- Pursue additional RP skills to broaden qualifications and enhance professional development.

12. 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.
- Perform Preventive Maintenance (PM) as scheduled. Document feedback to improve PM program effectiveness and record failure history.
- Take immediate action to resolve unexpected or unacceptable performance of equipment if it occurs.

13. Radiological Hazard Recognition

- Know the expected work area radiological conditions.
- Perform radiological surveys to assess conditions.
- Identify radiological conditions requiring additional control including:
  - Posting changes.
  - Discrete radioactive particle controls.
- Locate low dose areas for ALARA considerations.
- Anticipate changes in radiological conditions.
- Exercise “stop work” authority.
- Monitor for airborne radiation using portable and installed instrumentation.

14. Radiological Hazard Minimization

- Control access to HRA/LHRA/VHRA areas.
- Include ALARA consideration into job planning.
- Implement engineering controls for airborne radioactive material.
- Evaluate need for shielding.
- Minimize contamination levels.
- Isolate sources of contamination.
- Properly store and control radioactive material (RAM).

15. Radiological Hazard Communication

- Communicate changes in radiological conditions to workers and RP supervision.
- Complete radiological surveys in a timely manner.
- Ensure radiological survey information is legible and easily understandable.
- Ensure area postings and boundaries are clear and understandable.
- Ensure labels for bag and containers are legible and provide information needed to assess hazard.

16. Shift Turnover

- Maintain an accurate turnover log.
- Review the turnover log and walk down the work area.
- Discuss the information face to face.
- Evaluate your relief for excess fatigue or fitness for duty concerns
- Verify qualifications prior to assuming duties.
- Read and review logs status sheets and supporting documentation.
- Actively communicate:
  - Status of ongoing activities.
  - Out of spec parameters and abnormal line ups.
  - Degraded conditions and required monitoring or contingency plans.
- Transfer responsibility.

17. Radio Waste Management

- Store RAM in designated areas.
- Monitor and control RAM to prevent release from radiological controlled areas (RCA).
- Use volume reduction techniques to minimize rad-waste volumes.
- Control inventory of radioactive sources.

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.
- Achieve team goals and meet individual expectations.

19. Work Management

- Participate in Nawah work control process.
- Come to meetings on time, prepared and ready to provide input and answer questions.
- Review schedule for conflicts; challenge job duration, preparations and interferences.
- Identify and remove unnecessary barriers.
- Perform pre-job walk downs to verify required support, preparation and equipment staging.
- Verify equipment is properly taken out of service and isolated.
- Work to the schedule – start and complete each job on time.
- Notify supervision of a schedule job delay greater than 10 minutes.
- Notify Work Week Manager (WWM) or Outage Control Center (OCC) of a schedule job delay greater than 30 minutes.
- Incorporate Lessons Learned to improve future job performance.

20. Pursuit of Excellence (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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Radiological Protection Fundamentals

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OR-REF-0011 Rev. 00

1. Reactor Safety

- Maintain Plant parameters within operating limits.
- Operate and maintain the plant in accordance with procedures.
- 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 until proven otherwise.
- Maintain a questioning attitude; ask “why?”.
- Raise safety concerns to your supervisor.
- Maintain qualification and proficiency in assigned emergency response role.
- Ensure fire doors are latched after use.

2. Industrial Safety

- Be responsible for your own safety.
- Review Lessons Learned and applicable Operating Experience (OE) when planning work.
- Adhere to safety posting 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 Material Safety Data Sheet (MSDS) requirements.
- Stop and correct unsafe behaviors or conditions.
- Be alert for changing conditions.
- Report all injuries big or small.

3. 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):
  - Pre-plan work to minimize dose and time in radiation areas.
  - 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.

4. Security

- Follow directions given by Nuclear Security Force personnel.
- Understand that all individuals, 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.

5. Human Performance (HU)

- Understand and properly use the applicable HU tools for tasks.
- Use Self-Check/STAR and Point-Touch-Verbalize for component identification and equipment manipulation.
- Use Peer Check (PC) as requested.
- Use Three-Way Communication when providing direction or exchanging critical information.
- Use the Phonetic Alphabet when communicating alphanumeric information.
- Use Flagging to enhance component identification techniques.
- Use Peer Review where possible.
- Identify and eliminate error-likely situations.

6. 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 Placekeeping. Designate step completion using circle/slash.
- Re-verify conditions prior to continuing a suspended evolution.
- Take ownership for procedure quality.

7. Briefs

- Prepare and review material prior to conducting briefs.
- Use Daily Briefs to cover:
  - Safety moment and related 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.

8. 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.

9. 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 and events incurred; share Lessons Learned.
- Ask “why?” Raise concerns.

10. 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.

11. Training and Qualification

- Participate in training – “Come to learn”.
- Report for training by the scheduled start time and return from breaks on time.
- 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 Radiological Protection (RP) qualifications.
- Verify qualifications prior to performance of work tasks.
- Identify training needs to improve performance.