

TRAINING (TR)

OBJECTIVE

TR.1 – (Core Requirement 3) The selection, training, and qualification programs for operations and operations support personnel have been established, documented, and implemented for the range of duties required to be performed for SN process operations. The selection process and applicable position-specific training for managers ensure competence commensurate with responsibilities. (Old Core Requirements 2 and 19)

Criteria

1. Training and qualification programs are adequate and in place for supervisors, operators, support staff, and maintenance personnel. (10 CFR 830.204(b)(5); 10 CFR 830, Subpart A, Criterion 2)
2. Training and qualification programs include normal, abnormal and emergency operations. (10 CFR 830, Subpart A, Criterion 2)
3. Personnel have appropriate technical and/or management backgrounds and qualifications and they demonstrate competence commensurate with responsibility for the range of duties assigned. (DOE P 450.4; 10 CFR 830, Subpart A, Criterion 2)
4. Operation managers fully understand facility operation limits and systems procedures. (10 CFR 830, Subpart A, Criterion 2)

Approach

Record Review: Review the FWENC training program document and ensure personnel are trained/qualified/certified in accordance with its requirements. Review training and qualification records for SN process operators and supervisors, maintenance personnel, systems engineers, and operations management personnel to ensure the training program is formally administered and controlled. Review operations and maintenance training lesson plans for incorporation of safety requirements. Review the continuing training program plan and drill schedule to verify their adequacy to support safe operations.

Review examinations and determine if they adequately test the operators' understanding of technical fundamentals, facility systems, and operating procedures. Review examinations (both written and oral) and performance evaluations to verify that they are based on learning objectives, are reviewed by SMEs, are changed frequently enough to avoid compromise, and are formally controlled. Verify that the approved DSA and TSR, operating procedures, technical and professional references, and facility/industry operating experience are used to identify facility-specific training content and information for use in developing training materials. For SN process operations, review the degree to which on-the-job training and hands-on evaluations for operations and maintenance personnel are used to reinforce classroom activities.

Interview selected training personnel on training topics identified through the record review to assess the effectiveness of the training program. Interview training personnel and On-the-Job Training (OJT) and evaluation personnel to determine if they have sufficient experience and qualifications for the training tasks assigned.

Observations: Observe any training evolutions, including classroom and OJT sessions, for technical and administrative adequacy. Observe operations using surrogate materials to verify the adequacy of the personnel training and qualification program.