### Form 3.2-4 Job Performance Measure Development Job Aid

This form can be used to verify that the relevant criteria are satisfied.

Every job performance measure (JPM) should have the following characteristics:

1. \_\_\_ Be supported by the facility licensee’s job task analysis.

2. \_\_\_ Be operationally important (meet the applicable knowledge and abilities catalog threshold criterion (2.5 for initial examinations and 3.0 for requalification examinations) or as determined by the facility licensee and agreed to by the U.S. Nuclear Regulatory Commission). JPMs shall not test only for simple recall or memorization.

3. \_\_\_ Be designed as either senior reactor operator (SRO)‑only, reactor operator (RO)/SRO, or auxiliary operator/RO/SRO.

4. Include the following, as applicable:

a. \_\_\_ task standard

b. \_\_\_ initial conditions

c. \_\_\_ initiating cues

d. \_\_\_ references and tools, including associated procedures

e. \_\_\_ validated time limits (average time allowed for completion) and specific designation of those JPMs that are deemed to be time critical by the facility licensee operations department

f. \_\_\_ operationally important specific performance criteria that include:

(1) \_\_\_ expected actions with exact control and indication nomenclature and criteria (e.g., switch position and meter reading), even if the procedural step does not specify these criteria

(2) \_\_\_ system response and other cues that are complete and correct so that the examiner can properly cue the applicant, if asked

(3) \_\_\_ statements describing important observations that the applicant should make

(4) \_\_\_ identification of critical steps

(5) \_\_\_ restrictions on the sequence of steps

g. \_\_\_ termination criteria