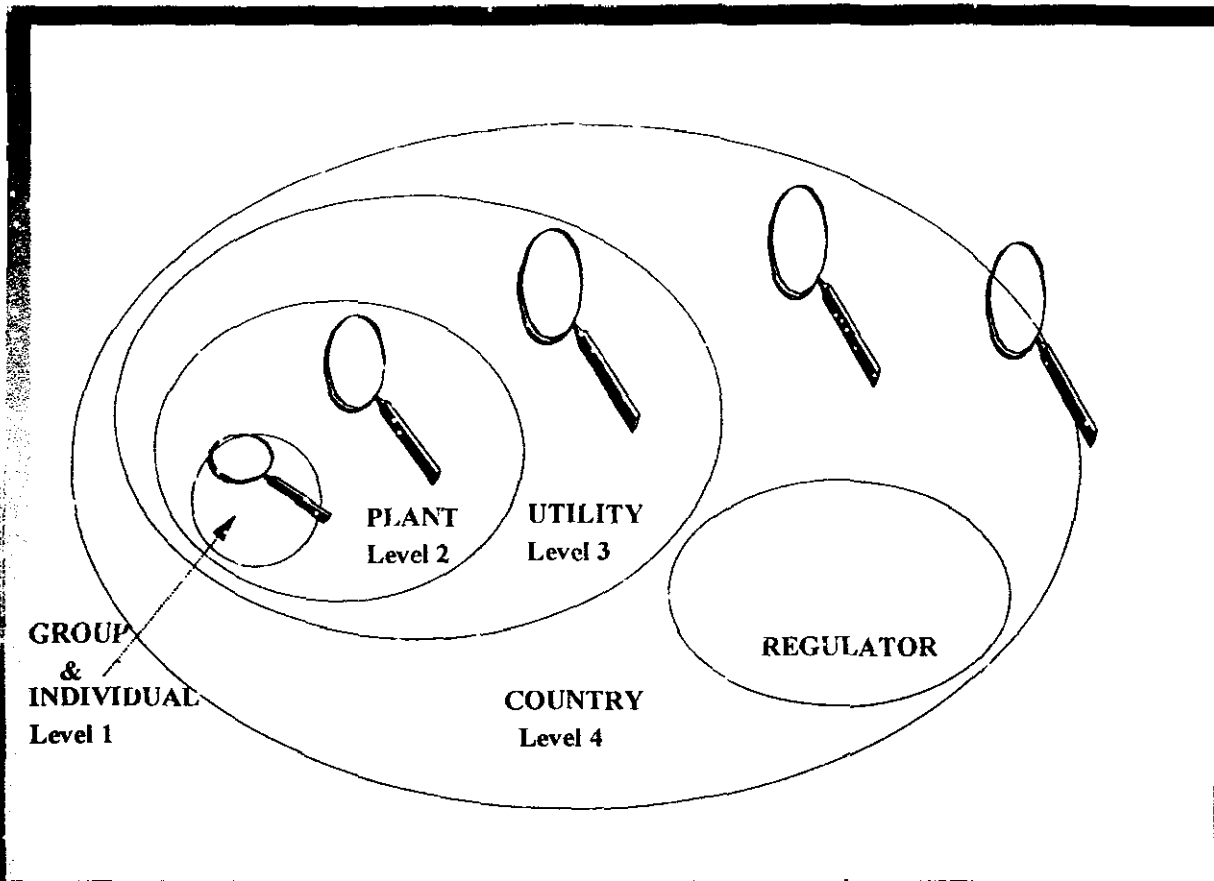
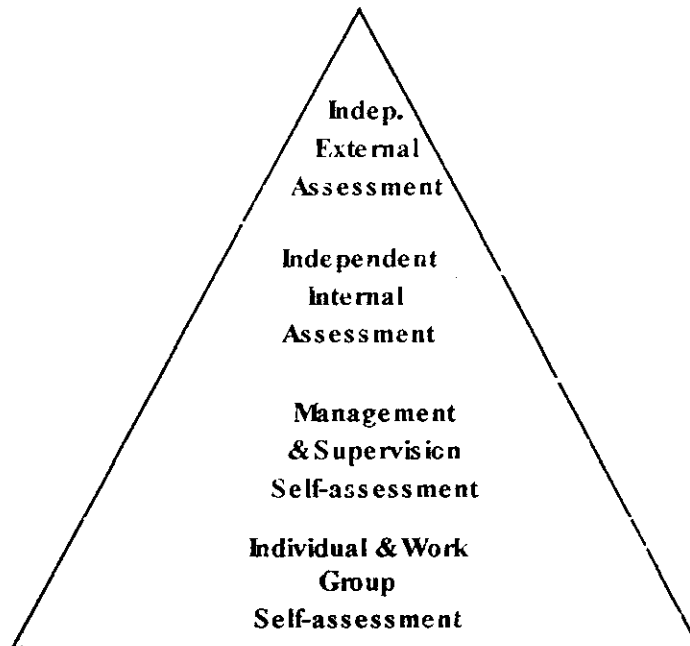


**WELCOME TO THE
LECTURE
ON
SELF ASSESSMENT**

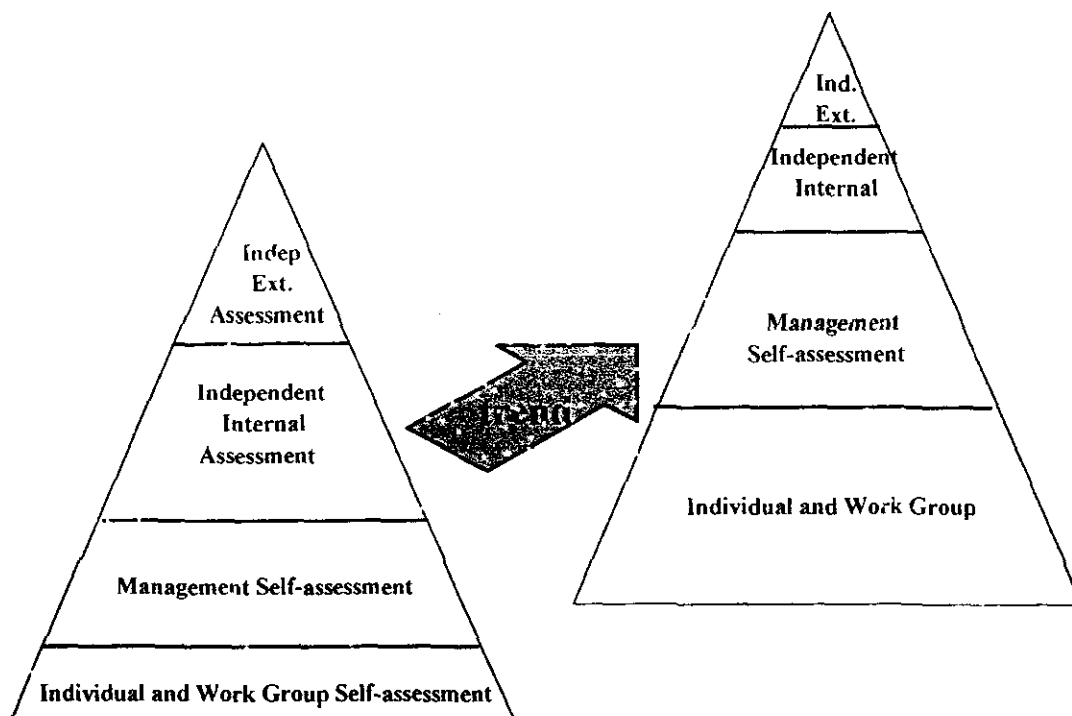
SELF-ASSESSMENT



SELF-ASSESSMENT



TREND



WHAT IS SELF-ASSESSMENT ?

Operational safety self-assessment is a structured, objective and visible procedure or set of procedures whereby Individuals, groups and managers within an operating organization evaluate the effectiveness of their own operational safety against predetermined targets, goals and other performance expectations.

WHAT IS SELF-ASSESSMENT ?

.....

OPERATIONAL SAFETY SELF-
ASSESSMENT

IS A

STRUCTURED, OBJECTIVE AND VISIBLE

PROCEDURE OR SET OF PROCEDURES

.....

WHAT IS SELF-ASSESSMENT ?

.....

WHEREBY

INDIVIDUALS, GROUPS AND MANAGERS

WITHIN AN OPERATING ORGANIZATION

.....

WHAT IS SELF-ASSESSMENT ?

.....

EVALUATE

THE EFFECTIVENESS

OF THEIR OWN OPERATIONAL SAFETY

.....

WHAT IS SELF-ASSESSMENT ?

.....

AGAINST PREDETERMINED
TARGETS, GOALS AND OTHER
PERFORMANCE EXPECTATIONS.

.....

SELF-ASSESSMENT

PURPOSE

To improve Operational Safety

PERFORMANCE EXPECTATIONS

Predetermined set of performance expectations

- ➡ Can be set of goals, targets and objectives
- ➡ May include performance expectations other than safety
- ➡ May be qualitative and quantitative
- ➡ Visible and public to all staff
- ➡ Staff can recognize how they contribute to their achievement

PERFORMANCE EXPECTATIONS

Concerns, for example:

- ⇒ Good safety culture
- ⇒ Unavailability of safety systems
- ⇒ Radiation exposure
- ⇒ Completion of safety plant modification
- ⇒ Improvement in communication

PERFORMANCE EXPECTATIONS

Should be set considering:

- ✓ Regulatory requirements as a minimum level
- ✓ Attributes of top performing plants
- ✓ Best international practices

They must be measurable and trended reviewed and even higher levels should be target

BENEFITS

Continuous assessment

- + enhances understanding of expectations
- + broadens staff knowledge
- + improves safety performance
- + improves safety culture
- + strives for continuous improvement/help to preclude decline in performance
- + improves communication
- + encourages staff empowerment
- + better use of internal resources
- + facilitates change in behavior and values

POSSIBLE BARRIERS

- ⇒ Lack of time
- ⇒ Internal lack of awareness of better ways
- ⇒ Unwillingness to accept criticism
- ⇒ Lack of common purpose
- ⇒ Lack of data
- ⇒ Insufficient training

TO ELIMINATE BARRIERS

- ✓ Schedule self-assessment
- ✓ See rest of the world
- ✓ Set management examples accepting constructive criticism
- ✓ Team oriented goals and team work
- ✓ Training

ATTRIBUTES

- ⇒ Scope
- ⇒ Personnel / management support
- ⇒ Integration into the management
- ⇒ Appropriate people
- ⇒ Line management response
- ⇒ Frequency
- ⇒ Visibility
- ⇒ Flexibility

ASSESSMENT MATRIX

INDIVIDUAL & WORK GROUP

SUPERVISION AND MANAGEMENT

INDEPENDENT INTERNAL ASSESSMENT

INDEPENDENT EXTERNAL ASSESSMENT

SELF-ASSESSMENT

Be careful:

- ➔ Do not delegate your self-assessment
- ➔ Not just 'one more programme'
- ➔ Bureaucracy
- ➔ Non-punishment policy
- ➔ Handle large number of ideas

SELF-ASSESSMENT

Further discussions:

- ? Who is the customer
- ? How to set up self-assessment