



Public Service Electric and Gas Company P.O. Box 236 Hancocks Bridge, New Jersey 08038  
Hope Creek Generating Station

April 14, 1994

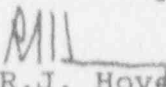
U. S. Nuclear Regulatory Commission  
Document Control Desk  
Washington, DC 20555

Dear Sir:

HOPE CREEK GENERATING STATION  
DOCKET NO. 50-354  
UNIT NO. 1  
LICENSEE EVENT REPORT 94-002-00

This Licensee Event Report is being submitted pursuant to  
the requirements of 10CFR 50.73(a)(2)(i)(B).

Sincerely,

  
R.J. Hovey  
General Manager -  
Hope Creek Operations

MKG/pfr

Attachment  
SORC Mtg. 94-023  
C Distribution

220007

The Energy People  
9404220143 940414  
PDR ADDCK 05000354  
S PDR

95-2173 (25M) 12-89

LICENSEE EVENT REPORT																					
FACILITY NAME (1) HOPE CREEK GENERATING STATION										DOCKET NUMBER (2) 0   5   0   0   0   3   5   4								PAGE (3) 1   OF   5			
TITLE (4): Discovery of past occurrence where operator stood watch on shift in dual role as NSS/STA without meeting STA educational requirements.																					
EVENT DATE (5)				LER NUMBER (6)						REPORT DATE (7)				OTHER FACILITIES INVOLVED (8)							
MONTH	DAY	YEAR		YEAR	*	NUMBER		*	REV	MONTH	DAY	YEAR		FACILITY NAME(S)				DOCKET NUMBER(S)			
0	3	2	1	9	4	-	0	0	2	-	0	0	0	4	1	4	9	4			
OPERATING (9) MODE				THIS REPORT IS SUBMITTED PURSUANT TO THE REQUIREMENTS OF 10CFR: (CHECK ONE OR MORE BELOW) (11)																	
POWER LEVEL % 0   0   0				<div style="display: flex; justify-content: space-between;"> <div> 20.402(b) 20.405(a)(1)(i) 20.405(a)(1)(ii) 20.405(a)(1)(iii) xx 20.405(a)(1)(iv) 20.405(a)(1)(v) </div> <div> 20.405(c) 50.36(c)(1) 50.36(c)(2) 50.73(a)(2)(i) 50.73(a)(2)(ii) 50.73(a)(2)(iii) </div> <div> 50.73(a)(2)(iv) 50.73(a)(2)(v) 50.73(a)(2)(vii) 50.73(a)(2)(viii)(A) 50.73(a)(2)(viii)(B) 50.73(a)(2)(x) </div> <div> 73.71(b) 73.71(c) OTHER (Specify in Abstract below and in Text) </div> </div>																	
LICENSEE CONTACT FOR THIS LER (12)																					
NAME Mel Gray - Lead Engineer, Licensing and Regulation														TELEPHONE NUMBER 6   0   9   3   3   9   1   2   6   3							
COMPLETE ONE LINE FOR EACH COMPONENT FAILURE NOTED IN THIS REPORT (13)																					
CAUSE	SYSTEM	COMPONENT	MANUFACTURER	REPORTABLE TO NPRDS?	CAUSE	SYSTEM	COMPONENT	MANUFACTURER	REPORTABLE TO NPRDS?												
SUPPLEMENTAL REPORT EXPECTED? (14) YES NO x										DATE EXPECTED (15)				MONTH	DAY	YEAR					

### ABSTRACT (16)

On Monday, March 21, 1994, Hope Creek management confirmed that an operator with a Senior Reactor Operator's license had served on shift in the dual role capacity as Nuclear Shift Supervisor/Shift Technical Advisor (NSS/STA) without meeting the educational requirements for the STA position. The individual has not served on shift since January 1991. Hope Creek Technical Specification Table 6.2.2-1, footnote "\*", states that an individual may serve on shift in the dual role capacity of NSS/STA if the individual "as a Senior Reactor Operator's (SRO) license and is a qualified STA, and has a Professional Engineer's license... or a bachelor's degree in a scientific, engineering or engineering technology discipline..." Since the individual did not have a Professional Engineer's license or bachelor's degree when serving as STA, the requirements of this Technical Specification were not met.

This incident posed minimal safety significance since, while not having a bachelor's degree, the individual had completed significant course work in mechanical engineering and successfully trained for and received an SRO license. Corrective actions include terminating the employment of the subject individual, verifying that all individuals currently performing STA duties at Hope Creek Generating Station meet the educational requirements of footnote "\*" and conducting an independent investigation. The results of this investigation will be used to assess and strengthen our current employee qualification process.

LICENSEE EVENT REPORT (LER) TEXT CONTINUATION

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HOPE CREEK GENERATING STATION	05000354	YEAR	*	NUMBER			*	REV				
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**PLANT AND SYSTEM IDENTIFICATION**

General Electric - Boiling Water Reactor (BWR/4)  
No system applicable to incident.

**IDENTIFICATION OF OCCURRENCE**

TITLE (4): Discovery of past occurrence where operator stood watch on shift in dual role as NSS/STA without meeting STA educational requirements.

Event Date: 3/21/94  
Event Time: 1200 Hours

**CONDITIONS PRIOR TO OCCURRENCE**

Plant in OPERATIONAL CONDITION 5 (Refueling)  
Reactor Power 0% of rated.

**DESCRIPTION OF OCCURRENCE**

On Monday, March 21, 1994, it was confirmed that an operator with a Senior Reactor Operator's (SRO) license had served on shift in the dual role capacity as Nuclear Shift Supervisor/Shift Technical Advisor (NSS/STA) without meeting the educational requirements for the STA position. At the time of discovery, the individual was not serving on shift as he had been reassigned to another department outside Hope Creek Station since January 1991. Also, his SRO license had previously been terminated in December 1991.

With regard to Senior Reactor Operator licensed individuals on shift, Hope Creek Technical Specification Table 6.2.2-1 requires a minimum shift crew composition of one Senior Nuclear Shift Supervisor (SNSS) and one Nuclear Shift Supervisor (NSS). Footnote "\*" to this table is applicable to the SNSS and NSS and states the following:

"In cases where an individual has a Senior Reactor Operator's license on the unit, is a qualified STA, and has a Professional Engineer's examination or a bachelor's degree in a scientific, engineering, or engineering technology discipline from an accredited institution, the individual can serve in a dual role capacity as either the SNSS/STA or NSS/STA. (Note: For those individuals with a bachelor's degree in a scientific or engineering technology discipline, course work must have included physical, mathematical, or engineering science). Otherwise, there shall be a qualified STA as well as a SNSS and NSS on-shift."

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		YEAR	*	NUMBER			*	REV							
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#### DESCRIPTION OF OCCURRENCE (Cont'd.)

Since the subject individual had served in the dual role capacity as NSS/STA on shift without having either a Professional Engineer's License or a bachelor's degree, the requirements of this Technical Specification footnote were not met during those shifts where another STA was not assigned. Also, because he did not have a bachelor's degree, the individual did not meet the experience requirements (previously held Reactor Operator license) to qualify for an SRO.

This discrepancy became known through routine background checks conducted as a result of the individual's re-application for unescorted site access in November 1993. The individual's unescorted site access had previously been terminated in January 1992 due to the expiration of required access training. In November 1993, the individual applied for unescorted site access and completed a Personnel Access Questionnaire. As part of the process of restoring his permanent unescorted site access, a routine background check was conducted and an interview was held with site access personnel. In the interim, the individual was granted temporary unescorted site access in accordance with PSE&G procedures. With regard to his educational qualifications, discrepancies were identified between the completed Personnel Access Questionnaire, statements made during the interview and the results of the background check. College transcripts received as part of the background check indicated the individual had not earned a bachelor's degree.

As a result of these discrepancies, the individual's temporary unescorted site access was suspended on March 17, 1994. Further fact finding interviews provided conclusive evidence that the Hope Creek Technical Specification requirements applicable to the dual role NSS/STA had not been met. On March 21, 1994, Public Service Electric and Gas (PSE&G) management notified NRC Region I personnel of this past situation.

#### ANALYSIS OF OCCURRENCE

The individual's Application for Employment dated May 18, 1982, indicated a Bachelor of Science in Mechanical Engineering (BSME) would be attained the next month (June 1982). Based on this information, the individual was hired to serve as a Hope Creek STA on shift after completing the required training and licensing process. The individual subsequently claimed to have earned a BSME on the NRC Form 398 dated July 31, 1985. This form was submitted to the NRC for application to sit for the SRO examination. The individual successfully passed the SRO examination and served in the dual capacity of NSS/STA from 1986 to 1991.

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**ANALYSIS OF OCCURRENCE (con't)**

On September 25, 1985, the NRC Commission approved the final "Policy Statement on Engineering Expertise on Shift" to ensure that adequate engineering and accident assessment expertise is provided to the operating staff at each nuclear power plant. The content of this policy statement was incorporated into the Hope Creek Technical Specifications in Table 6.2.2-1 footnote "\*".

The subject individual served on shift in the dual role capacity as NSS/STA between 1986 and 1991. During these shifts, he did not completely meet the educational requirements for an STA and therefore may not have been able to provide the level of engineering expertise required if called upon.

**APPARENT CAUSE OF OCCURRENCE**

The apparent cause of this event was a failure of the employment hiring process in 1982 to verify that a degree was actually completed in combination with the individual providing false information on the NRC Form 398 in 1985. Subsequent verifications by the Training Department and Operations Department also failed to identify this false information. Based on a review of the educational qualifications of all individuals currently performing STA duties at Hope Creek Generating Station, this failure appears to be isolated to this one individual's case.

**PREVIOUS OCCURRENCES**

There have been no previous events of this type at Hope Creek Generating Station.

**SAFETY SIGNIFICANCE**

This incident posed minimal safety significance since, while not having a BSME, the subject individual had completed significant course work in mechanical engineering and had successfully trained for and received an SRO license. The Hope Creek training program requirements for SRO's are identical for stand alone SRO's and SRO's who also serve as STA's.

**CORRECTIVE ACTIONS**

1. The subject individual's employment at PSE&G has been terminated.
2. A review of the educational qualifications of all individuals currently performing STA duties at Hope Creek Generating Station has been completed. This review verified that these individuals meet the educational requirements for an STA.
3. The present application and hiring process now requires that transcripts be provided directly from the educational institution for all employees who claim to have degrees.

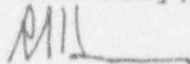


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HOPE CREEK GENERATING STATION	05000354	YEAR	*	NUMBER			*	REV	0   5   of   0   5				
		9   4	-	0	0	2	-	0					

CORRECTIVE ACTIONS (Cont'd.)

4. An independent investigation by personnel other than Hope Creek Management is being conducted into this event. The results will be used to assess and strengthen our current employee qualification process.

Sincerely,



R.J. Hovey  
General Manager -  
Hope Creek Operations

MKG/pfr  
SORC Mtg. 94-023  
Recommended approval: Yes