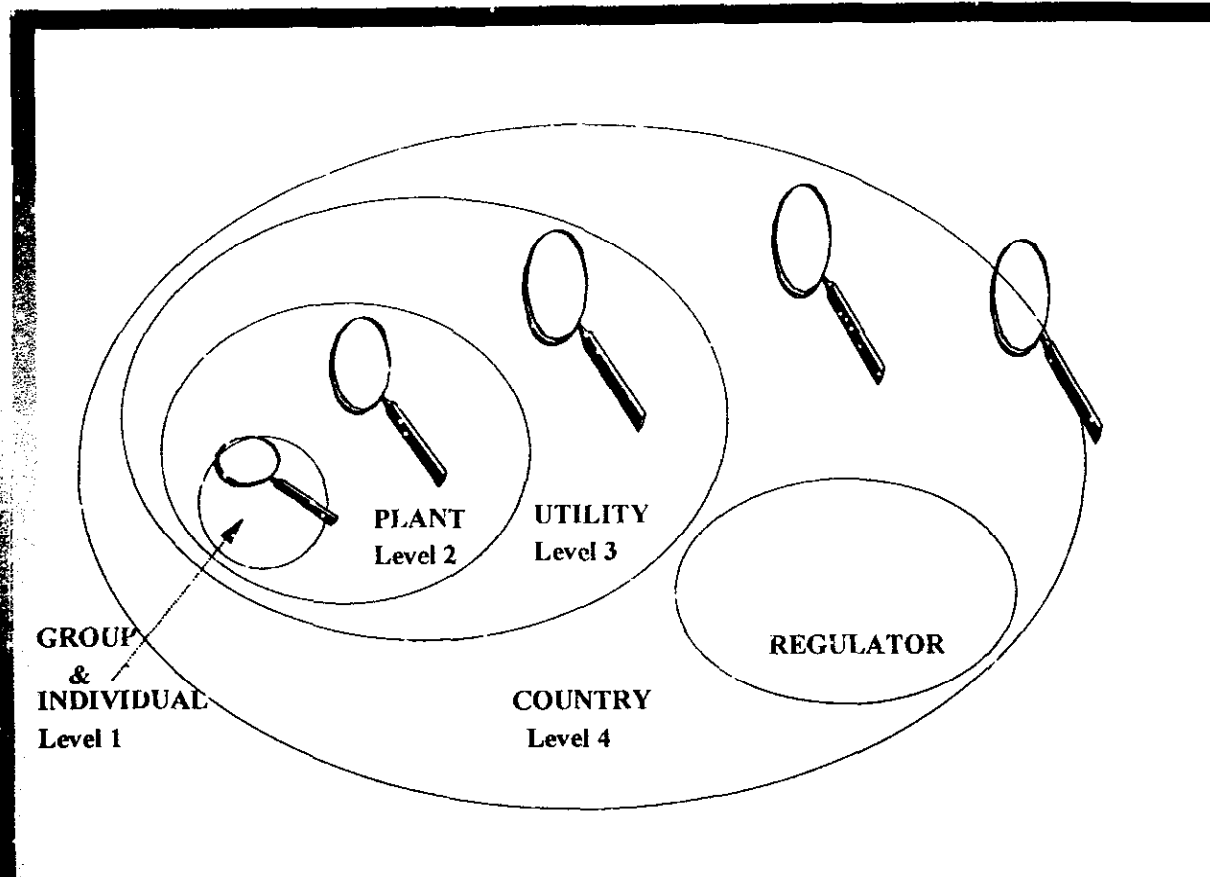
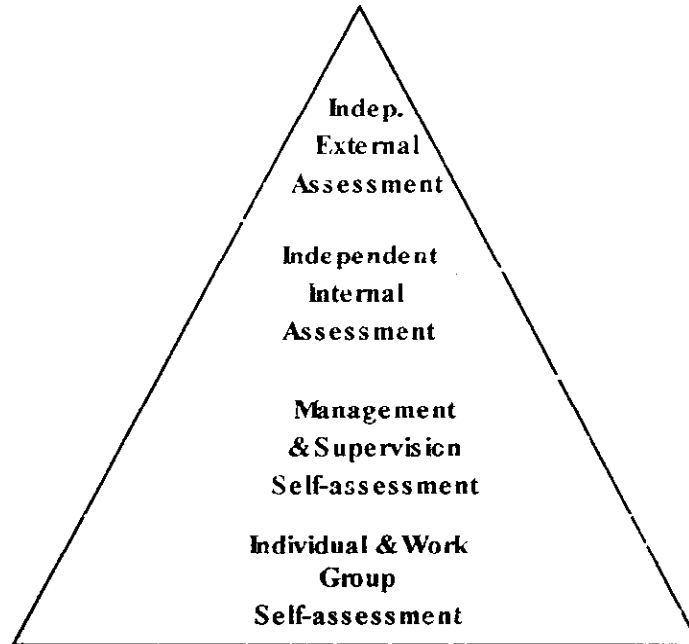


**WELCOME TO THE  
LECTURE  
ON  
SELF ASSESSMENT**

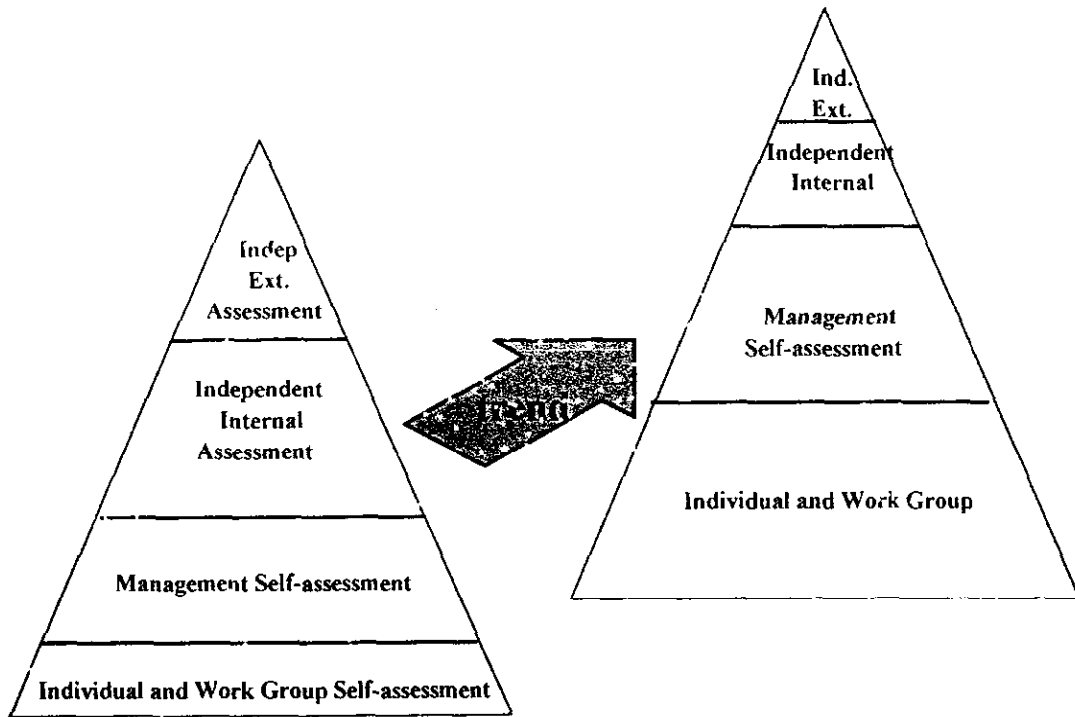
# SELF-ASSESSMENT



# 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

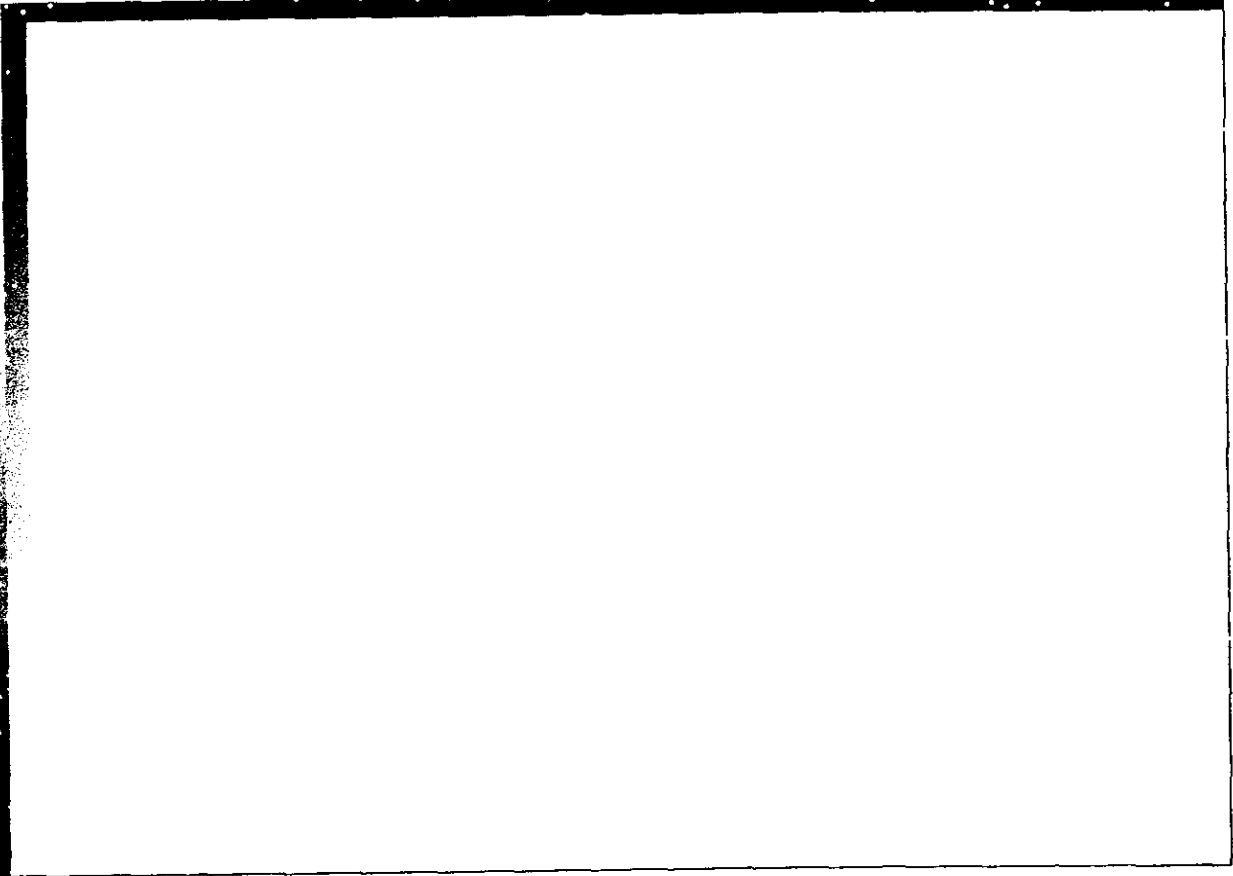
- ✓ Schedule self-assessment
- ✓ See rest of the world
- ✓ Set management examples accepting constructive criticism
- ✓ Team oriented goals and team work
- ✓ Training



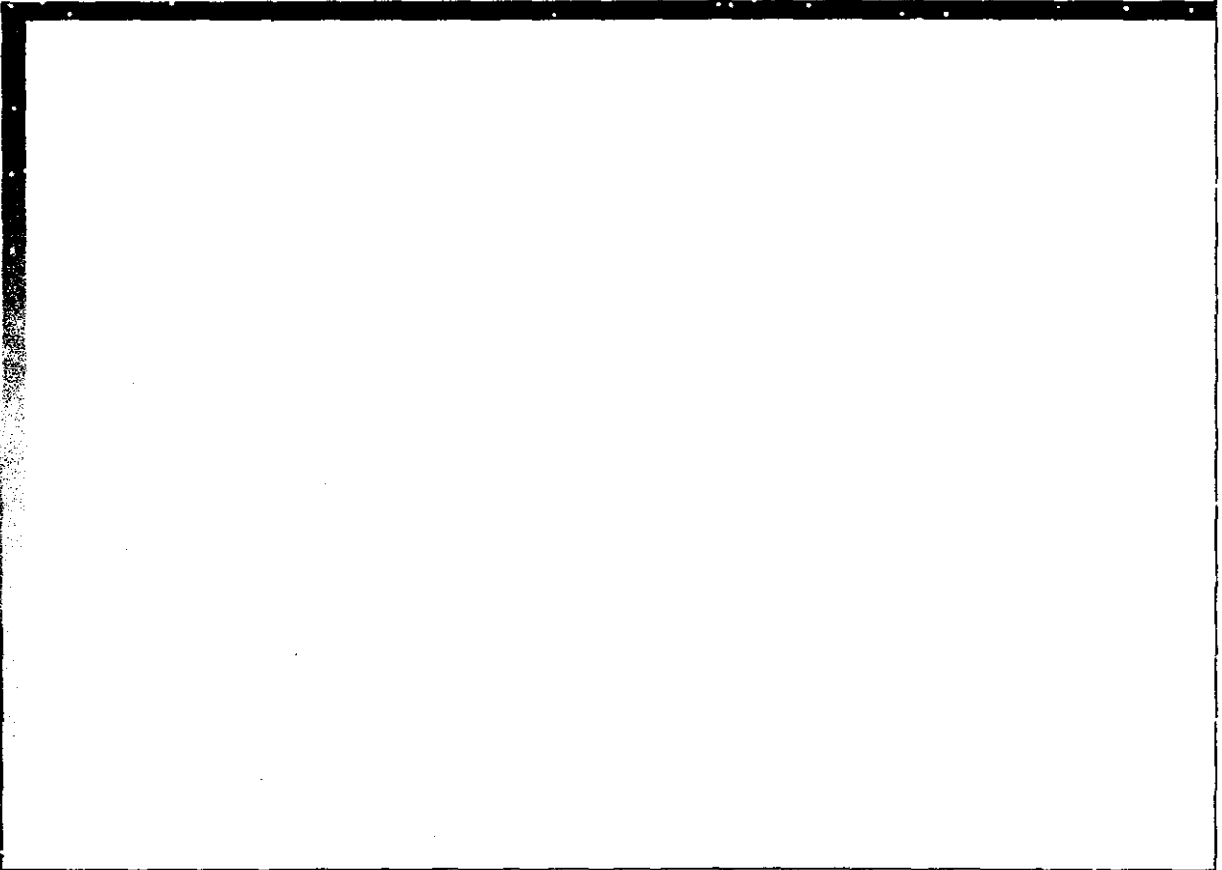
## ATTRIBUTES

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

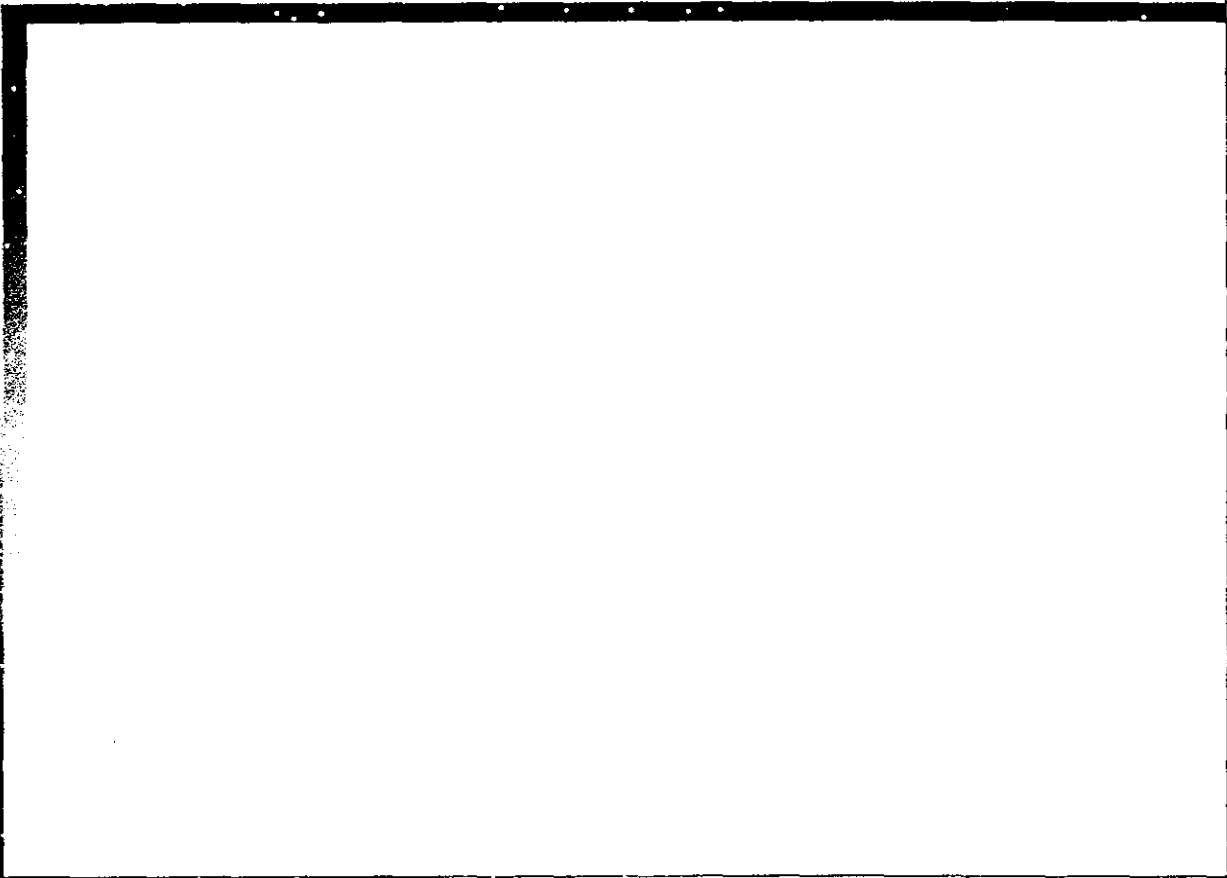
# ASSESSMENT MATRIX



# INDIVIDUAL & WORK GROUP

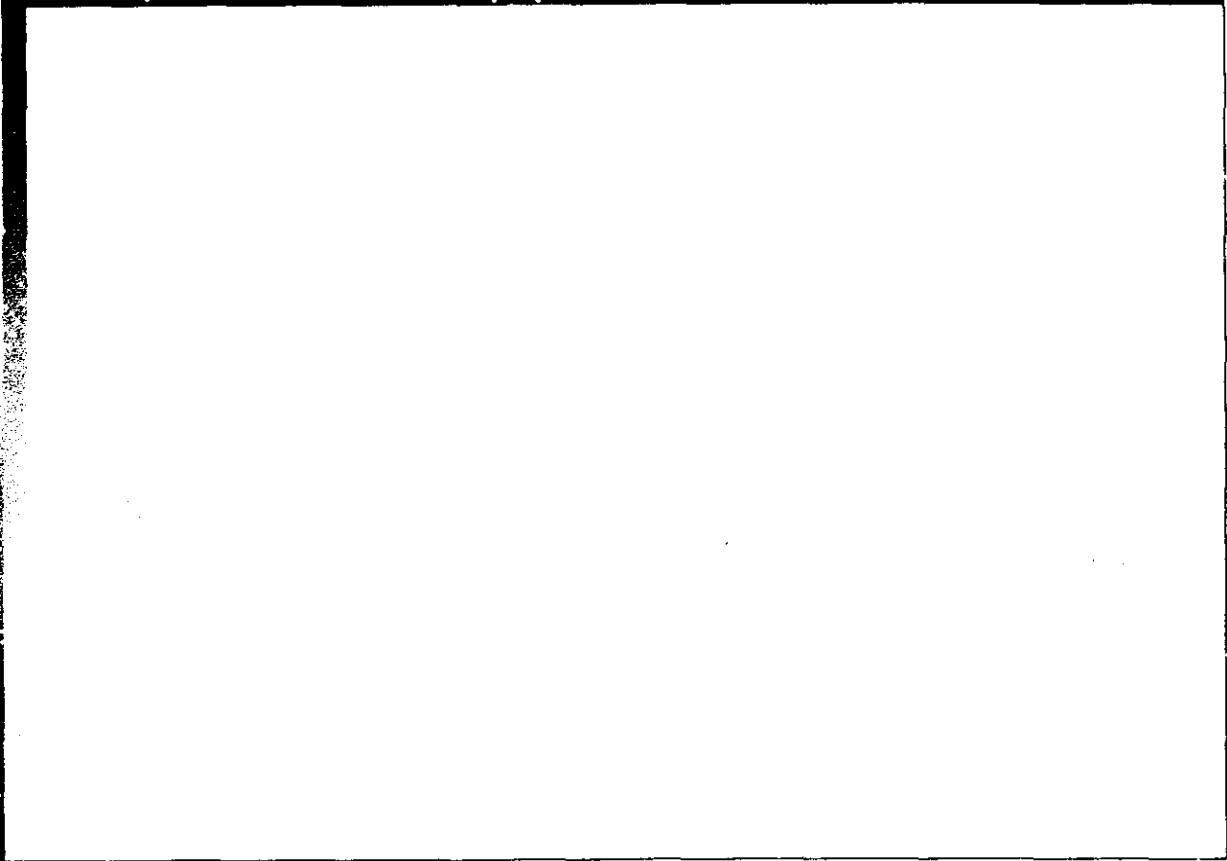


# SUPERVISION AND MANAGEMENT



# 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