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ONR GUIDE			
Management Systems			
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Revision commentary:	Sections 1 to 5.5 have not been changed to any significant extent but Section 5.6 onwards has been re-written. The changes have been made to give more regulatory emphasis to leadership for safety and to the effectiveness of processes underpinning the achievement of nuclear safety.		

TABLE OF CONTENTS

1	INTRODUCTION	2
2	PURPOSE AND SCOPE	2
3	LICENCE CONDITION 17: MANAGEMENT SYSTEMS	2
4	PURPOSE OF LICENCE CONDITION 17	3
5	GUIDANCE ON ARRANGEMENTS FOR LC17	3
6	GUIDANCE ON INSPECTION OF ARRANGEMENTS AND THEIR IMPLEMENTATION..	5
7	FURTHER READING	8
8	DEFINITIONS	8

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NOT PROTECTIVELY MARKED**1 INTRODUCTION**

- 1.1 Many of the licence conditions attached to the standard nuclear site licence require, or imply, that licensees should make arrangements to comply with regulatory obligations under the conditions. ONR inspects compliance with licence conditions, and also with the arrangements made under them, to judge the suitability of the arrangements made and the adequacy of their implementation. Most of the standard licence conditions are goal-setting, and do not prescribe in detail what the licensees' arrangements should contain; this is the responsibility of the duty-holder who remains responsible for safety. To support inspectors undertaking compliance inspection, ONR produces a suite of guides to assist inspectors to make regulatory judgements and decisions in relation to the adequacy of compliance, and the safety of activities on the site. This inspection guide is one of the suite of documents provided by ONR for this purpose.

2 PURPOSE AND SCOPE

- 2.1 The purpose of this guidance is to facilitate a consistent and effective approach to Licence Condition (LC) 17 compliance inspection. It describes ONR's expectations for 'adequate' quality management arrangements and should be used by Inspectors when carrying out their duties in this area.
- 2.2 The guidance consists of three main elements which will help Inspectors plan their site inspection programmes and LC 17 compliance inspections. Section 4 provides a brief overview to help Inspectors fully understand the scope of the arrangements needed to fulfil the requirements of LC 17. Section 5 provides more detailed guidance that Inspectors should use to judge the adequacy of the licensee's LC 17 arrangements and their implementation. Section 6 seeks to provide practical guidance on approaches that an Inspector may take to organising inspections of the topics addressed within the LC 17 arrangements.
- 2.3 The guidance contained in this document is consistent with IAEA Safety Standard No GS-R-3 (The Management System for Facilities and Activities) and is applicable to the activities of all licensees.

3 LICENCE CONDITION 17: MANAGEMENT SYSTEMS

- 3.1 17(1) Without prejudice to any other requirements of the conditions attached to this licence, the licensee shall establish and implement management systems which give due priority to safety.
- 17(2) The licensee shall, within its management systems, make and implement adequate quality management arrangements in respect of all matters which may affect safety.
- 17(3) The licensee shall submit to the ONR for approval such part or parts of the aforesaid management systems or part or parts of the aforesaid quality management arrangements as the ONR may specify.
- 17(4) The licensee shall ensure that once approved no alteration or amendment is made to the approved management systems or approved quality management arrangements unless the ONR has approved the alteration or amendment.
- 17(5) The licensee shall furnish to the ONR such copies of records or documents made in connection with the aforesaid quality management arrangements as the ONR may specify.

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NOT PROTECTIVELY MARKED**4 PURPOSE OF LICENCE CONDITION 17**

- 4.1 The purpose of this licence condition is to ensure that all the licensee's management systems give due priority to safety so that any actions or decisions taken do not have an adverse effect on safety. It also requires the licensee to apply quality management principles to all activities that may affect safety. This includes those associated with the procurement, design, construction, manufacture, commissioning, operation and decommissioning of the installations on the site including the preparation and review of safety documentation.
- 4.2 European Nuclear Safety Directive 2009/71/EURATOM of 25 June 2009, Article 6 (4) requires member states to ensure that the national framework in place requires licence holders to establish and implement management systems which give due priority to nuclear safety. LC 17 transposes this requirement in the UK.

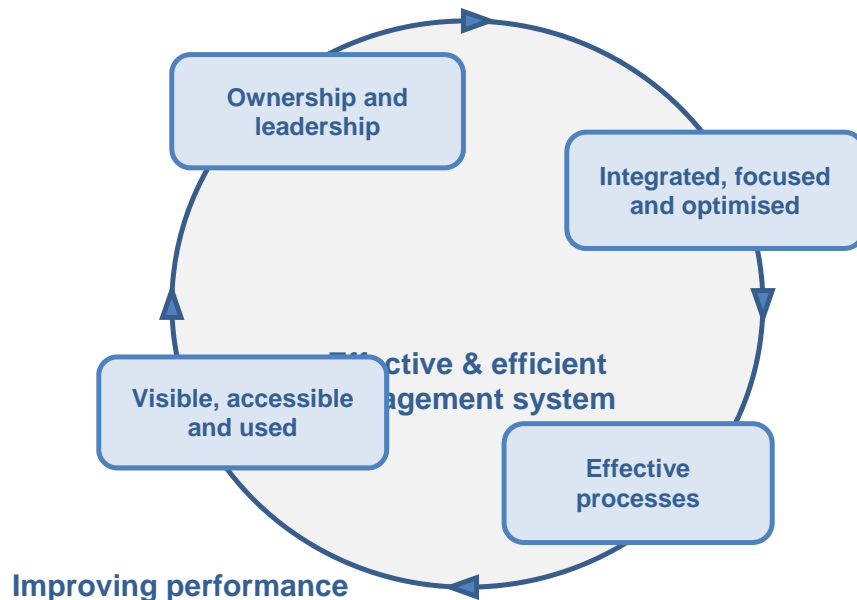
5 GUIDANCE ON ARRANGEMENTS FOR LC17

- 5.1 The management system arrangements should provide a description of the functional responsibilities, accountabilities, levels of authority and interactions of those managing, performing and assessing work. The description should be in an easily readable format and should not rely on individual post profiles or job descriptions. This should include the senior manager responsible for the quality management system. It should also describe interface arrangements with external stakeholders. Some or all of this information may be contained in a safety management prospectus. NS-TAST-GD-072, 'Function and Content of a Safety Management Prospectus'.
- 5.2 Inspectors should confirm that the licensee's management system arrangements are based on current national or international quality management system standards and that the arrangements adequately address all matters which may affect safety. ONR considers IAEA Safety Standard No GS-R-3 (The Management System for Facilities and Activities) and associated Safety Guides GS-G-3.1 (Application of the Management System for Facilities and Activities) and GS-G-3.5 (The Management System for Nuclear Installations) to be relevant good practice, and a Licensee should be able to show that it either uses this standard or that its arrangements meet the expectations of the standard. A licensee may additionally choose to use other standards such as ISO 9001 (Quality Management Systems – Requirements), primarily because UKAS certification can be achieved to such standards.
- 5.3 Licensees should use an integrated management system. This approach is a requirement of GS-R-3 and is encouraged by ONR as it ensures safety is considered in all the licensee's activities and is not confined to the quality/safety management system. It also promotes a more consistent approach to treatment of other areas such as environment, security, transport and safeguards, and other business activities, and reduces the likelihood of incompatible arrangements.
- 5.4 Where applicable, Inspectors should be aware of the level of involvement of the licensee's corporate centre in developing the LC 17 arrangements and its role in the independent assessment and review processes. If the corporate centre provides any generic model procedures, Inspectors should be satisfied with these models and should ensure that the licensee's procedures are consistent with them or that any deviations from them are justified.
- 5.5 Safety Assessment Principle SAP MS.1 recognises that good leadership is key to achieving high levels of safety and establishing and sustaining a positive safety culture. Good leaders use effective, efficient and dynamic management systems to engender strong, positive safety cultures and work processes which drive continually improving safety, security and business performance and ensure on-going compliance with the law.

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5.6 Four principles underpin effective, efficient and dynamic management systems:

**Principle 1 – Ownership and leadership**

The Senior Management (see Section 8.1) demonstrably own, value and use their Management System to achieve their business aims whilst giving due priority to safety:

- Through a shared leadership belief that an effective safety culture must be underpinned by an effective and efficient management system.
- By advocating adherence to the management system.
- By ensuring that their Management System continues to meet the requirements of IAEA-GS-R-3 (or GS-R-2 when it is issued).
- Developing and deploying effective governance, internal challenge and independent assessment arrangements.

Principle 2 – Integrated, focused and optimised,

Senior Management understand their changing business requirements and challenges, and proactively develop their management system accordingly.

- The scope of the management system covers all the Licensee's activities, from board to shop floor. It will also covers interfaces with external organisations where this is important to safety, for instance:- their supply chain; their customers; regulators; etc.
- The extent and detail of management system controls is applied in a proportional manner depending upon risk and complexity of activities.
- The management system integrates all elements of management including safety, health, environment, security, quality, societal and economic elements such that safety is never compromised.
- The Senior Management pursue vigorously all opportunities to improve the effectiveness and efficiency of the management system by:
 - Setting and achieving objectives for continual improvement.
 - Responding and learning from positive and negative events and situations both internally and externally.

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- Establishing effective performance monitoring and feedback mechanisms.
- Encouraging everyone to contribute improvement suggestions.
- Critically reviewing performance.
- Championing improvements

Principle 3 – Effective processes

The management system comprises a hierarchy of processes which deliver and support the achievement of business objectives.

- The needs of processes that directly achieve the business aims (e.g.: operations, decommissioning, manufacturing, project management, etc.) determine the scope and extent of support processes (e.g.: safety cases and design, supply chain management, technical and engineering support, assurance, etc.).
- Process ownership is assigned to suitable senior personnel who have the necessary support, resources and authority to consult, develop, deploy, monitor and improve the processes across all relevant functions.
- Personnel use and value the process arrangements, providing feedback for improvement.

Principle 4 – Visible, accessible and used

The management system is structured such that all personnel:

- Understand the purpose of the management system.
- Know what it looks like, know what their role is and know what parts of the management system apply to them.
- Understand why it is important to comply with instructions and procedures, to report mistakes and make improvement suggestions.
- Can easily access the information relevant to their job.
- The level of detail is pitched at their level of task competency.

6 GUIDANCE ON INSPECTION OF ARRANGEMENTS AND THEIR IMPLEMENTATION**6.1 Principle 1 – Ownership and leadership.**

- 6.1.1 The organisation's management system gives due priority to safety. Senior Management should demonstrate their ownership of the management system, by, for instance:
- 6.1.2 Being aware of the requirements of IAEA GS-R-3 and how their management system supports a positive safety culture.
- 6.1.3 Producing their management system policy and describe the steps they have taken to implement it.
- 6.1.4 Understanding the structure of their management system; describing how the various processes with their internal and external interfaces support safe delivery of their business objectives.
- 6.1.5 Appointing suitable Process Owners.
- 6.1.6 Demanding and promoting adherence to the management system requirements.
- 6.1.7 Setting and monitoring performance targets related to the business objectives.
- 6.1.8 Ensuring that their expectations, vision, values, behaviours and conduct, including procedural compliance, are shared and promulgated by the front line supervisors. The

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arrangements for achieving this should be documented. Licensees generally do this through the deployment of a conduct of operations / work manual or such like.

- 6.1.9. Understanding the crucial role that supervisors play in achieving safety. Senior Management will ensure that supervisors' leadership skills are adequate for their tasks (See LCs 10, 12 and 26)..
- 6.1.10 Routinely engaging with front line supervisors and workers through management walk-rounds, briefings, meeting with safety representatives, etc.
- 6.1.11 Developing and deploying effective governance, internal challenge and independent assessment arrangements (see NS-TAST-GD-080).
- 6.1.11 Being receptive to all sources of feedback relating to the effectiveness and efficiency of the management system, and using this to drive the ongoing development and improvement of the management system to ensure that it remains effective and efficient.
- 6.1.12 Appointing an individual (a management systems or quality manager for instance), who:
- reports directly to Senior Management,
 - is supported by Senior Management,
 - is given suitable resources to ensure the ongoing development and improvement of the management system.
- 6.1.13 Carrying out a periodic review of the management system that addresses nuclear safety as a priority.

6.2 Principle 2 – Integrated focused and optimised.

- 6.2.1 Integration of the management system ensures that process arrangements holistically address nuclear safety, conventional safety, environmental compliance, security etc. as necessary. This ensures that nuclear safety and other statutory requirements are considered when defining and implementing the process arrangements.
- 6.2.2 Senior Management should demonstrate that they understand the nature of their business; the nuclear safety risks associated with their business activities and ensure that adequate management system controls are implemented to mitigate these risks.
- 6.2.3 The risk profile will change on a facility throughout its life cycle. The drivers of changing risks include: - changing customer demands; changing technology and techniques; changes to plant operation and configuration; aging plant and obsolescence; OPEX, organisational change; improvement programmes; changes to legislation; financial constraints; etc. Senior Management should demonstrate how they consider the impact of such changes on their management system requirements and update the arrangements accordingly.
- 6.2.4 The management system arrangements should ensure that adequate controls are applied to processes and activities to achieve consistent, safe outcomes. This requires a graded approach, whereby the extent of controls applied to activities are proportional to the risks associated with achieving safe outcomes. A system of 'grading' is usually applied to activities (e.g.: plant modifications, spares procurement, work control, etc.) to ensure that the right level of control is applied. Achieving consistently correct grading of activities is often challenging and usually requires competent judgement. Therefore it is generally not sufficient to just define the grading system and grading criteria, but also to provide training.
- 6.2.5 Senior Management should be demonstrably striving for improvement in nuclear safety performance and their commitment to all improvement activities should be clear. Expect Senior Management to articulate clearly the key components of their various improvement initiatives, their personal involvement in these and awareness of the status of improvements.

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NOT PROTECTIVELY MARKED**6.3 Principle 3 – Effective processes**

- 6.3.1 In the course of their programmed inspections of licence condition arrangements, Inspectors will assess the effectiveness of various processes which map well to licence conditions, e.g.: maintenance, plant modifications, radioactive waste handling, OPEX, etc. However, other processes important to safety may not map directly to licence conditions, for instance, processes such as project management, work control, supply chain management, risk management, etc. It is important that ONR confirm the effectiveness of these processes.
- 6.3.2 The Inspector needs to understand how such processes holistically support compliance with most licence conditions. In carrying out inspections against LC17 Inspectors should inspect some of these processes on a targeted and proportionate basis. The Inspector should consider using ONR Quality and Human and Organisational Capability specialist Inspectors when carrying out such inspections.
- 6.3.3 In particular, the ONR Board has identified shortcomings in nuclear Supply Chain Management as a significant risk to safety and consequently identified this as a strategic improvement theme for the period 2015 to 2016. The Inspectors should engage the assistance of ONR Supply Chain Management Specialists to carry out an inspection of the licensee's supply chain management process and monitor the ongoing development of these arrangements over the coming years (see Section 7.1).
- 6.3.4 It is expected that the licensees' Senior Management be able to describe: - the hierarchy of processes, their importance to nuclear safety; how they interact to deliver their business objects and comment on their effectiveness and what improvements are being made, or envisaged, to improve their effectiveness.
- 6.3.5 It is important that senior management on sites are given awareness training in their roles and responsibilities and in management system processes with regards to nuclear safety. This is especially important where there is a high turnover of senior management coming into the organisation; NDA sites for instance.
- 6.3.6 The way in which Senior Management appoint Process Owners should be clear.
- 6.3.7 Process Owners should receive sufficient Senior Management commitment and resource to carry out their roles.
- 6.3.8 The Inspector needs to confirm that Process Owners are carrying out their roles effectively. For instance, that Process Owners:
- Plan and monitor the effective implementation of process arrangements.
 - Ensure their process meets changing business needs and safety risks.
 - Consider their process arrangements in terms of the needs of other process and interdependencies (e.g.: overall site requirements, inputs from and outputs to other processes cross dependencies, etc.) and liaise with other Process Owners as necessary.
 - Involve users in developing arrangements (e.g.: writing of instructions and procedures, developing computer systems, physical and environmental arrangements, development of training material and provision of training, etc.).
 - Know how effective their process is. They can provide underpinning details and data for assertions of process performance, including: feedback from user groups and other Process Owners, KPI figures, audit and inspection reports, benchmarking data, etc.
 - Review their process accordingly to bring about process improvement.
- 6.3.9 For organisations with multiple sites, Process Ownership may reside within a corporate function or an individual site. Inspectors should confirm that the individual responsible

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for deploying the process on their site is identified and liaises with the corporate owner in developing and improving the process.

- 6.3.10 The Inspector should confirm that personnel carrying out activities associated with a process understand their role in ensuring safe outcomes and know how to report shortcomings and suggest improvements

6.4 Principle 4 – Visible, accessible and used

- 6.4.1 Everyone on site should understand: - the need for a management system; their role and what is expected of them, what information they need to do their job safely and correctly, and how / where to get it.
- 6.4.2 The management system must ensure that the right information is available to the right person, in the right place, in the right format / medium at the right time. This usually involves a combination of: - access by personnel to computer based process controls (e.g.: work control, permit systems, plant modification databases, etc.), computer based document systems for reference and training; the issue of work packs for individual jobs; controlled paper instruction files for use in restricted areas; etc.
- 6.4.3 Users should be involved in the development of processes and their supporting arrangements (procedures, instructions etc.).
- 6.4.4 Policies should be developed and deployed for the use of instructional material, e.g.: instruction in hand and checks signed off as the job progresses, instructional material taken to the job, or available to the users for reference and training.

7 FURTHER READING

- 7.1 NS-TAST-GD-072, Function and Content of a Safety Management Prospectus.
- 7.2 NS-TAST-GD-077, Supply Chain Management Arrangements for the Procurement of Nuclear Safety Related Items or Services
- 7.3 NS-TAST-GD-080, Challenge Culture, Independent Challenge Capability (including an Internal Regulation function), and the provision of Nuclear Safety Advice
- 7.4 IAEA Safety Standard GSR-3 - The Management System for Facilities and Activities - Safety Requirements. http://www-pub.iaea.org/MTCD/publications/PDF/Pub1252_web.pdf
- 7.5 IAEA Safety Standard GS-R-3.1 - Application of the Management System for Facilities and Activities - Safety Guide. http://www-pub.iaea.org/MTCD/publications/PDF/Pub1253_web.pdf
- 7.6 BS EN ISO 9001: 2015, QUALITY MANAGEMENT SYSTEMS – Requirements
- 7.7 The Chartered Quality Institute's publication, 'Nuclear Quality Knowledge'. <http://www.thecqi.org/Community/Special-Interest-Groups-SIGs/Nuclear/Nuclear-Quality-Knowledge/>

8 DEFINITIONS

- 8.1 The term Senior Management used in this guide has the same meaning as the term used in GS-R-3, namely: *'Senior management' means the person who, or group of people which, directs, controls and assesses an organization at the highest level. Many different terms are used, including, for example: chief ONR officer (CEO), director general, ONR team, plant manager, top manager, chief regulator, site vice-president, managing director and laboratory director.*

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