



Strål  
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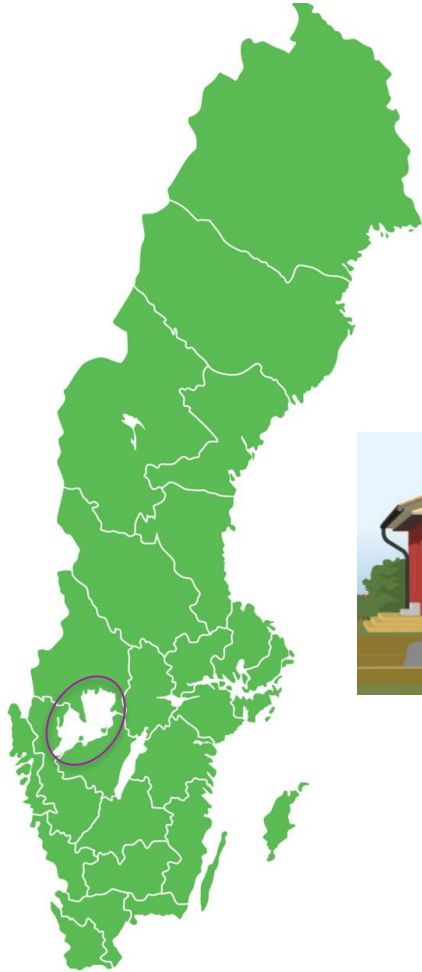
Swedish Radiation Safety Authority

# ***TRAINING OF NEW SECURITY INSPECTORS***

*The Swedish program from a participant's point of view*

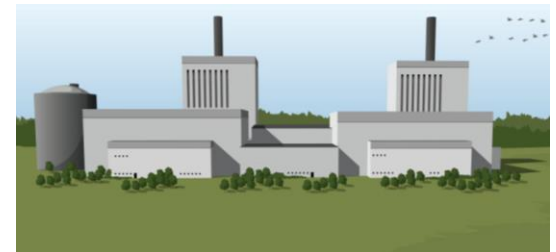
IAEA-CN-254-198

Tor Lofström Johnsson  
Inspector Physical Protection



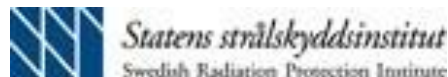
## Some basic facts about Sweden

- 1575 km (977 mi.)
- 10 million inhabitants
- Parliamentary democracy



## The Swedish Radiation Safety Authority (SSM)

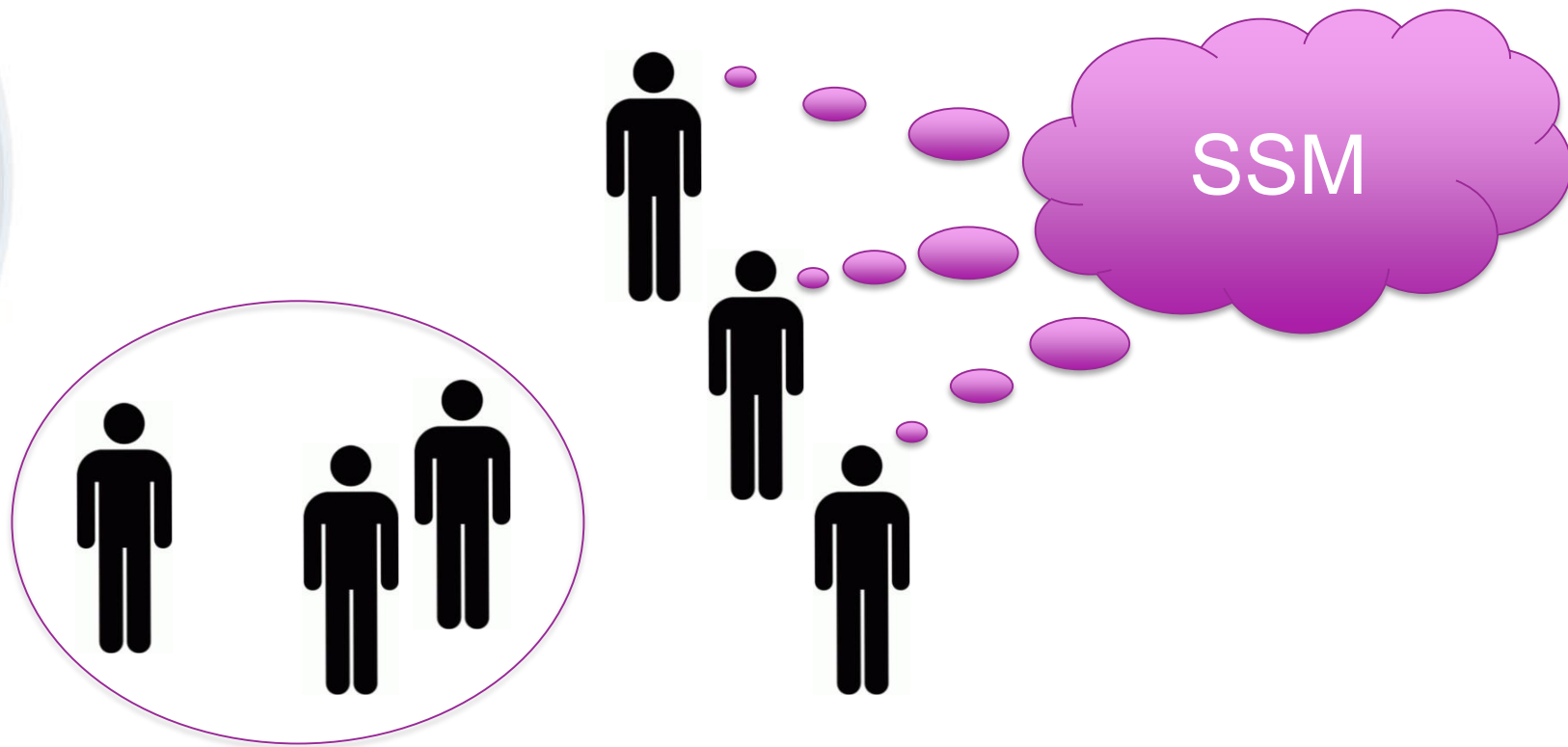
- Formed in 2008
- 300 employees
- An authority with many roles and tasks
  - Regulatory
  - Licensing
  - Expertise
  - Emergency preparedness
  - International development
  - National metrology laboratory



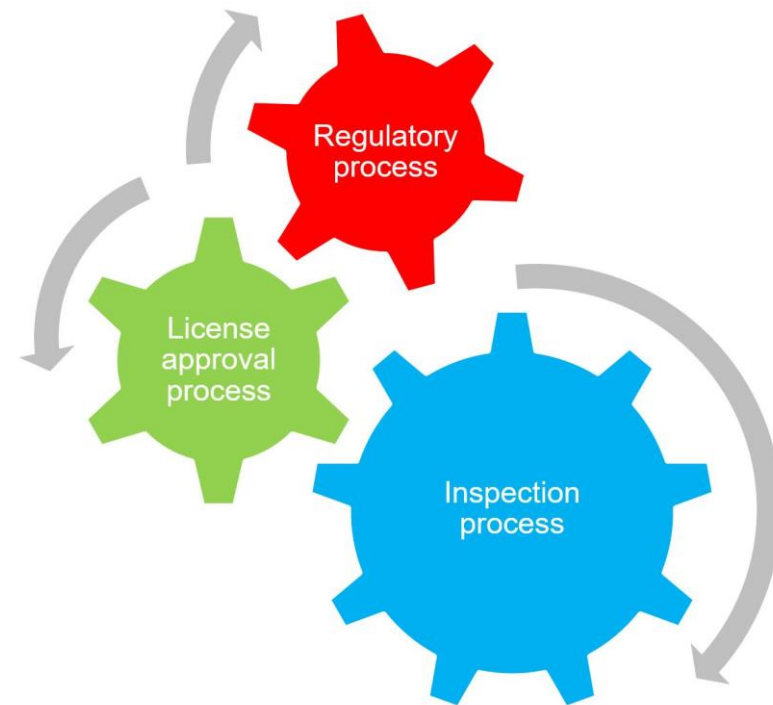
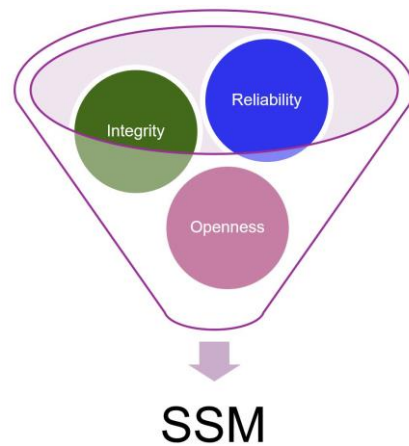
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Swedish Radiation Safety Authority

## Ten years on the road towards one authority



# The foundation for SSM and the training program





## **Two common courses**

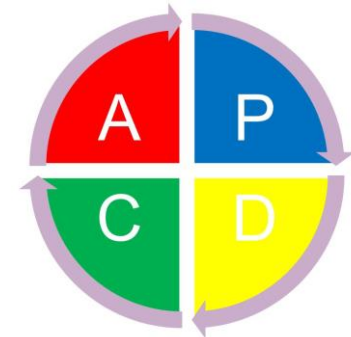
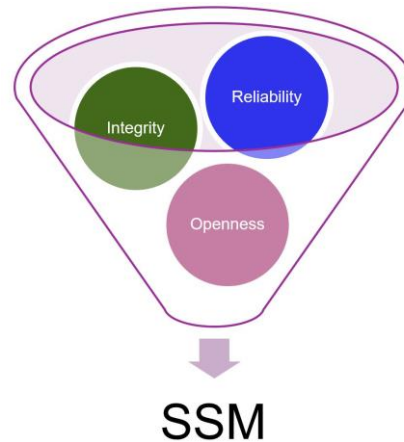
INTRODUCTORY PROGRAM FOR ALL NEW EMPLOYEES

TRAINING PROGRAM FOR NEW INSPECTORS

## Introductory program for all new employees

- SSM and the Swedish democratic system
- SSM as a value-driven organisation
- SSM as a process-oriented organisation

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## **Two common courses**

INTRODUCTORY PROGRAM FOR ALL NEW EMPLOYEES

TRAINING PROGRAMS FOR NEW INSPECTORS





## Training program for new inspectors

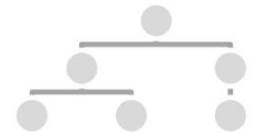
- The inspection process in depth
  - Prepare, Conduct and Report
  - Corrective measures
- Legislation
  - International regulations
  - Special lecture "writing a clear decree"
  - Public access to information and secrecy act





## Training program for new inspectors

- Communication
  - Interview methodology
  - Presentation techniques
  - Media training
  
- Organization theory
  - Change, risk and opportunities
  - Safety and security culture





## **The individual training program aspects**

- Mentor programme

All depending on individual background and experience individual education can involve:

- Understanding the authority role
- Nomenclature
- Legislation
- LEAN
- IAEA training courses etc.



## The participant's point of view

Take responsibility for your own learning

- Learning something new requires commitment and interest

Make use of the organization core values

- Walk as individuals but in the same direction

Strive to build a open and developing culture

- Dare to ask and dare to be questioned

Find multiple mentors

- The new employees are unique and so are the mentors



## Further information

- Paper: *"TRAINING OF NEW SECURITY INSPECTORS - The Swedish program from a participant´s point of view"*
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