



Republic of the Philippines  
Department of Science and Technology  
**PHILIPPINE NUCLEAR RESEARCH INSTITUTE**  
Commonwealth Avenue, Diliman, Quezon City

## **CPR PART 6**

### **REQUIREMENTS FOR LEADERSHIP AND MANAGEMENT FOR SAFETY**

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#### **I. GENERAL PROVISIONS**

##### Section 1. ***Purpose and Scope.***

- (a) This Part is promulgated pursuant to Republic Act No. 5207, otherwise known as the "Atomic Energy Regulatory and Liability Act of 1968", as amended, to establish the licensing and regulation of atomic energy facilities and materials in the Republic of the Philippines.
- (b) This Part provides the general requirements for the establishment and continuous improvement of leadership and management for safety and development of an effective Management System for nuclear installations, radiation facilities and its associated activities.
- (c) The requirements in this Part shall apply, as appropriate, to applicants and current license holders who shall ensure the implementation of the requirements established by this regulation.
- (d) This Part does not address nuclear security issues related to nuclear installations, radiation facilities and its associated activities.

##### Section 2. ***Definitions.***

As used in this Part:

- (a) **"Act"** means Republic Act No. 5207, otherwise known as the Atomic Energy Regulatory and Liability Act of 1968, as amended by Presidential Decree No. 1484;
- (b) **"Associated activities"** means the possession, production, processing, use, handling, storage, disposal or transport of nuclear material or other radioactive material;
- (c) **"CPR"** means the Code of PNRI Regulations;

- (d) **“Commissioning”** means the process by means of which systems and components of facilities and activities, having been constructed, are made operational and verified to be in accordance with the design and to have met the required performance criteria;
- (e) **“Construction”** means the installation of foundations, or in-place assembly, erection, fabrication, or testing for any structure, system, or component of a facility or activity subject to the regulations in this Part that are related to the radiological safety or security;
- (f) **“Design”** means the process and the result of developing a concept, detailed plans, supporting calculations and specifications for a facility and its parts;
- (g) **“Decommissioning”** means removing a facility or site safely from service and reducing residual radioactivity to a level that permits:
  - (1) Release of the property for unrestricted use and termination of the license; or
  - (2) Release of the property under restricted conditions and termination of the license;
- (h) **“Facilities”** includes nuclear facilities, irradiation installations, radioactive waste management facilities and any other places where radioactive material is produced, processed, used, handled, stored or disposed of, or where radiation generators are installed, on such a scale that consideration of protection and safety is required;
- (i) **“Independent assessment”** means assessments such as audits or surveillance carried out to determine the extent to which the requirements for the management system are fulfilled, to evaluate the effectiveness of the management system and to identify opportunities for improvement. They can be conducted by or on behalf of the organization itself for internal purposes, by interested parties or by external independent organizations;
- (j) **“License”** means legal document issued by the PNRI to the applicant granting license to perform specified activities relating to a facility or activity;
- (k) **“Licensee”** means a holder of a valid license issued by the PNRI pursuant to this Part, and having overall responsibility for the conduct of authorized activities involving a licensed nuclear or radioactive material or the operation of a nuclear installation or radiation facility;
- (l) **“Management System”** means a set of interrelated or interacting elements or system for establishing policies and objectives and enabling the objectives to be achieved in an efficient and effective manner;
- (m) **“Nuclear Installation”** means any nuclear facility subject to authorization that is part of the nuclear fuel cycle, except facilities for the mining or processing of uranium ores or thorium ores and disposal facilities for radioactive waste;
- (n) **“Philippine Nuclear Research Institute or (PNRI)”** is the national authority designated by the government as having legal authority to conduct the regulatory process, including issuing a license;
- (o) **“Radioactive material”** means a material designated by PNRI as being subject to regulatory control because of its radioactivity;
- (p) **“Radioactive source”** means any radioactive material that is permanently sealed in

a capsule or closely bonded, in a solid form and which is not exempt from regulatory control;

- (q) **“Safety”** means measures intended to minimize the likelihood of accidents with radioactive sources and, should such an accident occur, to mitigate its consequences;
- (r) **“Safety Culture”** means the assembly of characteristics and attitudes in organizations and individuals which establishes that, as an overriding priority, protection and safety issues received the attention warranted by their significance;
- (s) **“Security”** means measures to prevent unauthorized access or damage to, and loss, theft or unauthorized transfer of, radioactive sources;
- (t) **“Self-assessment”** means a routine and continuing process conducted by senior management and also by management at other levels to evaluate the effectiveness of performance in all areas of their responsibility. This may include review, surveillance and discrete checks, which are focused on preventing, or identifying and correcting, management problems that hinder the achievement of the organization’s objectives, in particular safety objectives;
- (u) **“Senior management”** means the person or persons who direct, control, and assess an organization at the highest level; and
- (v) **“Siting”** means the process of selecting a suitable site for a facility, including appropriate assessment and definition of the related design bases.

Section 3. ***Interpretation.***

Except as specifically authorized by the PNRI Director in writing, no interpretation of the meaning of the requirements in this Part shall be recognized to be binding upon PNRI.

Section 4. ***Communication.***

All communications and reports concerning this CPR shall be addressed to:

Office of the Director  
Philippine Nuclear Research Institute  
Commonwealth Avenue, Diliman, Quezon City

Section 5. ***Applicability of Other Regulations and Requirements.***

- (a) The requirements in this Part shall be in addition to, and not in substitution for, other applicable requirements of the CPRs and those of relevant binding conventions and national laws and regulations.
- (b) Nothing in this Part shall be construed as restricting any actions that may otherwise be necessary to ensure protection and safety of the workers, the general public and the environment.

Section 6. ***Resolution of Conflicts.***

The PNRI may initiate the appropriate steps toward the resolution of a conflict, if any, between the requirements contained in this Part and other laws and regulations.

Section 7. ***Additional Regulatory Requirements.***

The PNRI may impose upon the licensee, by appropriate rule, regulation, or order after due process or consultation, such requirements in addition to those established in this Part as it deems appropriate or necessary to protect the health and safety of the workers, public and the environment, or minimize danger to life or property and ensure the security of radioactive sources.

## II. RESPONSIBILITY FOR SAFETY

Section 8. ***Management Responsibility.***

- (a) The licensee, starting with the senior management, shall ensure that the fundamental safety objective of protecting people and the environment from harmful effects of ionizing radiation is achieved.
- (b) The senior management shall demonstrate leadership, and commitment to safety.
- (c) The senior management shall undergo an awareness training on topics relevant to leadership and management for safety such as, but not limited to, safety culture, senior leaders' health and safety training or safety management, subject to evaluation of PNRI.
- (d) The senior management, in accordance with their accountabilities shall:
  - (1) Ensure the safety on siting, design, construction, commissioning, operation and decommissioning or closure of nuclear or radiation facilities;
  - (2) Ensure that equipment and activities meet safety standards, quality standards and management standards;
  - (3) Ensure the safe management and control of all radioactive material and sources that are produced, processed, used, handled, transported, stored or disposed of;
  - (4) Ensure that managers at all levels in the organization develop and maintain an understanding of radiation risks and potential consequences, and of how to manage radiation risks relevant to their responsibilities;
  - (5) Ensure that provision is made for adequate resources and funding, including for the long-term management and disposal of radioactive waste, as well as for decommissioning or closure of facilities, with due consideration given to the protection of future generations; and
  - (6) Ensure that adequate arrangements are made where appropriate for preparedness and response for a nuclear or radiological emergency.
- (e) The senior management shall be responsible for establishing goals, strategies, plans and objectives for the organization that are consistent with the organization's safety policy.

- (f) The senior management shall determine the competencies and provide resources necessary to carry out the activities of the organization safely.
- (g) The senior management shall identify interested parties for their organization and shall define an appropriate strategy for interaction with them.
- (h) The senior management shall ensure that arrangements with vendors, contractors, and suppliers for specifying, monitoring, and managing the supply of items, products and services that may influence safety are in place. In case of contracting out any processes and receiving any item, product or service in the supply chain, the licensee shall retain its responsibility for safety.
- (i) The senior management shall ensure that management system is established, implemented, assessed, and continually improved. The senior management shall prepare a plan to achieve full implementation of the management system.
- (j) The senior management shall establish self-assessment team and ensure conduct of an independent assessment of the management system.
- (k) The senior management shall ensure that self-assessment of leadership for safety and safety culture includes assessment at all organizational levels and for all functions in the organization. The results of the self-assessment shall be communicated at all levels in the organization in a timely manner.

Section 9. ***Leadership for Safety.***

- (a) The licensee shall ensure that managers at all levels, taking into account their duties:
  - (1) Set goals for safety that are consistent with the organization's policy for safety, actively seeking information on safety performance within their area of responsibility and demonstrating commitment to improving safety performance;
  - (2) Develop individual and institutional values and expectations for safety throughout the organization by means of their decisions, statements and actions; and
  - (3) Ensure that their actions encourage the reporting of safety related issues, to develop questioning and learning attitudes, and to correct acts or conditions that are adverse to safety.
- (b) The licensee shall ensure that managers at all levels in the organization:
  - (1) Encourage and support all individuals in achieving safety goals and performing their tasks safely;
  - (2) Engage all individuals in enhancing safety performance; and
  - (3) Communicate clearly the basis for decisions relevant to safety.
- (c) The senior management shall demonstrate leadership and commitment for safety by:
  - (1) Establishing, advocating and adhering to an organizational approach to safety that stipulates that, as an overriding priority, issues relating to protection and safety receive the attention warranted by their significance;
  - (2) Acknowledging that safety encompasses interactions between people, technology and the organization;

- (3) Establishing behavioral expectations and fostering a strong safety culture; and
- (4) Establishing the acceptance of personal accountability in relation to safety on the part of all individuals in the organization and establishing that decisions taken at all levels take account of the priorities and accountabilities for safety.

### III. INTEGRATION OF THE MANAGEMENT SYSTEM

#### Section 10. ***Management System.***

- (a) The licensee shall develop, implement, assess, and continually improve a management system that integrates safety, health, environmental, security, quality, human-and-organizational-factor, societal and economic elements.
- (b) The management system shall be aligned with the safety goals of the organization, and shall be based on international, national or other standards acceptable to PNRI.
- (c) The licensee shall incorporate procedures for routine internal inspections and audits in the management system, as appropriate.
- (d) The licensee shall implement the management system to achieve goals safely, to enhance safety and to foster a strong safety culture by:
  - (1) Bringing together in a coherent manner all the necessary elements for safely managing the organization and its activities;
  - (2) Describing the arrangements made for management of the organization and its activities;
  - (3) Describing the planned and systematic actions necessary to provide confidence that all requirements are met; and
  - (4) Ensuring that safety is taken into account in decision making and is not compromised by any decisions taken.
- (e) The licensee shall make arrangements in the management system for the resolution of conflicts arising in decision making processes, and potential impacts of security measures on safety and potential impacts of safety measures on security are identified and resolved without compromising safety or security.
- (f) The licensee shall clearly define in the management system the organizational structures, processes, responsibilities, accountabilities, levels of authority, and interfaces within the organization and with external organizations.
- (g) The licensee shall identify and integrate in the management system all statutory and regulatory requirements stipulated in the Act and the Code of PNRI Regulations.
- (h) The management system shall provide for the identification and appropriate analysis of any changes that could have significant implications for safety.
- (i) The management system shall provide for the establishment of arrangements for independent review before decisions significant for safety are made.

Section 11. ***Graded Approach.***

The management system shall be developed and applied using a graded approach. The criteria used to grade the development and application of the management system shall be documented, considering:

- (a) The safety significance and complexity of the organization, operation of the facility or conduct of the activity involving a radioactive material;
- (b) The hazards and the magnitude of the potential impacts and risks associated with the safety, health, environmental, security, quality and economic elements of each facility or activity; and
- (c) The possible consequences for safety if a failure or an unanticipated event occurs or if an activity is inadequately planned or improperly carried out.

Section 12. ***Documentation of the Management System.***

- (a) The licensee shall document the management system. The documentation shall include the following, as a minimum:
  - (1) Policy statements of the organization on values and behavioral expectations;
  - (2) The fundamental safety objective;
  - (3) A description of the organization and its structure;
  - (4) A description of the responsibilities and accountabilities;
  - (5) Procedures manual;
  - (6) Work instructions;
  - (7) The levels of authority, including all interactions of those managing, performing and assessing work and including all processes;
  - (8) A description of how the management system complies with regulatory requirements that apply to the organization; and
  - (9) A description of the interactions with external organizations and with interested parties, if applicable.
- (b) The documents of the management system shall be controlled, usable, readable, clearly identified and readily available at the point of use. All individuals responsible for preparing, reviewing, revising, and approving documents shall be competent to perform the tasks and shall be given access to appropriate information on which to base their input or decisions.
- (c) The revisions to documents shall be controlled, reviewed, and recorded. Revised documents shall be subject to the same level of approval as the initial documents.
- (d) The licensee shall specify records in the management system. All records shall be readable, complete, identifiable, easily retrievable, and controlled.
- (e) The licensee shall establish retention period of records and associated test materials and specimens to be consistent with the statutory requirements and with the



obligations for knowledge management of the organization. The licensee shall ensure that the media used for records shall be readable for the duration of the retention times specified for each record.

**Section 13. Measurement, Assessment and Improvement of Management System.**

- (a) The licensee shall monitor and measure the effectiveness of the management system to confirm the ability of the processes to achieve the intended results and to identify opportunities for improvement.
- (b) The licensee shall evaluate the causes of non-conformances of processes and the causes of safety related events that could give rise to radiation risks and any consequences shall be managed and shall be mitigated. The licensee shall also determine the corrective actions necessary for eliminating the causes of non-conformances, and for preventing the occurrence of, or mitigating the consequences of, similar safety related events, and corrective actions shall be taken in a timely manner.
- (c) Independent assessments and self-assessments of the Management System shall be conducted at least annually to support continual improvement and to ensure its continuing suitability and effectiveness and its ability to enable the objectives of the organization to be accomplished, in consideration of new requirements and changes in the organization. The management system shall include evaluation and timely use of the following, as applicable:
  - (1) Lessons from experience gained and from events that have occurred, both within the organization and outside the organization, and lessons from identifying the causes of events;
  - (2) Technical advances and results of research and development; and
  - (3) Lessons from identifying good practices.
- (b) The results of assessments shall be communicated at all levels of the organization.

**IV. CULTURE FOR SAFETY**

**Section 14. Safety Culture.**

The licensee shall use the management system to promote and support a strong safety culture by:

- (a) Ensuring a common understanding of safety and of safety culture, including:
  - (1) Awareness of radiation risks and hazards relating to work and to the working environment;
  - (2) An understanding of the significance of radiation risks and hazards for safety; and
  - (3) A collective commitment to safety by teams and individuals.
- (b) Ensuring that individuals accept personal accountability for their attitudes and conduct with regard to safety;

- (c) Providing the means by which the organization supports and encourages trust, collaboration, consultation and communication;
- (d) Providing the means for reporting of problems relating to technical, human, and organizational factors, including the timely acknowledgement of, and reporting back of, actions taken;
- (e) Providing measures to encourage a questioning and learning attitude at all levels in the organization and to discourage complacency with regard to safety;
- (f) Providing the means by which the organization seeks to enhance safety and to foster and sustain a strong safety culture, and using a systemic approach (i.e. an approach relating to the system as a whole in which the interactions between technical, human and organizational factors are duly considered);
- (g) Ensuring that safety-oriented decision making is applied in all activities; and
- (h) Ensuring that security measures balance any conflicting objectives of safety, such that one does not compromise the other.

## V. EFFECTIVITY

### Section 15. ***Effectivity Date.***

The requirements in this Part shall take effect fifteen (15) days following the publication in the Official Gazette.

### Section 16. ***Transitory Provision.***

For facilities and activities already licensed or authorized by PNRI, all the requirements of this Part shall be fulfilled within two (2) years after the promulgation of these regulations.

**APPROVED:**



**CARLO A. ARCILLA, Ph.D.**  
Director, PNRI

Date: 8 January 2024