



UNITED STATES
NUCLEAR REGULATORY COMMISSION

REGION IV
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ARLINGTON, TEXAS 76011-8064

July 21, 1999

G. R. Horn, Senior Vice President
of Energy Supply
Nebraska Public Power District
1414 15th Street
Columbus, Nebraska 68601

SUBJECT: LICENSED OPERATOR REQUALIFICATION TRAINING INSPECTION, NRC
INSPECTION REPORT NO. 50-298/99-02

Dear Mr. Horn:

On July 2, 1999, the NRC completed an inspection at the Cooper Nuclear Station. The enclosed report presents the results of this inspection.

The purpose of this pilot program inspection was primarily to evaluate the effectiveness of the licensed operator requalification program. The inspection used the annual licensed operator requalification examinations to assess licensed operator performance. The inspection also evaluated the operations training staff in the development, administration, and evaluation of the annual requalification examination. No issues were identified.

In accordance with 10 CFR 2.790 of the NRC's "Rules of Practice," a copy of this letter and its enclosure will be placed in the NRC Public Document Room (PDR).

Sincerely,

/s/

John L. Pellet, Chief
Operations Branch
Division of Reactor Safety

Docket No.: 50-298
License No.: DPR-46

Enclosure:
NRC Inspection Report No.
50-298/99-02

cc w/enclosure:

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ENCLOSURE

U.S. NUCLEAR REGULATORY COMMISSION
REGION IV

Docket No.: 50-298
License No.: DPR 46
Report No.: 50-298/99-02
Licensee: Nebraska Public Power District
Facility: Cooper Nuclear Station
Location: P.O. Box 98
Brownville, Nebraska
Dates: June 28 through July 2, 1999
Inspectors: T. O. McKernon, Senior Reactor Engineer, Operations Branch
M. E. Murphy, Senior Reactor Engineer, Operations Branch
D. P. Loveless, Senior Project Engineer, Project Branch C
Approved By: John L. Pellet, Chief, Operations Branch
Division of Reactor Safety

ATTACHMENT: Supplemental Information

SUMMARY OF FINDINGS
Cooper Nuclear Station
NRC Inspection Report No. 50-298/99-02
June 28 to July 2, 1999

This inspection evaluated the licensed operator requalification program to determine whether the program incorporated appropriate requirements for evaluating operators' mastery of training objectives in accordance with 10 CFR 55.59(c). The inspection used the risk informed baseline pilot inspection procedure 71111.11. The inspection included observations of the operators during dynamic simulator scenarios, and assessment of the licensee's training staff evaluators, and the effectiveness of the requalification program to identify and resolve problems.

MITIGATING SYSTEMS

- No findings identified.

BARRIER INTEGRITY

- No findings identified.

Report Details

Summary of Plant Status

The facility operated at full power during the week of the inspection.

1. Reactor Safety

1R11 **Licensed Operator Requalification**

.1 **Operator Knowledge and Performance**

.1.1 **Operator Human Performance on Annual Requalification Examinations**

a. **Inspection Scope (71111.11)**

The inspectors observed the performance of one shift and one staff crew during the dynamic simulator and job performance measure portions of the annual requalification examination. The inspectors also reviewed the results of the past biennial written examination.

b. **Observations and Findings**

One staff crew failed the dynamic simulator requalification operating test due to failing a communications competency area. The crew failed to communicate plant conditions to the control room supervisor, which resulted in failing to satisfy a requirement in the emergency operating procedures. As a result of the crew's failure to effectively communicate, the licensee's evaluators failed the crew. The staff crew was remediated and retested successfully the following week.

.2 Operator Training and Qualification

.2.1 **Review of Requalification Examinations**

a. **Inspection Scope (71111.11)**

The inspectors reviewed the annual requalification examinations, which consisted of the dynamic scenarios and job performance measures to evaluate general quality, construction, and difficulty level. Additionally, the inspectors reviewed the last biennial written examination for quality and level of difficulty. The inspectors also reviewed the methodology for developing the requalification examinations and discussed various aspects of examination development and security with members of the licensee's training staff.

b. **Observations and Findings**

No significant findings were identified.

.2.2 Examination Administration

a. Inspection Scope (71111.11)

The inspectors observed the administration of all aspects of the requalification examination to determine the evaluators' ability to administer an examination and assess adequate performance through measurable criteria. The inspectors also observed the performance of the simulator to support the examinations. The inspectors observed two crews during conduct of the dynamic simulator scenarios and job performance measure evaluations. Six licensed operators or staff trainers were observed administering the examinations, including pre-examination briefings, observations of operator performance, individual and group evaluations of observations, techniques for job performance measure cuing, and final evaluation documentation. Additionally, key staff members were interviewed as to their understanding of the requalification training process.

b. Observation and Findings

No significant findings were identified.

.2.3 Review of Requalification Feedback Process

a. Inspection Scope (71111.11)

The inspectors verified the methods and effectiveness of the licensed operator requalification training program to ascertain whether assessments of operator performance were effectively incorporated into the requalification training. The inspectors also reviewed the Plant Issues Matrix, the latest Plant Performance Review, recent inspection reports, other historical plant data and operator performance information. Other documentation from the corrective action program was reviewed and interviews with key staff members were conducted.

b. Observations and Findings (71111.11)

No significant findings were identified.

.2.4 Review of the Licensee's Remedial Training Program

a. Inspection Scope (71111.11)

The inspectors reviewed documentation of the licensed operator requalification remedial training program, program procedures, and conducted interviews with key staff members.

b. Observations and Findings

No significant findings were identified.

.2.5 Review of Conformance with Operator License Condition

a. Inspection Scope(71111.11)

The inspectors reviewed a sample of records from the licensed operators to ascertain whether the facility and the operator licensee's were maintaining license conditions in accordance with 10 CFR 55.53.

b. Observations and Findings

No significant findings were identified.

.2.6 Review of Problem Identification and Resolution Program

a. Inspection Scope (71111.11/71152)

The inspectors reviewed documentation and interviewed key training staff personnel related to corrective actions stemming from issues identified in NRC Inspection Report 50-298/98-301 (i.e., examination development quality). The inspectors reviewed a sample of new open reference licensed operator requalification examination questions and lesson plans to ascertain whether lessons learned from the initial license training program had been carried over to the requalification program.

b. Observations and Findings

No significant findings were identified.

4. **OTHER ACTIVITIES**

4OA5 Management Meetings

.1 Exit Meeting Summary

The inspectors presented the inspection results to members of licensee management at the conclusion of the inspection on July 1, 1999. The licensee acknowledged the findings presented and did not identify any information as proprietary.

ATTACHMENT

SUPPLEMENTAL INFORMATION

PARTIAL LIST OF PERSONS CONTACTED

Licensee

B. Ackerman, Operations Training Instructor
S. Blake, Operations Training Program Supervisor
T. Borgan, Operations Supervisor
D. Cook, Training Manager
R. Creason, Surveillance Coordinator
L. Dewhirst, Licensing Engineer
M. Hale, Senior Manager, Site Support
J. Peters, Licensing Secretary
A. Shiever, Operations Manager
J. Sumpter, Supervisor Licensing

NRC

J. Melfi, Project Engineer, Region IV

LIST OF BASELINE INSPECTIONS PERFORMED

The following inspectable area procedures were used to perform inspections during the report period. Documented findings are contained in the body of the report.

Licensed Operator Requalification	R11	71111.11
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Documents Reviewed

Administration Procedure O-CNS-47, "Training Effectiveness Review Committee," 6-22-99
NTP 6.1, "Evaluation: Immediate," 7-22-98
NTP 6.2, "Evaluation: Short Term," 7-21-98
NTP 6.3, "Evaluation: Long Term," 7-22-98
NTP 6.4, "Training Program Assessment," 1-28-99
NTP 1.9, "Training Coordination Meetings" Revision 4
NTP 4.2 "Test Item, Examination, and Task Performance Development" Revision 5
NTP 5.2 "Examination and Task Performance Evaluation" Revision 8
Monthly Effectiveness Evaluations, Jan.-May 99
Administration Procedure O-CNS-47, "Training Effectiveness Review Committee"
Operator Desk Guide 214, "Resolution of examination Disputes," 11/4/98
Operations Instruction #1, "Shift Technical Engineer," 10-7-97
NTD 980143, "Operation OJT/TPE Self-Assessment," 6-18-98
97-98 Licensed Operator Requalification Program Content
97-98 Annual Open-Reference Written Exam Usage Matrix

NTD 980323, "Requalification End-of-Cycle Completion Report 98-14," 10-3-98
NTD980336, "Requalification End-of-Cycle Completion Report 98-15"
NTD 9941, "Requalification End-of-Cycle Completion Report 98-16"
NTD 990066, "Requalification End-of-Cycle Completion Report 99-01"