



Performance Based FAQ Template

Presentation to the FTCP

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Changes from Current FAQs Template

- “Performance requirements” replaced “competency requirements” throughout document
- In applicability section, added statement that performance requirements are derived through a job/functional analysis and are described in performance statements, performance objectives, and supporting knowledge and skills.



Changes from Current FAQs Template

□ Implementation section

- Deleted competency level definitions and examples of “Demonstrate the Ability” and “Mandatory Performance Activity” statements.
- Added definition of a performance statement, and included examples from draft NSS of a performance statement and supporting knowledge and skill statements
- Added an example of a supporting performance objective and when it is needed.



Changes from Current FAQs Template

□ Evaluation section

- Clarified final qualification activities for STSM and FR/SSOs
 - STSM requirements as current template
 - FR/SSOs need test, oral board, and evaluated facility walkthrough
- Added new statement for TQP participants other than STSM and FR/SSOs
 - Completion of all performance statement requirements in accordance with the [Functional Area] evaluation guide satisfies all final qualification requirements.



Definitions in New Template

- ❑ A Performance Statement describes observable actions to be performed and the results that are expected for satisfactory performance of a specific job task or for a group of related tasks.
- ❑ Each performance statement includes supporting knowledge and/or skill requirements that are needed to accomplish all the associated tasks and demonstrate that the related performance statement has been met.
- ❑ Performance statements that involve a group of related tasks may also include supporting performance objectives for a subset of tasks or a single task included in the performance statement.



Comparison of Templates

- Example of Competency Statement from current NSS FAQs
- “Nuclear safety specialists shall demonstrate a working level knowledge of the principle hazard and accident analysis methods”



Competency Based Template Example Continued

- Supporting Knowledge/skills
 - Identify and discuss the use of different methods for qualitative hazard analysis.
 - Identify specific strengths and weaknesses with the various methods.
 - Discuss methods used to categorize and bin hazardous conditions associated with nuclear safety analysis.



Competency Based Template Example Continued

- ❑ Mandatory Performance Activities
- ❑ Demonstrate by participation on at least five (5) safety basis document or amendment reviews whose major focus deals with hazard or accident analysis for the determination of adequacy of the analyses.



Performance Statement Examples

- Performance Statement - “Nuclear Safety Specialists shall conduct reviews of documented safety analyses (DSAs) for DOE Hazard Category 1, 2, or 3 nuclear facilities that support DOE approval as required by 10 CFR 830 Subpart B, *Safety Basis Requirements*.”

Performance Statement Example Continued

- Performance Statement Supporting Knowledge Requirements
 - Describe the criteria and guidance provided in DOE-STD-3009-94, *Preparation Guide for U.S. Department of Energy Nonreactor Nuclear Facility Documented Safety Analyses*, and DOE-STD-3009-2014, *Preparation of Nonreactor Nuclear Facility Documented Safety Analysis*, for preparing a DSA that meets the requirements of 10 CFR 830 Subpart B:
 - State the major tasks inherent in the development of the DSA.
 - Discuss the application of the graded approach in the DSA preparation process.



Performance Based Example Continued

- Performance Statement Supporting Skill
 - Identify and document comments based on applicable review criteria.
- Performance Objective – “Perform reviews and determine the adequacy of the accident analysis conducted for DOE Hazard Category 1, 2, or 3 nuclear facilities as documented in DSAs”

Performance Statement Example Continued

- Performance Objective Supporting Knowledge
 - Describe the steps in conducting an accident analysis:
 - Discuss the process for the selection of Design Basis Accidents (DBAs)/Evaluation Basis Accidents (EBAs).
 - Discuss the application of DOE-STD-3014-2006, Accident Analysis for Aircraft Crash into Hazardous Facilities
- Performance Objective supporting Skill
 - Select appropriate values and correctly perform a radiological dose consequence calculation using a derived X (chi)/Q value.



Order requirements

- Section 4, Requirements, (2) At a minimum, FAQs must address:
 - (a) Duties and Responsibilities associated with the position;
 - (b) Preferred education and experience for the position;
 - (c) Technical competencies required to perform as a qualified individual in the subject matter of the FAQs;
 - Technical competencies defined by performance statements

Order Requirements Continued

- (d) Knowledge and skills associated with the competencies;
- (e) Any mandatory performance requirements (i.e., performance demonstrations for tasks considered as critical for demonstrating proficiency in a competency);
- (f) Applicable continuing education and/or proficiency requirements



Recommendation

- ❑ New format meets intent of requirements in section 4 (2) of O 426.1
- ❑ Recommend approval of template for use

