FTCP Issue Paper

Safety System Oversight Competencies and FAQS Options

DOCUMENT NUMBER: FTCP-09-001

PROBLEM (Issue or Position):

Should the Safety System Oversight (SSO) function have a SSO or other technical discipline Functional Area Qualification Standard (FAQS) under the DOE Technical Qualification Program? If a SSO FAQS is approved by the FTCP, will one of the existing FTCP technical FAQS be required to be completed as a prerequisite? As written, the draft SSO FAQS calls for completion of a technical area FAQS as a prerequisite. In the alternative, should a new SSO FAQS be allowed to be the only FTCP FAQS used by SSO TQP participants.

BACKGROUND:

The Safety System Oversight (SSO) function is an important safety management task at DOE nuclear facilities, and has been supported and developed by the FTCP. A draft DOE Technical Standard for SSO program implementation is in review, and a draft SSO Functional Area Qualification Standard (FAQS) was developed for review about 2 years ago. The SSO community is working to finalize and issue the SSO Technical Standard and potentially the SSO FTCP FAQS. The SSO FAQS has a prerequisite that a technical FAQS be completed before the SSO FAQS, which is focused on the oversight aspects of the function.

MAJORITY OPINION(S):

SSOs complete a FAQS in the area of their oversight responsibility and complete a facility specific qualification card.

DISSENTING OPINION(S):

LASO: The SSO FAQS should be a stand-alone FAQ that qualifies the candidate to perform the SSO function ("attain minimum technical competencies") without the requirement to complete multiple FAQS. Functional Area Qualification Standards provide guidance related to the preferred background of an individual in terms of specific education credentials and experience related to the particular functional area. The hiring process implements this guidance in accordance with the direction of the hiring official. Since Site Offices implement the SSO program differently, as recognized acceptable by the draft SSO Technical Standard, it is likely that there may be different expertise required by different offices. This is accommodated by the task analysis required for the development of the SSO site specific qualification

standard. The objective in doing task analysis is to define the competencies required to perform a task and to identify the specific knowledge, skills, and abilities (KSAs) that are used to evaluate a participant's competence. If the hiring process does not yield a candidate that has all the preferred credentials and experience or requisite KSAs, the site specific standard can include the requirements to supplement the candidate's basic knowledge. This could be the completion of a discipline specific FAQS or other training activities.

Qualifying personnel assigned to perform SSO to a functional discipline does not qualify them to perform SSO. Also, it should not be the intent of the SSO FAQS to retrain personnel on the basic educational areas and experience that were the basis for selection and hiring. The SSO FAQS should qualify people to perform safety system oversight by focusing on the requirements of the SSO Program and the oversight of the contractor's system engineering program as described in DOE Order 420.1B.

PROPOSED RESOLUTION(S):

The FTCP established a group of FTCP Agents and SSO's to develop a resolution to the issue.

One proposal was to expand the draft SSO FAQS by extracting technical items from the other technical FAQSs and including them in the SSO FAQS, making it a stand-alone FAQS that would replace any other technical FAQS for the SSO function. The group thought this would result in a very large FAQS for SSO and would not be appropriate for the many sites where the SSO function is a collateral duty.

The FTCP group developed the following proposal number 1, and two alternates were developed by one of the group members:

Proposal 1) *Have personnel performing the SSO function complete the General Technical Base FAQS, a Technical FAQS, appropriate to the person's background and technical focus, and a Site-Specific Qualification Standard including oversight-related elements that would be standardized through the SSO Program Implementation Technical Standard*. The Draft SSO Standard would be revised to include an Appendix with the oversight competency statements needed to perform the SSO function. The Draft SSO Standard would be revised to include a provision for personnel performing the SSO function to demonstrate the competencies in the Appendix through either their current Technical Area FAQS or in their Site Specific SSO Qualification Standard. Some of the Draft SSO Oversight competencies are already part of some of existing Technical FAQSs.

Alt 1) *Have personnel performing the SSO function complete the General Technical Base FAQS, a new SSO FAQS, and a site specific qualification standard*. In this alternative, a small team would finalize the draft SSO FAQS by revising it to include the minimum common core of relevant technical knowledge for performing the SSO function. The proponents of this alternative believe additions to the existing draft SSO FAQS would be minimal. Any gaps in skills required for a site's

specific program implementation would be captured in the site-specific qualification standard.

Alt 2) *Allow either Proposal 1 or Alt 1* The SSO FAQS would be developed as discussed in the Alt 1, the Program Implementation Technical Standard Appendix of Proposal 1 would be developed, and sites would have the option to utilize either Proposal 1 or Alt 1 in the qualification of SSO personnel.

DECISION: Proposal 1 selected.

DISPOSITION:

SIGNATURE:

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DOE FTCP CHAIR 8-25-09