge required to accomplish routine and emergency duties.
- Establish a system for evaluating and documenting licensed operator proficiency and competency.

The Susquehanna SES licensed operator requalification training program shall be conducted on a two (2) year cycle. Upon completion of each two year requalification training program another two year requalification training program shall commence. The Susquehanna SES licensed operator requalification training program is divided into three (3) major segments: a preplanned lecture series, operational training, and evaluation.

13.2.2.1.1 Curriculum

The Susquehanna SES Licensed Operator Requalification Training Program is based on a Systematic Approach To Training (S.A.T.) model.

13.2.2.1.2 Evaluations

Evaluation of skills and knowledge of licensed individuals shall be performed periodically. Comprehensive requalification written examinations and an annual operating test shall be administered under the supervision of the Nuclear Training Group. Written requalification examinations shall cover the knowledge required of a reactor operator or senior reactor operator. Emphasis should be placed on evaluating the topics covered in the training program. An overall grade of 80% is required for satisfactory performance. Annual operating examinations shall be conducted for each shift. These examinations shall be conducted in accordance with nuclear training instructions covering such examinations.

13.2.2.1.3 Accelerated Retraining

Accelerated retraining for failures on the annual examinations shall be conducted as appropriate. Special retraining programs shall be developed to correct deficiencies detected in individuals who do not satisfactorily complete the written or operating examinations. Failure of the requalification examination shall require removal from the shift duties until such time as retraining and re-examination in the categories that were failed is completed satisfactorily.

13.2.2.1.4 Absence from Licensed Duties

To maintain an Active License, the licensee shall actively perform the function of an Operator or Senior Operator a minimum of seven eight-hour or five twelve-hour shifts per calendar quarter and have satisfactorily completed the previous year's Requalification Training Program.

To maintain an Inactive License, a licensed individual must complete the requirements of the Licensed Requalification Training Program.

Return to Active License status is accomplished in accordance with 10CFR55.53.

13.2.2.1.5 Disability of Licensed Individuals

If any licensed or senior licensed individual suffers a sickness, injury, or decline in general health and physical condition, which might cause impaired judgement or motor coordination,

the Personnel and Administrative Supervisor shall inform the Nuclear Regulatory Commission Region I Administrator within thirty (30) days.

13.2.2.2 Continuing Training for Non-licensed Personnel

As a minimum, non-licensed personnel shall receive Continuing Training described below.

13.2.2.2.1 Continuing Training for Non-licensed Operators

Non-licensed operators assigned on shift will participate in a continuing training program, for which the content and evaluation criteria will be determined by a Systematic Approach to Training.

13.2.2.2.2 Continuing Training for Technical Personnel

A Continuing Training program is provided for technical personnel to ensure that they remain proficient in their particular job. Training in specific areas is provided to the extent necessary for personnel to safely and efficiently carry out their assigned responsibilities in accordance with established policies and procedures.

Such training may consist of vendor presentations, technical training sessions, on-the-job work experience or programmed instruction.

13.2.2.2.3 Continuing Training for Engineering Support Personnel

Continuing Training will be provided to maintain an individual's level of expertise equal to or exceeding that required by his or her job responsibilities.

13.2.2.3 Replacement Training

Replacement training is designed to supply qualified personnel for all levels of the plant organization. Replacement individuals will receive training appropriate to the new position. Technical replacement personnel are trained in accordance with a systematic approach to training.

13.2.2.3.1 NRC Licensed Operator Replacement

Personnel selected for assignments as licensed operators are provided training that prepares them for eventual NRC licensed operator positions through a systematic approach to training.

13.2.2.3.2 Non-licensed Operator Replacement Training

Replacement training program for non-licensed operators follows the systematic approach to training.

13.2.2.3.3 Technical Personnel Replacement Training

Replacement training is designed to supply qualified personnel for all levels of the organization.

The replacement training program for Technical personnel follows the systematic approach to training and includes:

Electrical Maintenance Personnel
Mechanical Maintenance Personnel
Health Physics Technicians
Chemistry Technicians
Instrument and Control Technicians

13.2.2.3.4 Engineering Support Personnel Replacement Training

Replacement training is designed to assure fully qualified personnel for all levels of the Engineering organization.

13.2.2.4 Records

Training records are established for each permanent plant employee. These records include, attendance records, and other records as may be required to adequately document all training received by station personnel.

Training records will be periodically reviewed to assess the effectiveness of the training program.

13.2.2.5 Responsible Individual

The Manager Nuclear Training is responsible for the administration and conduct of the Susquehanna SES training program.