



CHALLENGES IN DEVELOPING HUMAN RESOURCES FOR NUCLEAR SAFETY IN SOUTH AFRICA.

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Talk Outline



1. Introduction
2. Challenges in developing Human Resources
3. Recruitment, training and education
4. Workforce planning
5. Concluding Remarks



1. Introduction



- The continuing growth in population & energy demand, emphasize a global imperative for a rapid extensive deployment of nuclear power plants.
- The existing Koeberg NPP, is comprised of two 900 MW(e) units at the west coast near Cape Town



Introduction cont...



- The South African Government has a policy to increase the share of nuclear in the generation mix from 6 percent to 15 percent before the year 2020.
- PBMR (Pebble Bed Modular Reactor) project.



2. Challenges in developing Human Resources



- Skills shortage due to the ever aging skills base and the limited number of new skills.
- The age profile of staff in industry = Age profile in the regulator therefore competition to recruit suitably qualified staff.
- High performers in the industry are continually looking for new challenges and opportunities



Challenges in developing Human Resources cont..



- The decline in the numbers of students graduating from courses in nuclear sciences and engineering and becoming available for recruitment to fill vacancies.
- The age profile of staff in the regulatory bodies, which could result in the loss of the much of the present nuclear safety knowledge base due to retirements over the next decade or so.



3. Recruitment training & Education



- The recruitment process has initially involved the transfer of personnel from ESKOM, NECSA as well as direct recruitment from the market to PBMR.
- The primary recruitment process going forward will be from universities and other Further Education Training (FET) institutions .
- They should have focused initiatives to retain skilled staff.



Recruitment and training cont..



- Support for university programmes.
- Provide in-house courses/ training
- The importance of having adequate mentoring arrangements in place for young scientists and engineers in industry has been recognized.
- leadership development and succession planning



4. Workplace Planning



- Systematic process for identifying and addressing the gaps between the workforce of today and an organization's human resource needs of tomorrow.
- The critical steps of workforce planning are:
 - *Assess the current workforce*
 - *Analyze the future workforce*
 - *Identify gaps*
 - *Develop strategies to address gaps*



5. Concluding Remarks



- The implementation of training and education programmes and the retaining of members already within the industry will play a vital role in eliminating/ reducing the experienced challenges in developing human resources for nuclear safety in the country.