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## Human and Organizational Factors

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The integration of Human and Organizational Factors (HOF) within a regulatory framework will strengthen the actions of a Technical Support Organization (TSO), lead to a more effective regulatory oversight and result in improved nuclear safety regulatory system. The importance of HOF has long been recognized as critical to safe operations. As safety results from the interaction of individuals with technology within the organisation, as indicated in the IAEA in Safety Standard GS-G-3.5, "The Management System for Nuclear Installations", a sound safety oversight should encompass this interaction as well."

This presentation will describe how the Canadian Nuclear Safety Commission (CNSC) has developed a robust regulatory framework which supports our oversight in the area of HOF. CNSC's Safety and Control Area framework explicitly identifies the integration of HOF within its regulatory oversight activities. While there is still work to be done, practical examples are provided which demonstrate how the CNSC has achieved successful integration amongst technical disciplines and the benefits realized from this approach. One of the most significant benefits is in the synergy created when specialists from various disciplines interact, share knowledge and approach safety from a holistic perspective. This integrated approach ensures the continuous development and availability of the scientific expertise necessary to support an effective nuclear safety regulatory system.

### Country or International Organisation

Canada

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