

## **TRAINING (TR)**

### **OBJECTIVE**

**TRG.1** The selection, training and qualification programs for operations and operations support personnel have been established, documented, and implemented. The selection process and applicable position-specific training for managers assures competence commensurate with responsibilities. (The training and qualification program encompasses the range of duties and activities required to be performed.) (CR-3)

### **Criteria**

- Training to support the SWS qualification programs for operations and operations support personnel shall be based on a systematic approach to training. (DOE Order 5480.20A, Chapter I)
- Requirements for SWS continuing training have been adequately defined to ensure that operating organization personnel are qualified to perform job requirements. (DOE Order 5480.20A, Chapter I)
- The SWS training and qualification programs for operations and operations support personnel are in place and personnel possess the experience, knowledge, and abilities necessary to safely perform their tasks. (DOE Order 5480.20A, Chapter I)
- The training and qualification programs for the SWS shall be kept up to date to reflect procedure changes and changes to the facility. (DOE Order 5480.20A, Chapter I)
- Training is provided to SWS operations personnel for abnormal and emergency operating conditions. (DOE Order 5480.20A, Chapter I)

### **Approach**

#### **Record Review**

- Review a sampling of personnel training records for personnel involved in SWS operations (e.g., NCOs, ITs, HPTs, OE/SOMs, and select managers) for the following:
  - Satisfactory completion of SWS system training
    - Complete qualification records
    - Adequately document On-the-Job Training (OJT)
    - Adequacy of training program updates associated with changes to procedures and the facility (system)
    - Classroom training, qualification records, and/or OJT includes training in abnormal and emergency response

- Review the SWS lesson plans to verify the following:
  - The lesson plans have been updated based on changes to facility or procedures.
  - The information is technically accurate and based on current facility safety documentation and operating procedures.
  - The depth of information is adequate.
- Review the continuing training program plan to verify its adequacy to support safe operations.
- Review the contractor ORR report and the MSA for this CRAD, adjust the approach accordingly, and provide input to CRAD 17 write-up.

#### Interviews

- Interview the lead SWS instructor to ensure the SWS training program is established, documented, and implemented.

#### Shift Performance

- Observe K Basin SWS drills, routine evolutions, and/or normal operations to assess the technical knowledge and ability of the operators and supervisors to conduct their duties and to safely operate systems and components in accordance with approved plant procedures.

### OBJECTIVE

**TRG.2** Level of knowledge of managers, operations, and operations support personnel is adequate based on reviews of examinations and examination results and selected interviews of managers, operating, and operations support personnel. (CR-4)

#### Criteria

- The level of knowledge of managers, operations, and operations support personnel is adequate to safely operate (and maintain) the SWS in normal, abnormal, and emergency conditions. (DOE Order 5480.19, Chapter XIII; DOE Order 5480.20A, Chapters I and IV)

#### Approach

#### Record Review

- Review examinations administered to NCOs, OEs, HPTs, Drivers, and ITs to determine if they adequately test personnel understanding of SWS technical fundamentals and operations.

- Review contractor ORR report and the MSA for this CRAD, adjust the approach accordingly.

#### Interviews

- Conduct interviews of a sampling of managers, operators, instrument technicians, HPTs, and OEs to verify if their level of knowledge is adequate to safely operate and maintain the SWS in normal, abnormal and emergency conditions.

#### Shift Performance

- Observe SWS drills, routine evolutions, and/or normal operations to assess the technical knowledge and ability of the operators and supervisors to conduct their duties and to safely operate systems and components in accordance with approved plant procedures.

### OBJECTIVE

**TRG.3** Modifications to the facility have been reviewed for potential impacts on training and qualification. Training has been performed to incorporate all aspects of these changes. (CR-5)

#### Criteria

- The SWS qualification programs are updated for changes to the system, procedures, or safety basis. (DOE Order 5480.20A)
- Training has been completed and documented for the latest revisions of procedures performed by operations personnel and supervisors. (DOE Order 5480.19)

#### Approach

##### Record Review

- Review the process used to communicate changes to the SWS equipment, procedures, or safety basis, and ensure recent changes have resulted in training, required reading, or similar process.
- Review SWS lesson plans and supporting examinations to determine if lesson plans accurately reflect recent facility and/or procedure changes.

#### Interviews

- Interview the Sludge Water System Design Authority and assess his/her knowledge and understanding of system design changes and associated changes to training requirements.
- Interview selected personnel (e.g., managers, NCOs, maintenance craft, HPTs and OEs/SOMs) to determine the extent of their knowledge of recent procedure or equipment changes.

#### Shift Performance

- Observe operator or supervisor turnover or pre-shift brief as necessary to determine if personnel are briefed on recent changes to the SWS or procedures.