

# Newsletter

Edition 1, Dec 2009

## Introduction

The UK Nuclear Human Performance Forum was established in 2008 to focus upon the development of HuP across the UK. There were no established UK or European standards for Human Performance training for Practitioners, or any consistent approach to the development of Human Performance in the nuclear industry in the UK. In addition there was no national network for learning and sharing best practice in the Nuclear Industry despite the growing field of interest and commitment to Human Performance in the UK.

Following the WANO Human Performance Conference in April 2008 (where many of the aforementioned concerns were raised) agreement was made between the attending UK delegates to develop a national forum to address these issues.

Since April 2008 the group has subsequently gained sponsorship from the UK Safety Directors Forum.

The forum has identified 'Human Performance Subjects' referred to as the 'Body of Knowledge' and set expectations for 4 levels of knowledge for organisational roles. The roles have now been mapped across the body of knowledge. This provides the framework upon which standards can be established and training/qualifications developed. The first phase of developing training and qualifications for HuP has been achieved with the development of the first behaviour set for UK Nuclear Industry (part of the triple Bar Induction) called The Basic Nuclear Industry Behaviours (BNIB). The National Skills Academy Nuclear and Cogent joined the forum in 2009.



Pictured above: Front Row (Left to Right) Larry Malthoff, Chris Cartwright, Joe McCluskey and Helen Rycraft. Back Row: (Left to Right) Tim Knight, Jayne Tye, Charlotte Fox, Sarah Peck, Anne Thompson, Ian Moores and Fiona Moore.

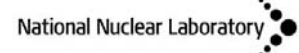
Additional members who are not pictured are Neil Farley: Springfields, Stephen Thomas: Magnox North, Aileen Sullivan: British Energy, Katie Nye and Carol Brown : Magnox South.

## Meet the Forum...

There are currently 2 levels of membership to the Forum, full time and associate. Initial membership included Sellafield Ltd, British Energy, Magnox North, Magnox South, Westinghouse (Springfields UK), National Skills Academy Nuclear, National Nuclear Laboratory, Cogent and Urenco.

### Associate Members:

- AWE Aldermaston
- Direct Rail Services
- MOD Devonport
- International Nuclear Services
- Low Level Waste Repository
- Rolls Royce
- Dounreay
- Other interested parties are invited



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So far the initial programme of work has been presented to the Westinghouse Human Performance International Forum, the WANO bench marking meeting in Penly and strong links made with Scandinavian counterparts, in an effort to share and learn. The work up to date will be presented to their Scandinavian Forum in December 2009.

### Other Achievements to date

1. Produced HuP fundamentals Continuing Professional Development (CPD) for college lecturers and providers.
2. Producing and supporting training notes, lesson plans and with model questions in conjunction with The National Skills Academy for Nuclear and the Standard for Basic Nuclear Industry Behaviours.
3. Developed the terms of reference, 2 year programme of work and detailed communications stakeholder plan
4. Shared the work of the forum at the WANO HuP conference and Scandinavian HuP network.

### Future work to include:

- Review Second phase of Body of Knowledge development
- Endorsement of the Standards for Nuclear Worker and Coach Practitioner
- Develop an assist visit programme
- Develop metrics for Human Performance
- Provide a documentation set to support Human Performance

### Terms of Reference

- Providing a single voice/focus to influence UK Nuclear Industry
- To provide an opportunity to bench mark and learn across the UK Nuclear Industry
- To provide industry wide alignment, in terms of Human Performance development within the UK
- To standardise training, that is recognised industry wide
- Provide a Human Performance link into Regulators, Licensees and Human Factors Specialists.
- Optimise resources by utilising the Human Performance Leads within the group to develop common requirements
- Identify Key Performance Indicators and Measurements for success of Human Performance Programmes
- To inform the broad Nuclear Community of Key Learning and Information from the meetings

