

CAPACITY BUILDING IN THE NNR



*For the protection of persons, property
and the environment against nuclear damage.*

December 2016

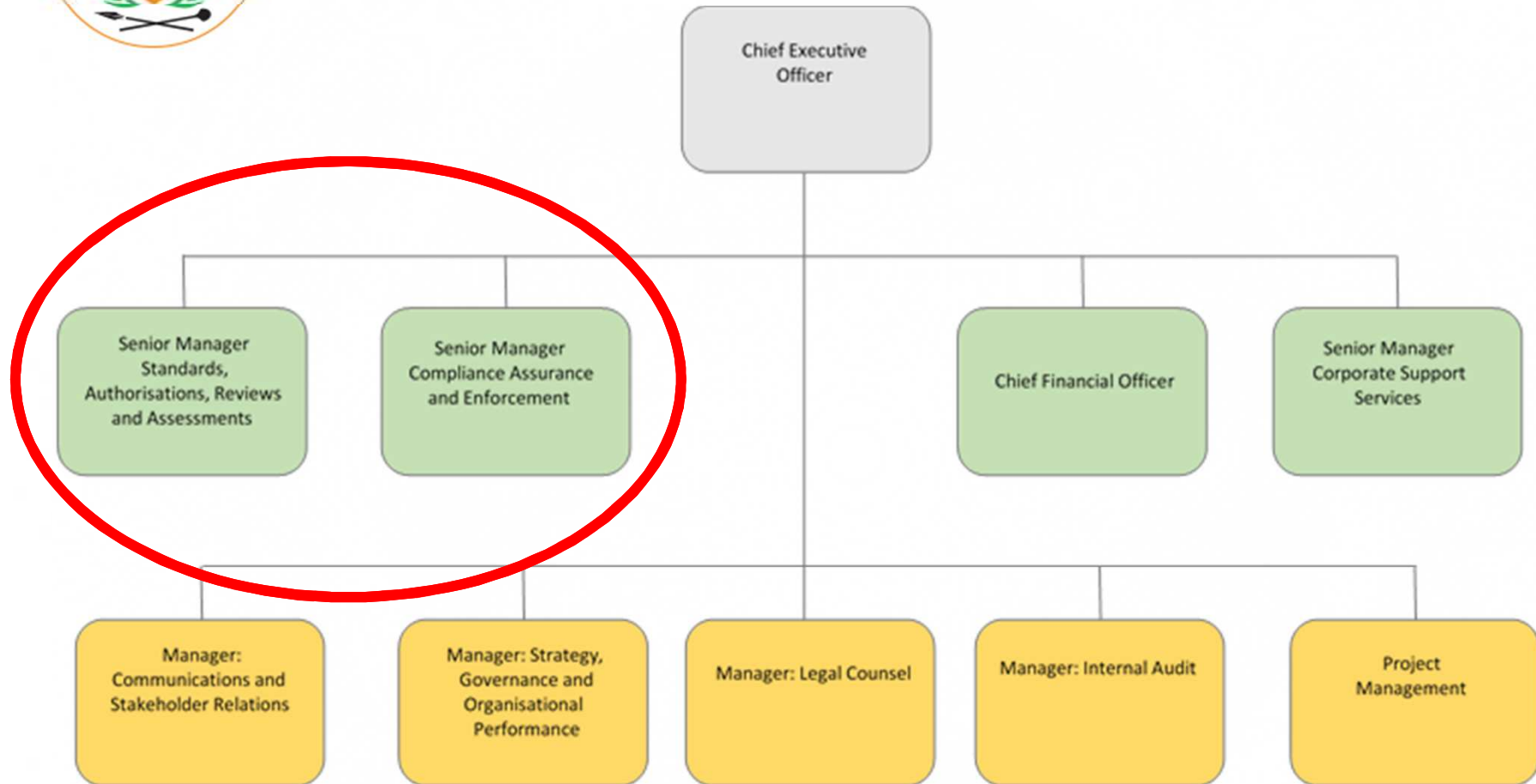


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Organisational Structure





Current Capacity Building Process

- Skills audits conducted in 2014 and gaps identified.
- Annual training plans are developed and implemented taking into account individual development plans, management training programmes and the international training programmes funded by the European Commission.
- In accordance with South African Legislation, the NNR must prepare a report for the Sector Education and Training Authority reporting what training has been done for the year against what was planned.
- The required human resources are planned taking into account the longer term forecasted needs of the regulator. On an annual basis the NNR plans for the recruitment of additional capacity based on the available budget for the year and the prioritised needs.



Integrated Talent Management

The NNR is working towards an integrated talent management strategy which seeks to align the following processes to meet the needs of the NNR:

1. Recruitment and Selection Policy and Procedure: PPD-CSS(HR)-07
2. Individual Performance Management Policy and Procedure: PPD-CSS(HR)-01
3. Remuneration and Reward Policy and Procedure: PPD-CSS(HR)-08
4. Training and Development Policy and Procedure: PPD-CSS(HR)-04
5. Succession Planning Policy and Procedure: PPD-CSS(HR)-06
6. Employment Equity Policy and Procedure: PPD-CSS(HR)-09



Integrated Talent Management

COMPETENCY PROFILING

The NNR is currently developing competency profiles for NNR staff in accordance with IAEA-TECDOC-1757: Methodology for systematic Assessment of the Regulatory Competence Needs (SARCoN) for Regulatory Bodies of Nuclear Installations.

Once completed these profiles will be used to determine competency gaps, training needs, appropriate remuneration, career progression.



Integrated Talent Management

The NNR has developed its own **job evaluation framework** which specifically includes factors unique to the regulator such as mindfulness, dealing with complexity, depth of knowledge etc.

The objectives of the job evaluation policy are to:

- Determine the relative value of all work at the NNR based on an objective, fair, consistent, equitable and transparent evaluation of jobs;
- Provide a basis for the compensation of NNR employees;
- Ensure equal pay for work of equal value;
- Evaluate new or changed jobs; and
- Provide a basis for other human resources programs including staffing, learning, health and safety, performance management and career development.



Developing capacity for future needs

- The NNR will be creating development positions for graduates without experience: inspector/analysts in training. They will be trained, assessed and appointed as inspector/analyst on completion of their training.
- 12 X Bursary Students who will be qualifying over the next three years in engineering sciences and environment.
- 4 x Masters in Nuclear Science and Technology students studying through scholarship programmes in Russia and South Korea.
- 7 x interns in technical departments
- 6 x interns in support departments



Inspector Qualification programme

- NNR has started a process to formalise the inspector qualification programme.
- Training manuals with tests/examinations to be developed
- Vision – to have the training programme accredited by the South African Qualifications Authorities
- Why:
 - consistent, reproducible, recorded training;
 - objective mechanism to determine inspector knowledge and capability;
 - use for motivation for appointment, progression or promotion of inspectors.



Thank you for your attention.