

- Be accountable for your training performance and professional conduct.
- Wear appropriate PPE in training labs.
- Learn the fundamentals.
- Practice to gain proficiency.
- Provide mentoring to those in need.
- Provide meaningful feedback on the quality of training.
- Own and maintain your current qualifications.
- Verify qualifications prior to performance of work tasks.
- Identify training needs to improve performance.
- Pursue additional skills to broaden qualifications and enhance professional development.

13. Intolerance for Unexpected Equipment Failure

- Champion initiatives that promote material condition excellence.
- Proactively identify degraded equipment condition and system performance.
- Initiate work requests.
- Determine impact of degraded equipment and set plant priorities to ensure timely repairs. Drive problem resolutions.
- Develop, execute and document thorough troubleshooting plans.
- Collect, preserve and document all physical evidence resulting from equipment failure.
- Develop operating contingencies for degraded or out of service equipment.
- Plan Preventive Maintenance (PM) as scheduled. Document feedback to improve PM program effectiveness and record failure history.

14. Assertive Engineering

- Identify and drive resolution of equipment performance and material condition deficiencies.
- Conduct rigorous, concise, accurate and timely operability determinations.
- Maintain an operational focus in delivered engineering products.
- Proactively identify issues adverse (or potentially adverse) to quality and safety, and apply rigorous troubleshooting and root cause standards to fully and effectively resolve problems.

- Execute Business Planning activities and support Business Plan initiatives.
- Diligently document all issues involving technical decisions including engineering judgment.
- Provide and support effective regulatory interface.

15. Drive for Results

- Focus on results with a bias for action.
- Meet backlog goals in accordance with business plan.
- Manage work through effective scheduling and prioritization.
- Provide quality products and services as promised.
- Provide analyzed solutions using appropriate data.
- Actively seek out and utilize experience from other industry plants.

16. Configuration and Design Control

- Understand and proactively defend the plant design and licensing basis.
- Identify and process Design and Licensing Basis Documents.
- Utilize correct design information for plant changes, procedures, tests and engineering documents.
- Accurately reflect design bases in plant changes, procedures, tests and engineering documents.
- Properly incorporate plant and procedure changes, and test results into configuration management equilibrium.
- Understand and maintain available design margin.
- Exercise sound engineering judgment and involve appropriate level of analysis and management review.

17. Technical Rigor

- Effectively and completely document engineering reviews and assumptions to support conclusions.
- Understand regulatory and statutory requirements.
- Utilize expertise to solve problems and enhance plant performance.
- Develop effective and timely conclusions, while assuring compliance with design bases.
- Validate vendor supplied information and data.
- Implement training to improve our technical competence.
- Understand the potential worst outcome from an activity; perform adequate reviews and contingency preparations to mitigate or prevent those outcomes.

18. Teamwork

- Share insights and experience with others.
- Solicit and respect different views and ideas to strengthen decision-making.
- Solve problems by involving others.
- Make additional effort to work across cultural barriers.
- Align to the team's shared goals and objectives.
- Accept actions and complete on time.
- Conduct team critiques - learn and improve.

19. Work Management

- Participate in our work control process.
- Review schedule for conflicts; challenge job duration, preparations and interfaces.
- Perform pre-job walk downs to verify required support, preparation and equipment staging.
- Work to the schedule – start and complete each job on time.
- Notify supervision of a schedule job delay greater than 10 minutes.
- Notify the Work Week Manager (WWM) or Outage Control Center (OCC) of a schedule job delay greater than 30 minutes.

20. Self-Assessment & Continuous Improvement

- Be self-critical.
- Prevent complacency; Identify opportunities for improvement.
- Reinforce desired behaviors and correct weaknesses.
- Perform self-assessments and benchmarking.
- Monitor for and take actions on adverse performance trends.
- Identify, document, share and act to improve upon Lessons Learned.
- Do things right the first time.

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Engineering Fundamentals

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1. Reactor Safety

- Understand and respect both design and operating margins and limits.
- Recognize and adhere to all regulatory requirements and environment permits.
- Practice effective decision making consistent with WANO guidelines.
- Understand plant consequences of every action taken.
- Believe instrument response and indication unless proven otherwise.
- Maintain a questioning attitude; ask “why?”.
- Raise safety concerns to your supervisor.
- Include appropriate reactor safety consideration in engineering products.
- Maintain qualification and proficiency in assigned emergency response role.
- Ensure fire doors are latched after use.

2. Reactivity Management

- Respect and maintain operating fuel margins and limits.
- Recognize activities with potential to change core reactivity and take appropriate precautions.
- Include operating technical inputs and/or reactivity changes in pre-job briefs.
- Adhere to foreign material exclusion (FME) program.
- Execute well-planned reactivity maneuvers.
- Support operator training.

3. Industrial Safety

- Be responsible for your own safety.
- Review Lessons Learned and applicable Operating Experience (OE) when planning work.
- Adhere to safety postings and barriers.
- Use the appropriate Personal Protective Equipment (PPE) for work to be performed.
- Ensure equipment is in a safe condition prior to beginning work.
- Know your personal limits both physically and mentally.
- Use installed safety equipment.
- Do not bypass required equipment safeguards.
- Comply with chemical MSDS (Material Safety Data Sheet) requirements.
- Stop and correct unsafe behaviors or conditions.

- Be alert for changing conditions.
- Report all injuries big or small.

4. Radiological Safety

- Ensure you are on the correct Radiological Work Permit (RWP).
- Maintain strict compliance with RWP.
- Know the work area dose rates and contamination levels.
- Know your accumulated dose; do not exceed limits.
- Adhere to radiological boundaries; do not alter
- Practice As Low As Reasonably Achievable (ALARA):
 - ✓ Move work to low dose areas if possible.
 - ✓ Use low dose waiting areas – do not loiter.
 - ✓ Use minimum number of workers to safely perform the job.
 - ✓ Use remote-handling tools if possible.
 - ✓ Maximize distance between you and radiation sources.
 - ✓ Avoid hot spots.
- Be proactive in identifying potential dose reduction opportunities.
- Practice good housekeeping.

5. Security

- Follow directions given by Nuclear Security Force personnel.
- Understand that all individual, materials and vehicles on company property are subject to search for prohibited material.
- Properly display and control security badge.
- Immediately notify security of a lost badge within protected or vital areas.
- Ensure security doors are latched after use.
- Maintain positive control of visitors at all time.
- Immediately report security or fitness for duty violations.
- Adhere to security postings and barriers.

6. Human Performance (HU)

- Understand and properly use the HU error prevention tools.
- Use Self-Check/STAR and Point-Touch-Verbalize for component identification and equipment manipulation.
- Use Peer Check when making comparisons of test data

with acceptance criteria.

- Use Three-Way Communication when providing direction or exchanging critical information.
- Use the Phonetic Alphabet when communicating alphanumeric information.
- Use Peer Reviews during engineering evaluations and design document reviews.
- Validate Assumptions
- Use the “Do Not Disturb Sign” while performing risk-important or safety-critical work.
- Identify and eliminate error – likely situations.

7. Procedure Use and Adherence (PU&A)

- Verify correct produce revision.
- Ensure procedure is appropriate to accomplish desired task.
- Use procedures according to designated level of use.
- Obtain clarification on procedures steps to ensure understanding prior to taking action.
- Adhere to procedures as written.
- Stop and revise identified procedure errors prior to continuing use.
- Use place keeping. Designate step completion using circle/slash.
- Re-verify conditions prior to continuing a suspended evolution.
- Take ownership for procedure quality.

8. Briefs

- Prepare and review material prior to conducting briefs.
- Use Daily Briefs to cover:
 - ✓ Safety moment and topics.
 - ✓ Plant status including abnormal plant conditions and line ups.
 - ✓ Increased monitoring requirements for adverse conditions.
 - ✓ Important scheduled and in progress work.
- Conduct the appropriate type of Pre-Job Brief (PJB) by considering the task and level of risk associated with it.
- Review Operating Experience (OE).
- Ensure “positive engagement” of all personnel.
- Conduct Post-Job Debriefs to identify follow up actions and Lessons Learned.

9. Accountability

- Own your performance - results and behaviors.
- Report to work on time and fit for duty.
- Maintain safe and professional dress.
- Meet or exceed minimum work hour expectations.
- Expect and be receptive to feedback and coaching.
- Review your work and sign to verify quality and content.
- Provide and seek timely and specific feedback to improve performance.
- Know your development areas and take actions to improve.
- Report problems to your supervisor.
- Verify that your personal working file reflects your performance.
- Ensure you receive routine formal appraisals.

10. Integrity and Transparency

- Use independent effort when being tested.
- Speak up and tell people the facts.
- Know what your signature means – read, understand and agree.
- Always honor your commitments.
- Follow the Nawah rules and standards at all times.
- Be open and honest during investigations.
- Own mistakes made; share Lessons Learned.
- Ask “why?” Raise concerns.

11. Condition Reporting and Resolution

- Initiate Condition Reports (CRs) for problems, errors made or found and concerns; notify your supervisor.
- Perform thorough and insightful apparent, common and root cause evaluations.
- Identify and implement timely corrective actions to prevent recurrence.
- Verify effectiveness of corrective actions.
- Review sources of nuclear event reporting and take appropriate actions.

12. Training and Qualification

- Participate in training – “Come to learn”.
- Report for training by the scheduled starting time and return from breaks on time.