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## Promotion and Support of Strong Safety Culture at the Hungarian Regulatory Body

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See in the synopsis

### Synopsis

The Hungarian Atomic Energy Authority (HAEA) in 2014 carried out a self-assessment in order to preparation for IAEA IRRS mission. As a result of the SWOT analysis it was concluded that for the promotion, development and improvement of safety culture at the HAEA is displayed only on the policy level. In order to obtain a greater emphasis on safety culture within the organization a working group was created. The task of the working group was to define the proposed actions to develop the organizational safety culture. The working group reviewed the current situation, the international experiences and proposed on this basis the elaboration of a guideline regarding to organizational safety culture, to integrate this guideline into the organizational training program so as to apply to all levels of the organization and presentation of the safety culture as part of the training of new comers.

#### Results so far

The working group has defined the main tasks and the connecting milestones in order to develop and improve the organizational safety culture at the HAEA. HAEA has elaborated a guideline for performing safety culture self-assessment based on IAEA and other relevant documents.

#### Future tasks, challenges, assessment

According to the working plan HAEA will elaborate in the near future the methodology for assessment of safety culture, a questionnaire to assess the organizational safety culture, evaluation criteria for assessment and training materials regarding to safety culture.

#### Staffing

HAEA has developed a database profiling the available organisational expertise and in the light of the Government's plans to build the Paks-2 new units, it is used to determine the shortfall in staffing. HAEA made a detailed calculation of the necessary capacity and expertise related to the new tasks up to the year 2038. HAEA projects that its staffing needs will increase by an additional 40 staff by 2017 and another 40 in 2021. Due to the on-going recruitment of new staff and loss of senior staff to retirement, training and knowledge sharing is of utmost importance for HAEA.

#### Organizational changes

Due to the on-going significant tasks regarding to the new units the overall organizational structure of the HAEA is in transition. For this reason HAEA is elaborating a process and guideline for managing organizational changes, including evaluation, classification and justification according to their importance to safety.

#### Contribution

HAEA is participating in the OECD NEA CNRA ad-hock working group's work regarding to the elaboration of a document for the development of regulatory safety culture.

### Country or International Agency

Hungary

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yes

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