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1.0 PURPOSE

The goal of the operator requalification program is to enhance nuclear plant safety and reliability by maintaining a high level of skill and knowledge in licensed senior operators and licensed operators.

To achieve this goal, the operator requalification program is designed to be sufficiently broad in scope to review areas of knowledge necessary for safe plant operation and flexible enough to cover recent operating experience and operational changes so that proficiency can be enhanced and operational safety maintained.

The TMI-2 accident has caused unique plant conditions to exist. These conditions change rapidly as the recovery program progresses. The requalification program is written with this in mind. Some elements of an operating reactor's training program are not applicable at TMI-2. Due to the present status of the plant the requalification program is specifically tailored to meet its needs and does not reflect a training program designed for a cold shutdown plant preparatory to full operation. As such, program content and requirements are significantly different than any previous program.

The requalification program described in this document is implemented utilizing four interrelated segments. These segments are:

- 1. Pre-planned Lecture Series
- 2. Skills Training and Evaluation
- 3. Operational Review Program
- 4. Annual Examination and Evaluation

Each program segment is described separately. The operator requalification program is to be conducted on a cyclic basis so that all program requirements are completed in a period not to exceed two years.

Successive requalification programs are to be conducted on a schedule enabling a continuing program to exist.

The operator requalification program is to be established with fixed performance standards and specified remedial training requirements in the event of deficiencies occurring. The program training materials, performance results and records are to be maintained in a fully auditable manner.

Guidelines pertaining to the duration of training in the requalification program are estimates, and not guidelines, of the time for retraining of licensed personnel. The training sessions covering special nuclear plant operating situations or significant nuclear industry operating experiences may result in adjustments to these estimates. The duration of training

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may also be adjusted as appropriate to assure that the performance of license holders meets or exceeds established standards.

2.0 SCOPE/APPLICABILITY

This procedure applies to all Licensed Operators and Licensed Senior Operators as defined herein.

Newly licensed individuals shall enter the requalification program and participate in the annual program cycle upon receipt of their license. Newly licensed individuals successfully completing their NRC examination (license date) less than three (3) months prior to annual requalification examination may be exempted from taking the current annual written and oral examination.

3.0 DEFINITIONS

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The definitions given below are of a restricted nature for the purpose of this program.

- 3.1 Drill A supervised training exercise conducted in a work environment for the purpose of developing and maintaining skills required to cope with plant abnormal/emergency conditions and including an evaluation of performance.
- 3.2 <u>Contact Hour of Instruction</u> A one hour period in which the course instructor is present or immediately available for instructing or assisting students: lectures, seminars, discussions, problem solving sessions, and examinations are considered contact periods under this definition.
- 3.3 Licensed Operator (RO) Any individual who possesses an NRC operator's license pursuant to Title 10, Code of Federal Regulations, Part 55, "Operators' Licenses."
- 3.4 Licensed Senior Operator (SRO) Any individual who possesses a NRC senior operator's license pursuant to Title 10, Code of Federal Regulations, Part 55, "Operators' Licenses."
 3.5 Annual As referred to in the operator regualification program, is
- 3.5 <u>Annual</u> As referred to in the operator requalification program, is twelve (12) months, not to exceed fifteen (15) months, in order to accomodate plant operations. March 1, and subsequent anniversaries of this date, will be considered the starting date of each annual cycle of requalification program operation.
- 3.6 <u>Shall, Should, and May</u> The word "shall" is used to denote a requirement; the word "should" to denote a recommendation; and the word "may" to denote permission neither a requirement nor a recommendation.
- 3.7 Instructor A qualified instructor from the Operator Training Section of the Training Department, or a "guest" instructor whose expertise in a specific subject area, e.g. a system engineer, has resulted in his assignment, approved by the Operator Training Manager or Manager, Plant Training to present material on that subject area.

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3.8	License Holder -	An individual holder of an NRC Ope	erator or Senior
3.8	Operator license Approval - Verba specified.	approval is authorized unless wri	tten approval is
4.0 RESPO	NSIBILITIES		
4.1	An Instructor	icensed Operator Training is respon	nsible for:
	a. Developin examinati	g course outlines, lesson plans, an ons for the licensed operator requa	alification
	b. Conductin requalifi	g instruction in the licensed opera cation program.	itor
4.2	Supervisor, Lice	nsed Operator Training is responsib	ble for:
	a. Operation 7,2,2)	al Proficiency Lecture Series. (Se	ections 7.2.1 and
	b. Oesignati	ng those abnormal and emergency pro	ocedures to be the
	basis of	the quiz questions for each six wee	eks' cycle such
	that all bienniall	abnormal and emergency procedures a v (Section 7.2.6)	ire tested
	c. Preparing	notification for plant management	and the Director.
	TMI-2 of (Section	unsatisfactory quiz results from th 7.2.6)	ne lecture series.
	d. Designati	ng individuals to conduct overall e	evaluation of the
	annual le	cture series and resolving problems	s described in
	e. Reviewing	plant drill critiques and initiati	ing additions or
	modificat	ions to training programs to correct	ct performance
	deficienc	ies noted. (Section 7.3.3)	
	f. Ensuring	performance evaluations are conduct	ted during drill
	a. Prenaring	notification for plant management	and the Director
	TMI-2 of (Section	unsatisfactory skills training part 7.3.4)	ticipation.
	h. Determini	ng expanded coverage of plant desig	gn changes,
	equipment	modifications, procedure changes,	and technical
	specifica Series.	tion changes in the Operational Pro	oficiency Lec re
	i. Ensuring	the review of the annual written or	xamination, answer
	key and o	rading system, and review of the or	raded examination
	for gradi	ng techniques and consistency. (Se	ection 7.5.1)
	j. Designati	ng personnel to review and update 1	the examination
	question	TILE. (Section /.5.1)	hadula
	K. Establish (Section	7.5.2)	neou re.
	1. Designati (Section	ng personnel to conduct oral examin 7.5.2)	nations.
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	m. Identify	ing significant license performance de	eficiencies
	requirin 7.6.1)	ig accelerated requalification programs	s. (Section
	n. Formulat and desi examinat	ing individual accelerated requalification gnating individuals to conduct the ass ions. (Section 7.6.1)	ation programs sociated
Sec. 1	o. Preparin	g recommendations to plant management	and the
	Director	, IMI-2 regarding the removal from 110	censed duties or
	individu	als failing to meet the standards of	the accelerated
	requalif	ication program. (Section 7.6.1)	
	p. Designat	ing ligensed SRO's to conduct oral exactly and the second se	aminations for
	(Section	17.6.2)	ve status.
	q. Conducti	ng an annual requalification program	review and
	evaluati	on, submitting a report on this review	w, and taking
4 3	COFFECTI Operator Traini	ve action where necessary. (Section	/./)
4.5	a. Approvin	ig the scope of the Fundamentals Review	w and Operational
	Proficie	ncy Lecture Series. (Sections 7.2.1	and 7.2.2)
	b. Approvin	ig scheduling and appearance of "Guest	"lecturers.
	C. Designat	ing personnel to evaluate selected le	cture series
	training	sessions. (Section 7.2.6)	
	d. Reviewin	g Industrial Experience Review, repea	ted personnel
	errors,	or other indicators of degraded profile	clency and 2 6)
	e. Approvin	g the annual written examination, ans	werkey, and
	grading be appoi	system as required. (Section 7.5.1) nted for this responsibility.	A designee may
	f. Approvin 7.6.1)	g accelerated requalification program	s. (Section
	g. Specify,	in conjunction with the Manager, Pla	nt Operations,
	integrat	ing the information into the training	program.
	(Section	7.4.2)	
	h. Specifyi	ng changes and modifications to be an	alyzed for review
	f. Establis	hing the regualification program reco	rds identified in
	Section	7.8.	
	j. Ensuring	all requirements in references liste	d in Section 5.0
4.4	Manager, Plant	Training is responsible for:	
	a. Designat	ing personnel to evaluate selected le	cture series
	training	sessions. (Section 7.2.6)	- Aba baada
	D. Lertifyi principl	ng the qualification of instructors of es trainer. (Section 7.3.2)	n the Dasic
		5.0	

Licen 4.5	c. Ensuring identifi Manager, Plant a. Providin presente Proficie b. Approvin (Section c. Approvin and addi result o d. Reviewin degraded training e. Establis review d	qualification Program - Unit 2 that the Training Department m ed in Section 7.8. Operations is responsible for: g inputs to the Training Depart d in the Fundamentals Review an ncy Lecture Series. (Section 7 g absences of licensed personne 7.2.4) g Plant Drill Scenerios, the co tions or modifications to train f drill critiques. (Section 7. g repeated personnel errors or proficiency and initiating or	Revision No. 2-00 aintains the records ment on topics to be ad Operational 2.1 and 7.2.2) from lecture series. induct of plant drills ing programs as a 3.3)
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	training e. Establis review d		requesting appropriate
	e. Establis review d	. (Section 7.2.6)	
		ocumented plant design changes,	, equipment
	modifica	tions, procedure changes and te	chnical specification
	cnanges, analyzed	. and ensuring the changes and mod	censed personnel review
	the sele	cted information in a timely ma	inner. (Section 7.4.1)
	t. Establis review o	perating experience from TMI ar	it licensed personnel id applicable segments
	of the n	uclear industry and ensuring th	nat on-shift licensed
	personne (Section	7.4.2) Designating operating	experience to be
	included	in requalification training.	
	g. Approvin required	g the annual written examination. (Section 7.5.2) A designee	n, and answer key, as may be appointed for
	h. Provide	input for and assist in the and (Section 7.5.2.)	nual oral examination
	i. Identify	ing significant licensed perfor	mance deficiencies
	requirin 7.3.1)	g accelerated requalification p	programs. (Section
	j. Reviewin 7.6.1)	g accelerated requalification p	programs. (Section
	k. Approvin those in (Section	g SRO's designated to conduct o dividuals failing to maintain a 7.6.2)	oral examinations for an active status.
	1. Implemen	ting the operational review pro	ogram (Section 7.4)
4.6	m. Maintair	operational review series docu	umentation.
4.0	a. Approve	waivers for annual written examinations (7	ninations (section
	b. Waive wa	tchstanding requirements as out	tlined in 7.3.5.

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 S.3 WUREG 0737. Enclosure 3, "Clarification of TML Action Plan Requirements." 5.4 ANS 18.1, 1971, "Selection and Training of Nuclear Power Plants Personnel." 5.5 6212-ADM-2611.03 Senior Reactor Operator Replacement Training Program, Unit 11. 5.6 6212-ADM-2611.02 Replacement Operator Training Program, Unit 2. 5.7 6210-ADM-2604.01 Control of Examinations for Units 1 and 2. 5.8 6200-ADM-2600.01 Control of Examinations. 6.0 ATTACHMENTS 6.1 Appendix A, "Record of Reactivity Manipulations." 6.2 Appendix B, "Off-Shift Licensed Operator Watchstanding Documentation." 7.0 PROGRAM DESCRIPTION 7.1 Objectives The Requalification Program objectives are to: 1) Maintain nuclear plant operational safety and reliability. 2) Assure that licensed personnel maintain the high level of skill and knowledge required to accomplish routine and emergency duties. 3) Establish a system for evaluating and documenting proficiency and competency of license holders. 7.2 Pre-Planned Lecture Series The operator requalification program includes pre-planned training sessions conducted on a regular and continuing basis. The sessions include two types of lecture series 7.2.1 Fundamentals Review Lecture Series 7.3.2 Fundamentals Review Lecture	5.1	O CFR 55, Append	ix A, "Operators' Licenses."	f Peactor Operators
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 5.6 6212-ADM-2611.02 Replacement Operator Training Program, Unit 2. 5.7 6210-ADM-2604.01 Control of Examinations for Units 1 and 2. 5.8 6200-ADM-2600.01 Control of Examinations. 6.0 ATTACHMENTS 6.1 Appendix A, "Record of Reactivity Manipulations." 6.2 Appendix B, "Off-Shift Licensed Operator Watchstanding Documentation." 7.0 PROGRAM DESCRIPTION 7.1 Objectives The Requalification Program objectives are to: Maintain nuclear plant operational safety and reliability. 2) Assure that licensed personnel maintain the high level of skill and knowledge required to accomplish routine and emergency duties. 3) Establish a system for evaluating and documenting proficiency and competency of license holders. 7.2 Pre-Planned Lecture Series The operator requalification program includes pre-planned training sessions conducted on a regular and continuing basis. The sessions include two types of lecture Series 7.2.1 Fundamentals Review Lecture topics are selected on an as-needed basis and shall include the following to be covered on an biennial basis: 	5.5	5212-ADM-2611.03 Program, Unit II.	Senior Reactor Operator Replacem	ent Training
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fundamentals. A. <u>Lecture Series Topics</u> The Fundamentals Review lecture topics are selected on an as-needed basis and shall include the following to be covered on an biennial basis:		ine tr knowle	dge required of a licensed holde	areas in which the er encompasses plant
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to be covered on an biennial basis:		1	n an as-needed basis and shall i	include the following
		t	o be covered on an biennial basi	Is:

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A mor be in react opera B. 7.2.2 <u>Operation</u> The O which A.	 Theory and Reactor Principles on highly borated and shutdown reating this area is to be on subcriand excludes startup and power 2. Heat Transfer, Fluid Flow, and 3. Features of Facility Design inconstructions of Facility Design inconstructions of Facility Design inconstructions including Expecteduipment Failure. Plant Instrumentation and Control Radiation Control and Safety. Plant Instrumentation and Control Federal Regulations. Fuel Handling and Core Paramete end statistic Statistics in the replacement of the specific multiple specific multiple specific methods. Fuel Handling and Core Paramete end statistics addressed in the replaceme or operators reference 5.6, and senitors, reference 5.6.5. Lecture Series Topic Selection The topics presented in the Fundamen series should reflect the general reannual examinations and performance personnel as evaluated by the Manage Operations and the Site Operators Discope of the lecture series is deter Supervisor, Licensed Operator Training Manager. To coverage in each topic should reflect deficiencies identified by the annua and plant status. Proficiency Lecture Series is deters involve essential plant operational Topics The Operational Proficiency lecture selected to ensure coverage of essen operational Proficiency lecture selected to ensure coverage of essen operational requirements and to ensurchanges and experiences are integrat individual's training. The lecture include the following: Normal, Abnormal, and Emergency Procedures and changes thereto. Administrative Procedures and cance and cance and cance and cances the procedures and cances thereto. 	f Operation of a ctor. Emphasis tical operations operations. Thermodynamics. luding Plant ating ted Response to ol Systems. , Chapter I, Code rs. aterial that may nt program for or reactor tals Review sults of the of the licensed r, Plant firector. The mined by the ng and approved he depth of t typical l examinations topics are tial plant re operational ed into licensed topics should Operating cense changes. hanges thereto.
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- Major Operational Evolutions.
- 5) Operating History and Problems.
- 6) Related Nuclear Industry Operating Experience.
- Mitigation of Accidents Involving a Degraded Core.
- B. Topic Selection

The topics presented in the Operational Proficiency Series include all the topics listed in Section 7.2.2.A. The scope of the lecture series is determined by the Supervisor, Licensed Operator Training and the Operator Training Manager taking into account the Manager, Plant Operation's and the Site Operations Director's inputs. The depth of the coverage in each topic should reflect the knowledge required of the Licensed Senior Operator for the condition of the plant. All topics shall be presented on a biennial basis. All Abnormal and Emergency Procedures shall be covered on a biennial basis.

7.2.3 Schedule

The Pre-planned Lecture Series shall be scheduled to be completed on a biennial basis. Lectures may be deferred due to unanticipated events, but should be conducted as soon as practicable thereafter and within the annual cycle. The lecture series shall be held on a continuing basis with a weekly schedule of lectures designed to be repeated for each shift when that shift is designated for its training week. The program and schedule will be consistant with unit operations or projected simulator and/or research reactor time. Scheduling shall be made to involve approximately 200 contact hours of instruction divided among the program topics and throughout the year. Records of the topics covered in each session shall be maintained by the Training Department.

7.2.4 Attendance Requirements

Attendance of all licensed personnel shall be recorded. Absences should be approved in writing by the Manager, Plant Operations or the Site Operations Director, Unit 2, and should be limited to one training week per year. The individual absent from training is responsible for the content of the material presented and shall take the quiz. Additional absences shall result in an individual being removed from licensed duties at the time absenteeism reaches 50% of yearly contact hours and placed in an accelerated requalification program until such time as the missed material is made up.

Administrative Rahal Ott2/200-2011. Title Revision No. Licensed Operator Regulification Program - Unit 2 2-00 7.2.5 Training Methods 2-00 7.2.6 Training Methods 2-00 7.2.7 Training Methods 2-00 7.2.8 The pre-planned lecture series consists of training session supported by prepared lesson plans that have been reviewed by the Supervisor, Licensed Operator Training and approved by the Supervisor, Licensed Operator Training Content Records and stating the presentation Procedures. The incorporation of training diss such as trainee handouts, films, Slide, models, transparencies, and videotape presentations is encouraged. The Training Content Record shall become the reference source for the objectives covered during the lecture. In the event that videotape or film presentations, or computer-based instruction are used, an instructor shall be available to embellish, explain, or emphasize the presentation and to respond to any questions or comments from the traines. Such training will be supported by an approved Training Content Record in lieu of an approved Ireining Content Record in lieu of an approved Ir	Nuclear	TMI Training Department	Number
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1.2.0 1.2.1 Training Methods 1.2.2 Training Methods A.2.5 Training Methods A.2.6 Curve Presentation Consists of training sessions supported by prepared lesson plans that have been eviewed by the Supervisor, Licensed Operator Training Anager. A. Lecture Presentation The rescentation of training actions that have been eviewed by the Supervisor, Licensed Operator Training Methods. A. Lecture Presentation The rescentation of training actions that have been eviewed by the Operator Training Manager. A. Lecture Presentation of training actions is encouraged. The Training Content Record shall become the reference source for the objectives covered during the lecture. In the event that videotape or film presentations, or computer-based instruction are used, an instructor shall be available to embellish, explain, or emphasize the presentation and to respond to any questions or comments from the traines. Such ot an instructor shall be available to embellish, esplain, or emphasize the prevent lecture from the traines. Such ot any supervised by an approved Training Content Record in lieu of an approved liesense holders an opportunity to reinforce the lecture series learning experience and to study new or additional materials. While individual self-study is encouraged, it should not be substituted for instructor training sessions conducted as part of the overall lecture series, and effectiveness of the overall lecture series, and effectiveness of the overall lectures, and effectiveness of the completion of a group of lectures, a written quiz of trainee knowledge shall be administered. The quiz shall be based objectives covered during the lecture series is shall be administered. The quiz shall be based objectives covered during the lecture shall be administered. The quiz shall be based objectives covered during the lecture shall be administered. The quiz shall be based objectives covered during the lecture shall be administered. The quiz shall be complexion in the lect	Title		Healsion No.
<text><text><text><text><text><text><text></text></text></text></text></text></text></text>	Licensed Operator Rec	pualification Program - Unit 2	2-00
	7.2.5 <u>Training</u> The revie appro A. B. 7.2.6 <u>Evaluation</u> The review the constru- A.	Methods pre-planned lecture series consists of level by the Supervisor, Licensed Oper- by the Operator Training Manager- Lecture Presentation For each training session in the lec- lesson plan shall be prepared, revie in accordance with applicable Training Procedures. The incorporation of tr as trainee handouts, films, slides, transparencies, and videotape preser- encouraged. The Training Content Re- encouraged. The Training Content Re- the reference source for the objecti- during the lecture. In the event the film presentations, or computer-based used, an instructor shall be availad explain, or emphasize the presentati- to any questions or comments from the training will be supported by an app Content Record in lieu of an approve Study Periods Study periods are scheduled in conju- Pre-Planned Lecture Series to provide holders an opportunity to reinforce series learning experience and to si- additional materials. While individent encouraged, it should not be substi- instructor training sessions conduced Pre-planned Lecture Series. The exture series shall be evaluated by ations of the trainee's knowledge, or by ations of the trainee's knowledge, or by ations of the trainee's knowledge, or by ations of the trainee's knowledge, or precture series Quiz After each week of lectures, all trainstration During or at the completion of lectures, a written quiz of trainstration During or at the completion of lecture topics covered during the lecture topics covered duri	of training ans that have been rator Training and r. ture series, a ewed, and approved ing Department raining aids such models, ntations is ecord shall become ives covered hat videotape or ed instruction are ble to embellish, fon and to respond he trainees. Such proved Training ed lesson plan. unction with the de licensed the lecture tudy new or dual self-study is tuted for ted as part of the conducting effectiveness of eness of the ainees shall take g the lecture a group of ainee knowledge iz shall be based sson plan lectures. All the training by questions in questions shall be

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B.	 included from selected abnormal procedures as designated by the Licensed Operator Training. A v question types may be used, but requiring analysis or detailed d should predominate. Quizzes sha in accordance with Reference 5.8 Quiz Standards Quiz Standards Quizzes shall be evaluated and a determined for each trainee. A standard of 60% is established f quiz. License holders who do no perfo ance standard should compreview process within seven (7) of: a) Review of the training sess associated with identified deficiencies. b) Review of associated reference 5.8 c) Answering written or oral of determine satisfactory know taking a second quiz. d) Administration of a second least the identified knowle deficiencies. If the secon completed satisfactorily, tholder receives credit for the required lecture. If the secon solvents with copies to the Operations with copies to the Operations with copies to the Training shall notify the M operations with copies to the Thi-2, via the Operator Training evaluation results and proverecommendation regarding the removal from licensed dutie into an accelerated requalities of this evaluation should be subsequent requalification training. 	and emergency Supervisor ariety of questions iscussions 11 be prepared and 5.9. grade performance or a written t meet this lete a remedial weeks consisting ion material knowledge nce material r. uestions to ledge prior to quiz covering at dge d quiz is he license completion of he second quiz icensed Operator anager, Plant he Site Director, ining Manager of the ide a e trainee's s and entrance fication program es should be lant Operations, Training. The factored into

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7.3 Skills Training In order to main associated with procedures, each and varied plant demonstrate open activities: 1) React 2) Nucle 3) Plant To maintain these manipulate the of manipulate or act Training to ach training exercise 7.3.1 <u>Reactivit</u> Durin holde contu	 Evaluation Program - Unit 2 Evaluation An overall evaluation of the leshould be conducted on at least basis. The evaluation should e instructor skills, training mat presentation techniques, quiz t classroom facilities. This eva conducted by the Supervisor, Lic Training or his designee, and s input from the trainees, Manage Operations, and the program ins Significant problems should be resolved by the Supervisor, Lic Training and the Operator Train Presentation Evaluation Evaluation Evaluation of selected lecture sessions shall be conducted per accordance with Training Depart The evaluations should be direc ensuring overall quality of ins should encompass instructor pre presentation techniques, and te of the lecture. Evaluation of lecture series tr Operations personnel is encoura and Evaluation the nuclear plant systems, controls, n licensed individual shall participat evolutions. Each licensed individurational proficiency by participating setting. Jicensed operators shall a controls while licensed senior operatively supervise manipulations of the leve proficiency should be planned so ses are repeated until proficiency is <u>ty Manipulations</u> the two year term of the NRC licener shall participate in a variety of rol manipulations and plant evolution Reactivity Manipulations 	cture series an annual ncompass the erials, echniques, and luation should be censed Operator hould consider r, Plant tructors. identified and ensed Operator ing Manager. series training iodically in ment Procedures. ted toward truction and paration, chnical content aining by ged. nd familiarity and operational te in frequent al shall in the following or Exercises ctually ors may either e controls. that skills demonstrated. se, each license reactivity S. le Island, Unit prescribed by the isfying the

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	requirements of 10CFR55, Appendix A, the following is a list of appropriat which shall be completed by the lice Three Mile Island Unit 2. The manip accomplished by the use of a simulations are actor. The manipulations are desi- the necessity for a focused awareness conditions and potential operations of peculiar to the TMI 2 status. Contro- shall total ten with at least one fi- one through three below performed and 1. Perform reactivity additions to observed effects of subcritical 2. Perform reactivity manipulation feedback from nuclear heat duri 3. Perform operations which demons effects of fuel displacement in multiplication and observed effects Instrumentation. Each operator record of control manipulations Appendix A. Plant Drill Program On an annual basis, each licensed in participate in training exercises co following plant abnormal/emergency co the plant drill program: 1. Unanticipated Criticality 2. Loss of cooling including: a. Significant steam generato b. Large and small leaks of t Coolant System (including determination) 3. Control room inaccessibility 4. EPICOR II System Malfunctions 5. Submerged Demineralizer System On a two-year cycle basis, each lice shall participate in training exerci following plant abnormal/emergency co dat a nuclear power simulator or duri drill program. Other drills based o conditions may be run in addition to drills on an as needed basis. 1. Loss of Source Range Indication 2. Loss of RCS Temperature Indication 3.	paragraph 3a., te manipulations hsed operators at lations may be or or research gned to emphasize s of the unique which are ol manipulations rom categories nually. demonstrate the multiplication. s to observe ng startup. trates the subcritical ects on Nuclear shall maintain a in the format on dividual shall vering the onditions during r leaks he Reactor leak rate Malfunctions nsed individual ses covering the onditions either ng the plant n current plant the below listed or Level ion

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7.3.2 Nuclear P Simulator A nuc licens and to condi provid princ syster condit the Bi traine reacto device licens instru- espect condit struct device Durine should report proces basic sessic Large is in rotat: nuclea at lea traine traine traine traine critic be con Lectur traine	Ant Simulator/Basic Principles Tra (Research Reactor Exercises) lear plant simulator provides a mea- bed individuals to conduct normal pro- cope with nuclear plant transient tions. The Basic Principles Training tes a means of training licensed in ples of nuclear plant operation, for operation under steady-state and tions. The main difference between T is size and complexity of contro- tes can conduct many of the same ev- ber and plant startups and shutdownses. A research reactor provides a sed individuals on reactor and nuclementation operation under various ally valuable in training on subcr tions. Licensed individuals shall tured training program utilizing on is on an annual basis. The individual concept should groups should be split such that pro- the classroom and part on the training basis. Each licensed individual arg basis. Each licensed individual is twenty (20) hours of direct inter the sconducted at the device or in the individual to concept should groups should be split such that pro- the classroom and part on the training device training set twenty (20) hours of direct inter the sessions conducted in conjunction ng, covering topics designated in the individuations, Section 7.2. Plant Drill Program, Section 7.3.1 Demonstration of plant response to dentified from nuclear industry op- tors presenting simulator training the individue in accordance with applicab then the conduct training sessions the individue in accordance with applicab then the conduct training sessions	ining ns of training lant evolutions and accident ng Simulator dividuals on the ocusing on major transient the simulator and ls, in that olutions, such as , on both means of training ear conditions. It is itical participate in a te or more of these team concept al roles in ies, use of plant ations. During ctor training be utilized. part of the group ning device on a l should complete essions involving eraction with the ef post-evolution the classroom may raction session. n with BPT the Pre-planned ulfilling the manipulations, ould be considered .3.1 (A). (B). conditions erating experience. g sessions shall le Training Staff members ion that device.

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7.3.3 Plant D Pla ind con pla A.	<pre>111 Program Administration it drills provide a means of training viduals in responding to plant abnorm itions. License holders shall partic it drill program on an annual basis. Plant Drills On an annual basis each license hold participate in plant drills. Plant conducted so that each licensed indi participates in drills covering abno plant evolutions, Section 7.3.1 (8), adequately covered in the nuclear pl basic principles trainer or research program (Section 7.3.2). Participat drill involves either responding to or being an assigned monitor for obs response to a drill. Plant drills m to review or carry out actions requi abnormal/emergency plant conditions. are conducted with the approval of to Operations, on an individual or team involve: 1. Reviewing plant procedure steps 2. Identifying equipment control 1 functions. 3. Identifying expected plant inst alarm response. 5. Reviewing communications necess information or coordinate team 6. Identifying supplementary action mitigating results or causes of abnormal/emergency conditions. Plant Drill Scenarios Each plant drill must be carefully p monitored in order to ensure actual abnormal/emergency conditions are no initiated during the drill and in on individual or team response to the of Plant drills which include carrying planned in a prepared drill scenario approved by the Manager, Plant Opera scenario should include the followin 1. Purpose/objectives of the drill 2. Initial conditions 3. General description 4. Method of initiation</pre>	licensed al/emergency ipate in the er shall drills shall be vidual actively imal/emergency which are not ant simulator, reactor training ion in a plant drill conditions serving/evaluating may be structured red to respond to Plant drills the Manager, Plant basis and may constant and to stablish stable locations and trumentation and sary to gather actions. ons aimed at f plant blanned and of inadvertently reder to evaluate drill conditions. out actions are o, and shall be stions. The drill log:

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5. Precautions and limitations

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- Sequence of expected actions 6.
- 7. Point of termination/conditions under which the drill is to be secured
- 8. Final conditions
- 9. Monitors required/location

The drill performance should be evaluated and deficiencies identified. A drill critique should be held by the Senior Monitor with the drill participants. Deficiencies identified should be reviewed by the Supervisor, Licensed Operator Training. Additions or modifications to training programs required to correct performance deficiencies should be initiated by the Supervisor, Licensed Operator Training and/or the Manager. Plant Operations.

7.3.4 Skills Training Participation

In the event that skills training guidelines for participation in reactivity manipulations, Section 7.3.1 (A), or plant drills, Section 7.3.1 (B) and Section 7.3.3 (A), are not met, they should be scheduled and completed within twelve (12) weeks of the required period. If the requirements are not completed within the twelve (12) week period, the Supervisor, Licensed Operator Training shall notify plant management and the Director TMI-2 via the Operator Training Manager and the Manager, Plant Training and provide a recommendation regarding the license holders removal from licensed duties.

7.3.5 Watchstanding

In addition to meeting the requirements for participation noted above. licensed operators not assigned to a shift crew shall actively participate in control room operations a minimum of one shift per month. On shift licensed operators are not required to document watchstanding because a majority of their time is spent performing Licensed Operator duties. Licensed instructors from the Training Department staff and other operators not assigned to the Operations Department shall actively perform licensed duties a minimum of two shifts per month. This will be documented by completing Appendix B and forwarding it to the Training Department. Licensed duties performed while on shift shall be documented by using Appendix B. The following Off-Shift Licensed personnel are exempt from the requirements to perform licensed duties on shift while actively functioning in their normal

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Licensed Operator Rec posit requa 1) 2) Waive the O provi knowl in ov consi opera Based shall quart six s depen have Failu Inact The M the O remov prope accom The M Manag parti shall licen relat docum 7.4 Operational Revi The operational of selected oper guidance or equi continuing updat disseminating ne 7.4.1 Modificat A cor Plant plant chang chang chang chang	alification Program - Unit 2 ons in addition to participating in lification program: Site Operations Oirector Manager, Plant Operations rs of watchstanding requirements may puty Director for off shift licensed led the licensed operator (1) maintain edge of actual plant conditions and (1) reall plant operations on a periodic tent with level required of the lice cors and senior operators. on scheduled constraints, satisfactor be defined as meeting the requirement rely basis. If an individual has not oifts in the control room over a give ing on the applicable monthly requirement to do so shall result in his being ve Status Retraining program, Section mager, Plant Operations is responsilies to from shift in excess of two (2) month re skills training participation documon lished. mager, Plant Operations and the Opener re may approve substitution skills to interator Training Manager of those lide to skills training. The waivers since to skills training to requirement to skills training. The waivers since to skills training to requirement so to any program provides a system for tional experiences and changes to explain and confict personnel and established if Operations so licensed individuals to design changes, equipment modifications design changes, equipment modifications s and modifications should be analy; tation pertinent to the basis for the operational implications collected. ation should be formally transmitted duals with acknowledgement of review to the program for the set to the th	2-00 the be authorized by i personnel ns a current 2) participates basis to a depth ensed, on shift ory participation its on a spent three or en quarter rement, he shall ised shifts. placed in the on 7.6.2. De for notifying rensed personnel onths so that mentation may be rator Training raining bese waivers into account the its and how they hall be on-shift review disting operating im enables ishes a means of term basis. by the Manager, review documented lons, procedure es. Selected ted and changes and This it to all licensed or required. concifications

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licen Opera shoul with the u Opera perso manne equip speci Lectu Opera perso inter on-sh modif 7.4.2 <u>Operating</u> A con Plant exper nucle repor and i Selec shoul shall 1. 2. 3. 4. This licen revie all o a tim speci purpo requa of op Lectu Opera accid integ Princ 7.3.2	sed operator's shift operation. The tions and the Supervisor, Licensed d specify changes and modification: information for review transmitted rgency of the situation. The Mana- tions should ensure that all on-shi nnel review the selected information r. Expanded coverage of plant des- ment modifications, procedure chan- fication changes in the Operational re Series (Section 7.2.2) should b tor Training Manager. On-shift su nnel should provide guidance to on preting and reviewing changes and o ift discussion period to review ch ications is encouraged. <u>Experience Review</u> tinuing system shall be establishe Operations so licensed individual ience from TMI and from applicable ar industry. Selected operational table occurrences at the facility nformation pertinent to the event ted operational information from t d be analyzed. The following sour be considered: Licensee Event Reports Audit, evaluation, and inspection Publications and periodicals cover industry information NSAC/INPO Significant Event Report information should be formally tra sed individuals with required ackn w. The Manager, Plant Operations n-shift licensed personnel review ely manner. The Operator Training fy operating experience to be anal ses and applicable training conduc lification training or on shift. erating experience in the Operation information should be formally tra sed individuals with required ackn w. The Manager, Plant Operations n-shift licensed personnel review ely manner. The Operator Training fy operating experience to be anal ses and applicable training conduc lification training or on shift. erating experience in the Operation r Series (Section 7.2.2) should b tor Training Manager. Selected nu ent/transient situations shall be rated into the Nuclear Plant Simul iples Trainer, or Research Reactor) or the Plant Drill Program (Sect	he Manager, Plant Operator Training s to be analyzed, in accordance with ger, Plant ift licensed on in a timely ign changes, ges and technical l Proficiency e considered by the pervisory (SRO) -shift operators in modifications. An anges and d by the Manager, s review operating segments of the events and should be analyzed collected. he nuclear industry tes of information reports ing nuclear is nsmitted to all owledgement of should ensure that the information in Manager shall yzed for training t during Subsequent coverage nal Proficiency we considered by the clear plant analyzed and ator, Basic Exercises (Section fion 7.3.3).
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7.5 Annual Requalific As required by re- shall be given. holders prior to program cycle and examination. 7.5.1 <u>Annual Wri</u> An ann licens grante admini Manage A. W 1 1 2 3 4 4 5 6 7 8 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	ation Examinations ference 5.1 an annual requalification The annual examination shall be give the completion of each annual requates shall consist of an oral examination term term examination shall be added individuals. Waivers of exam red d based on participation in the examination process. Waivers are to be r, Plant Training and the Site Oper ritten Examination Content the written examination should contate uestions covering the following top . Theory and Principles of Operate Borated and Shutdown Reactor . Heat Transfer, Fluid Flow, and . Features of Facility Design . General and Specific Plant Oper . Plant Instrumentation and Control . Radiation Control and Safety . Plant Chemistry . Applicable Portions of Title 10 of Federal Regulations . Fuel Handling and Core Paramete 0. Technical Specifications 1. Administrative Procedures, Cond Limitations the topics shall be grouped into examinate content of categories shall reflect icensed operator exams. The examination topics shall be pro- tructured so that the level of quest onsistent with the individual's lice RO). . ritten Examination Administration the written examination should be pro- tructure enabling consistency of qui nimizing possible compromise of examination topic. . An examination question file is containing questions and answer examination topic. . Questions are formulated using for the requalification program include input from many sources	on examination en to all license lification on and a written ministered to all quirements may be mination e approved by the ations Director. in examination ics: ion of a Highly Thermodynamics ating Systems ol Systems , Chapter I, Code rs itions and mination The number and current NRC ation shall be tioning is ense level (RO or epared under a estioning and amination prior idelines should assembled s on each lesson objectives which should including:

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- a. Replacement RO and SRO training programs
- b. Requalification programs
- c. Plant documents such as technical specifications and procedures
- d. Previous examinations
- e. Manager, Plant Operations
- f. Operating experience
- Plant design changes and system modifications
- The examination should include a variety of question types, but questions requiring analysis and/or explanation should predominate.
- Questions and answers should be reviewed by the Supervisor, Licensed Operator Training prior to use.
- The Supervisor, Licensed Operator Training shall designate individuals to update the examination questions and answers file annually.

Personnel designated by the Operator Training Manager shall prepare the written examination(s) utilizing the examination question file. The number of different examinations prepared should be consistent with the GPUN Control of Examinations Procedure. The examination and answer key should be reviewed and approved by the Operator Training Manager or the Manager, Plant Operations or his designee prior to examination administration. The Operator Training Manager shall designate qualified personnel to grade the written examination and may review the graded examinations for grading techniques and consistency. The Supervisor, Licensed Operator Training should review the annual requalification exam for grading techniques, trends, and consistency.

C.

Examination Performance Standards A licensed individual receiving a grade of less than 70% in any examination category or an overall grade of less than 80% shall be relieved of his license duties and placed in an accelerated qualification program (Section 7.6.1). When a grade of less than 70% has been scored in a single section, the Director, TMI-2 may document the circumstances and authorize an oral and written reexamination of the failed section within one (1) week of grade issue. If the oral exam is completed safisfactorily and a grade of 80% or greater is scored on the written section, the individual may return to shift in a licensed status with the approval of the Director, TMI-2.

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Licensed Operator Req. 7.5.2 <u>Annual Ora</u> An ann licens A. B.	alification Program - Unit 2 al Examination wal oral examination shall be admin ied individuals. oral Examination Content the oral examination should contain iovering the following areas: . Licensed duties and responsible operating position corresponding individual's license level. . Actions in the event of abnormal . Actions in the event of emergent . Interpretation of instrumentate . Plant modifications. . Procedure changes. . Technical Specifications. . Emergency Plan. 0. Plant Operating history and pro- l. Related muclear industry operator . Related muclear industry operator . Related muclear industry operator . A checklist identifying the arris to be used. 2. Overall evaluation is made on . Comments on individual strengt are to be made. These comment reviewed with the licensed operator T is to be used. . Overall evaluation is made on . Comments on individual strengt are to be made. These comment reviewed with the licensed operator T is stablish the oral examination sche receiving input from the Manager, P Personnel assigned to conduct an or shall be designated by the Supervisor completion of the oral examination conducted by a Licensed Senior Oper Certified Senior Operator Insuructor examination should be structured so examination time of two (2) hours o appropriate. The oral examination sessions conducted in the plant con opant areas occupied by individuals directed by the licensed operator. . Examination requirements may be gra tanager, Plant Training and the Sit	2-00 nistered to all questions lities of the ng to the al conditions. ncy conditions. ion responses. esponse. oblems. ting experiences. cted under a uestioning and es apply. eas to be covered a pass/fail basis. hs and weaknesses s shall be rator at the raining shall dule after lant Operations. al evaluation or, Licensed he Operator s shall be ator or a r. Each oral that an r more is should involve trol room and in whose actions are Waivers of oral inted by the e Operations.
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C. 7.6 Special Retraini Specific retrain to upgrade or re 7.6.1 <u>Accelerat</u> The a indiv assig A. B.	examination. Examination Performance Standards A failing overall oral examination gr require the licensed individual to be his license duties and be placed in a requalification program (Section 7.6. ng Programs ing programs for licensed individuals fresh knowledge and skills related to ed Requalification Program ccelerated requalification program is iduals having identified deficiencies rment to a special retraining effort. Required Attendance Licensed individuals meeting one or m following criteria shall be assigned accelerated requalification program: 1. Annual requalification oral exam performance deficiencies per Sect 3. Pre-planned lecture series quiz deficiencies per Section 7.2.6 (4. Significant licensed duty perfor deficiencies identified by the M Operations and/or the Supervisor Operator Training. Program Content The accelerated requalification program is specifically structured to upgrade skills identified as deficient. Exam categories and areas in which perform were not met shall be covered in the Supervisor, Licensed Operator Trainin responsible for formulating individual requalification programs. They shall the Operator Training Manager, revie Manager, Plant Operations, and if ass accelerated requalification program i operational performance deficiencies, shall be approved by the Manager, Pla and the Operator Training Manager. Program Administration The accelerated requalification program i operational performance deficiencies, shall be approved by the Manager, Pla and the Operator Training Manager. Program Administration The accelerated requalification program i operational performance deficiencies, shall be approved by the Manager, Pla and the Operator Training Manager. Program Administration The accelerated requalification program i operational performance deficiencies includi 1. Directed self-study 2. Oral interviews and discussion s	ade shall removed from n accelerated l). may be required licensed duties. for licensed requiring ore of the to an xamination tion 7.5.1 (C). ination din 7.5.2 (C). performance A.2). mance anager of . Licensed am content shall knowledge and dination ance standards program. The g shall be l accelerated be approved by wed by the digrment to the s due to the program and operations

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	 Written answers to questions t knowledge level proficiency. Pre-planned lectures. Skills training exercises at t utilizing a simulator, basic p or research reactor 	o ascertain the plant or principles trainer,
D.	Performance Standards Successful completion of the accele requalification program shall be de administering a final examination, content of the examination shall co of the requalification written exam areas of the requalification oral e originally failed. The examination similar to the original exam or app The examination shall be conducted designated by the Supervisor, Licen Training. Performance standards for requalification program shall be as 1. A score of at least 80% on each requalification written examination and the event that these standards a individual's suitability for resumi will be reviewed by the Supervisor, Training. He shall provide a recom management and the Director, TMI-2 Training the license holder's perm licensed duties or additional upgra	erated termined by The scope and over all categories ination and/or all examination format should be plicable sections. by individuals ised Operator or the accelerated scolerated informated duties celerated ion. The not met, the ing licensed duties , Licensed Operator mendation to plant via the Operator t Training manent removal from ading efforts to be equalification
7.6.2 Inactive	program will be structured to corre deficiencies for license holders no removed from licensed duties. Status Retraining	ect existing ot permanently
If a lice a sp prio inac	licensed individual has not activel nsed duties for a period in excess o ecial retraining program and/or eval r to resuming licensed duties. Noti tive status will be made in accordan	ly carried out of four (4) months, luation is required ification of nee with the
effe main part prog	ctive revision of reference 5.1. Ac tained by performance of licensed du icipation in the licensed personnel ram. Performance of licensed duties	tive status can be ties and requalification s involves

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not m the r contri indiv Super subjec Licen simil prior evalue Lectu Pre-p exami writte to the dutie Plant train licen annua evalue exami the l requa dutie certi forwa 7.7 Requalification A requalification an annual basis areas encompasse 1. Inspectio training personnel 2. Licensed licensed 3. Program o 4. Plant ope knowledge 5. Licensee performan 6. Changes i safety re 7. Regulatio retrainin 8. Assessmen related t	ormally assigned to an operating sh equirements of Section 7.3.5 for pa of room operations. In the event t idual does not maintain an active s visor, Licensed Operator Training s it to approval of the Manager, Plan sed Senior Operator to conduct an o ar in scope and format to an annual to resuming licensed duties. In a ation of performance in the current re Series shall be conducted. If p lanned Lecture Series is unsatisfac nation similar to scope and format en examination (Section 7.5.1) shal e licensed individual prior to resu s. Consideration should be given b Operations to assigning the licens ing status on an operating shift pr sed duties. The performance standa i requalification examination shall ating the results of the oral and w nations. If the performance standa lification of the Director, TMI-2, wh rded to the NRC. Program Evaluation in program review and evaluation shall by the Supervisor, Licensed Operato d by the review should include: n, audit, and evaluation reports or completed by outside organizations duties. ral and written examination results rational problems related to licensed in dividual performance evaluations duties. ral and standards affecting licensed is dividual performance evaluations duties. ral and standards affecting licensed is a distandards affecting licensed is and standards affecting licensed or shills deficiencies.	ift, completing rticipation in that a licensed tatus, the thall designate, it Operations, a ral examination oral examination or the annual or

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7.8	Requalification pretraining needs recommended corre- review by the tra Plant Training and Requalification for Records of licens program shall be Licensed Operator. 1. Oral and to operator. 2. Written ex 3. Lecture so 5. Plant dri 6. Reactivity records. 7. Simulator These records sha Operational revia and maintained by Program Approval Approval of this and Manager, Plan acknowledgement of approvers and sul	program curriculum deficiencies and determined by the review shall be ective actions structured and a rep aning organization for submittal to the Manager, Plant Operations. Program Records sed individuals' performance in the maintained in an auditable manner. r Training is responsible for initia- frication program records: written examination results for eac camination questions and answer key eries attendance records. eries lesson plans. Il participation records. y manipulation and plant evolution training participation records. all be maintained by the Training D ew series participation records sha y the Operations Department. program is required by the Manager nt Training. Approval of this prog of the responsibilities assigned he bordinates.	licensed operator identified, ort formulated for o the Manager, requalification The Supervisor, ating the h licensed s. participation epartment. 11 be established r, Plant Operations ram is rein for both

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NAM Curi I.	RECORD E RENT LICENSE EFFECTIVE DAT Control manipulations sha	APPENDIX A OF REACTIVITY MANIPULATIO POSITION/L E	ICENSE	ories A th	
	C Delow and Shall Cotal C	SIGNATURE (SRO)	DATE	P/S/RR	
۸.	Perform reactivity additi which demonstrate the observed effects of sub- critical multiplication.	ons			
в.	Perform reactivity manipu lations to observe feedba from nuclear heat during startup.	- ck			
C.	Perform operations which demonstrate the effect of fuel displacement on sub- critical multiplication a observed effects on nucle instrumentation.	nd ar			
	P = Plant; S = Simu	ator; RR = Research Reac	tor; A = A	ctual	

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	APPENDIX B OFF SHIFT LICENSED OPERAT WATCHSTANDING DOCUMENTATI	OR ON	
I certify that	(Off Shift Licensed Operato	has br)	satisfactorily
assumed and performed SR (Ci	O/CRO licensed duties for rcle One)		
for the 11-7/7-3/3-11 Sh (Circle One)	ift on	DATE	<u> </u>
		Shift Fore	man/SS