



**UNITED STATES  
NUCLEAR REGULATORY COMMISSION  
WASHINGTON, DC 20555 - 0001**

October 14, 2003

MEMORANDUM TO: John W. Craig, Associate Director  
for Inspection and Programs  
Office of Nuclear Reactor Regulation  
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FROM: Bruce A. Boger, Director  
Division of Inspection Program Management  
Office of Nuclear Reactor Regulation

SUBJECT: SUMMARY OF THE ANNUAL NRC/INPO COORDINATION  
MEETING ON TRAINING-RELATED ISSUES

On August 8, 2003, a periodic public NRC/Institute of Nuclear Power Operations (INPO) coordination meeting on training-related issues was held at the INPO Headquarters, Marietta, Georgia. Such meetings are conducted in accordance with the NRC/INPO Memorandum of Agreement dated December 24, 1996. The purpose of the meeting was to discuss items of mutual interest concerning INPO's training program accreditation process. Participants included representatives of the NRC's Division of Inspection Program Management, NRC regional Branch Chiefs with responsibility for operator licensing, and INPO's Training and Accreditation Division. The list of meeting attendees is provided as Attachment 1. The meeting agenda is provided as Attachment 2. A summary of the discussions related to key agenda topics covered during the meeting follows.

### **Welcome and Opening Remarks**

Introductions of the NRC/INPO personnel present were conducted. NRC/INPO provided opening remarks. As part of the opening remarks, INPO discussed the proposed accreditation improvement initiatives.

### **Update/feedback on Changes to the Accreditation Process**

INPO presented an overview of the changes to the accreditation process and provided feedback on their experiences to date. The original eight accreditation objectives have been revised such that all of the objectives and criteria are now contained in five accreditation objectives with no reduction in accreditation requirements. This was accomplished, in part, by combining the individual objectives for conduct of classroom training, laboratory and in-plant training, and simulator training into one objective. In addition, the four

Contact: Rick Pelton, NRR/DIPM/IROB  
301-415-1028

objectives for program content, organization of training, development of training staff, and analysis, design and development of training were reorganized into three objectives. A new sixth objective looks at the financial and operational impact training has on plant performance. The accreditation process continues to embrace the elements of self-assessment, program review by the accreditation team, and review and decision by the National Nuclear Accrediting Board. As always, all accreditation objectives must be met to renew accreditation. The new objectives and criteria should be declared final by the end of the year. INPO is currently analyzing feedback from INPO personnel and peers to determine if additional refinements to the process are needed. To date, comments have been positive.

Other changes to the accreditation process include reformatting the Accreditation Self-Evaluation Report (ASER). Reformatting the ASER requires the evaluation of different types of programmatic information to reach final conclusions. In addition, the composition of the Accreditation Teams has been enhanced to increase the experience requirements of industry peer evaluators and by the addition of a senior industry advisor, usually a Training Manager, to each team.

INPO also discussed the proposed process to be followed for the site-specific accreditation of facilities that use corporate-wide, standardized training programs. This process would be followed for multi-site team visits to operators of multiple facilities, e.g., Exelon Nuclear and Dominion Generation.

INPO informed the NRC that the guideline for the Engineering Support accredited program has been modified to increase attention to human performance and to emphasize the flexibility allowed by the program guidance.

### **Feedback from Board Observers**

The NRC discussed the comments of NRC observers to the National Nuclear Accrediting Board. Overall, comments have been positive. Examples of observer comments include: the review is focused on accreditation objectives; there was a rigorous review of objectives; the team report was concise and focused; the depth, scope, and method of questioning was impressive; and there were strong lines of questioning. One observer expressed concern that a Board member asked about the public ramifications for a utility in the event the Board made an adverse accreditation decision. The NRC cautioned that Board members should not allow outside influences to affect their decisions. INPO assured the NRC that Board members are sensitized to make their decision based on the facts, regardless of the outcome. INPO has not seen any indication nor does it have any concern that Board members have allowed such outside influences to affect their decisions.

### **Influence of the Training Process on Safety Culture**

There was a brief discussion on the influence of the training process on safety culture. NRC discussed their activities and INSAG-15, "Key Factors in Strengthening Safety Culture." INPO described their activities which include distribution of an SOER, in-house seminars that include discussions on safety culture, and improved training materials to more clearly reinforce safety culture.

### **Plant Evaluation Improvement Initiative**

INPO described the changes to the Plant Evaluation process. The new process was implemented starting in April, 2003, and relies on an additional in-office evaluation and analysis of data. The new Plant Evaluation process is still being refined based on input from industry peers and INPO personnel. The new program is designed to provide greater insight into the facility, increased flexibility for the team, a sharper focus on Operational Excellence, and to reduce licensee and INPO burden.

### **Regulatory Issues**

The NRC discussed proposed changes to the Generic Fundamentals Examination, the Operator Requalification Human Performance Significance Determination Process, operator licensing requalification and simulator inspections, and operator licensing initial examinations. NRC also discussed Revision 9 to NUREG-1021, "Operator Licensing Examination Standards for Power Reactors."

NRC and INPO discussed SECY-03-0038, "Annual Status Report for FY 2002 on the Administration of the NRC's Requalification Program and the Results of Initial Operator Licensing Examinations," and the training and retraining of Senior Operators Limited to Fuel Handling.

### **Eligibility**

NRC and INPO discussed eligibility criteria necessary to take the NRC initial operator licensing examination, specifically experience equivalence for individuals qualified as Chief Reactor Watch. NRC also discussed the modifications made to NRC Form 398, "Personal Qualification Statement – Licensee," and degree equivalence standards for instant Senior Reactor Operator candidates.

### **National Question Bank**

NRC Region II discussed its usage of the National Question Bank for the development of operator licensing examinations.

No other items were discussed. The meeting was adjourned at approximately 3:00 p.m.

Attachments: As stated

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DISTRIBUTION: r/f IOHS R. Pelton D. Trimble W. Beckner Ridsnrrdipm

**ACCESSION #: ML032690117**

**\* See previous concurrence**

OFFICE	IOHS/IROB/DIPM*	IOHS/IROB/DIPM*	IROB/DIPM/NRR*	D/DIPM/NRR
NAME	RPelton:klr	DTrimble	WBeckner	BBoger
DATE	9/26/03	09/26/03	10/01/03	10/14/03

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## **ATTENDEES**

### **INPO-NRC Coordination Meeting, August 8, 2003**

#### **Institute of Nuclear Power Operations**

Phil McCullough, Vice President, Training and Accreditation  
Sam Newton, Manager, Accreditation  
Kent Hamlin, Manager, Performance Improvement and Learning  
Brian O'Donnell, Assistant Manager, Performance Improvement and Learning  
Charlie Brooks, Staff Assistant, Office of the President  
Mike Evans, President and Chief Executive Officer

#### **Nuclear Regulatory Commission**

Bruce Boger, Director, Division of Inspection Program Management, NRR  
Dave Trimble, Chief, Operator Licensing and Human Performance Section, NRR  
Rich Conte, Chief, Operational Safety Branch, RI  
Mike Ernstes, Chief, Operator Licensing and Human Performance Branch, RII  
Roger Lanksbury, Chief, Operations Branch, RIII  
Fred Guenther, Senior Reactor Engineer, NRR  
John Munro, Senior Reactor Engineer, NRR  
George Usova, Training and Assessment Specialist, NRR  
Richard Pelton, Training and Assessment Specialist, NRR  
June Cai, Human Factors Analyst, NRR  
Don Jackson, Licensed Examiner, RI

**AGENDA**  
**INPO-NRC Coordination Meeting, August 8, 2003**

	<b>Topic</b>	<b>Lead</b>
0800	Welcome and Opening Remarks	INPO/NRC
0820	Update/feedback on Changes to the Accreditation Process	INPO
	Status of Transition to the New Accreditation Objectives	
	Evaluation Common Training Programs on a Fleet Basis	
	Engineering Support Program - Update	
0945	Feedback from Board Observers	NRC
1030	Influence of the Training Process on Safety Culture	INPO/NRC
1115	Security Officer Training/NRC Training Orders	INPO NRC
1200	Regulatory Issues	NRC
	Results of requalification/simulator inspections	
	Initial licensed operator exams	
	Senior Operators Limited to Fuel Handling (LSRO) training and reactivation	
	Revision 9 update; Generic Fundamentals Examination (GFES) shelf life	
	Requalification Examination overlap and IP 71111.11	
	Annual Requalification Status Report	
1340	National Exam Bank	NRC/INPO
	Status	
	Usage	
1430	Plant Evaluation Improvement Initiative	INPO
	Shift from Training to Performance Improvement	
1510	Closing Remarks	INPO/NRC
1515	Adjourn	