



PC Energy  
20 April 2010

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# NATIONAL NUCLEAR REGULATOR PRESENTATION TO THE PORTFOLIO COMMITTEE ON ENERGY

## Nuclear Skills

Presentation by the NNR CEO  
Adv. Boyce Mkhize

20 April 2010



# SCOPE OF PRESENTATION

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- **Staff Compliment.**
- **Technical Division Race Profile**
- **Technical Division Gender Profile**
- **Technical Division Age Analysis**
- **Critical Positions**
- **Critical Positions Supply**

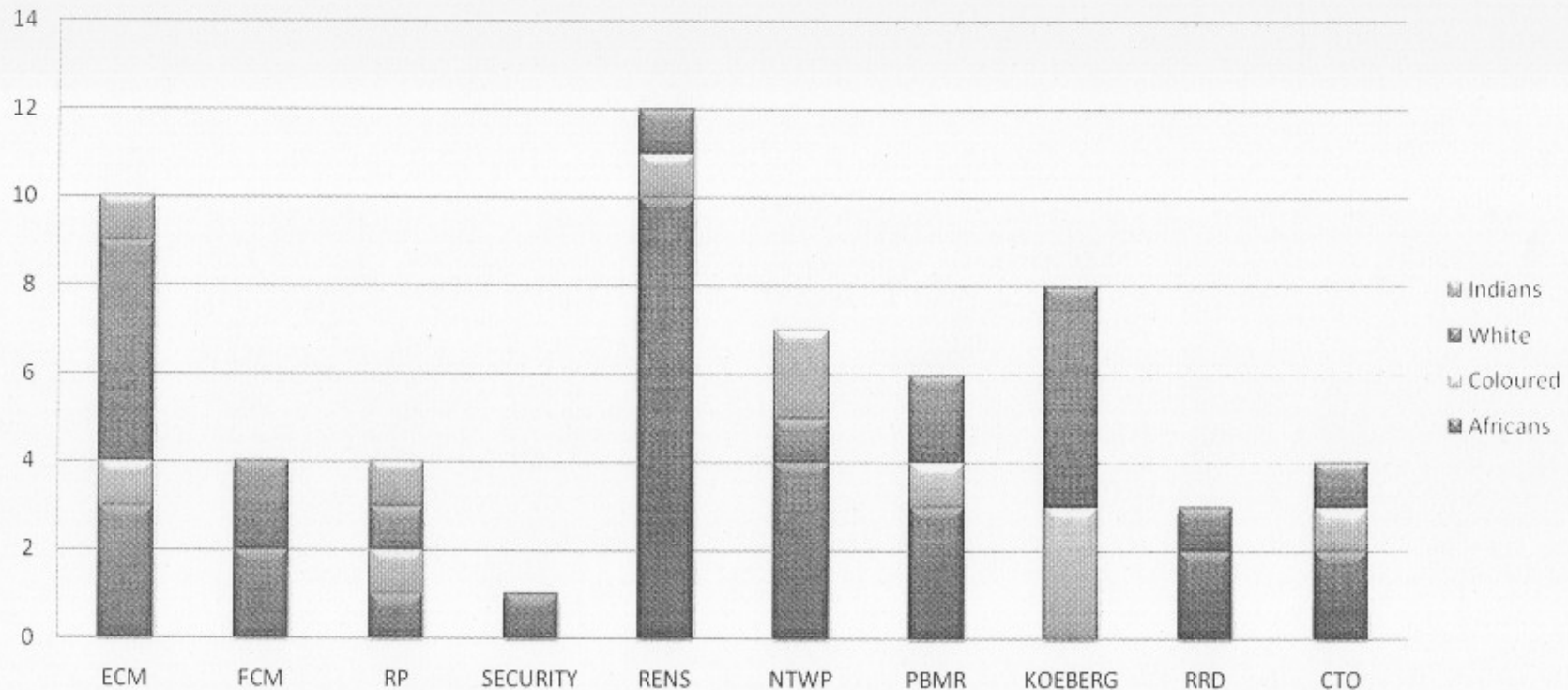


# NNR STAFF COMPLEMENT

	Male				Female				Total	Nr of Technical Staff	% Black	% Female	Differently able employees
	A	C	I	W	A	C	I	W					
													0
Senior Managers	3	1	0	1	2	0	0	0	7	3	85%	28%	0
Managers	1	2	2	2	2	0	0	1	10	5	70%	30%	1
Professionals/ Specialists (Process Co-ordinators, Principal Specialists, Snr Specialist, Snr RO's, RO's)	17	6	1	15	12	1	1	2	55	52	69%	29%	0
Administration/ Semi-skilled Staff	4	0	0	2	9	1	0	6	22	0	63%	72%	1
<b>GRAND TOTAL</b>	<b>24</b>	<b>9</b>	<b>3</b>	<b>20</b>	<b>25</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>94</b>	<b>60</b>	<b>68%</b>	<b>39%</b>	<b>2</b>



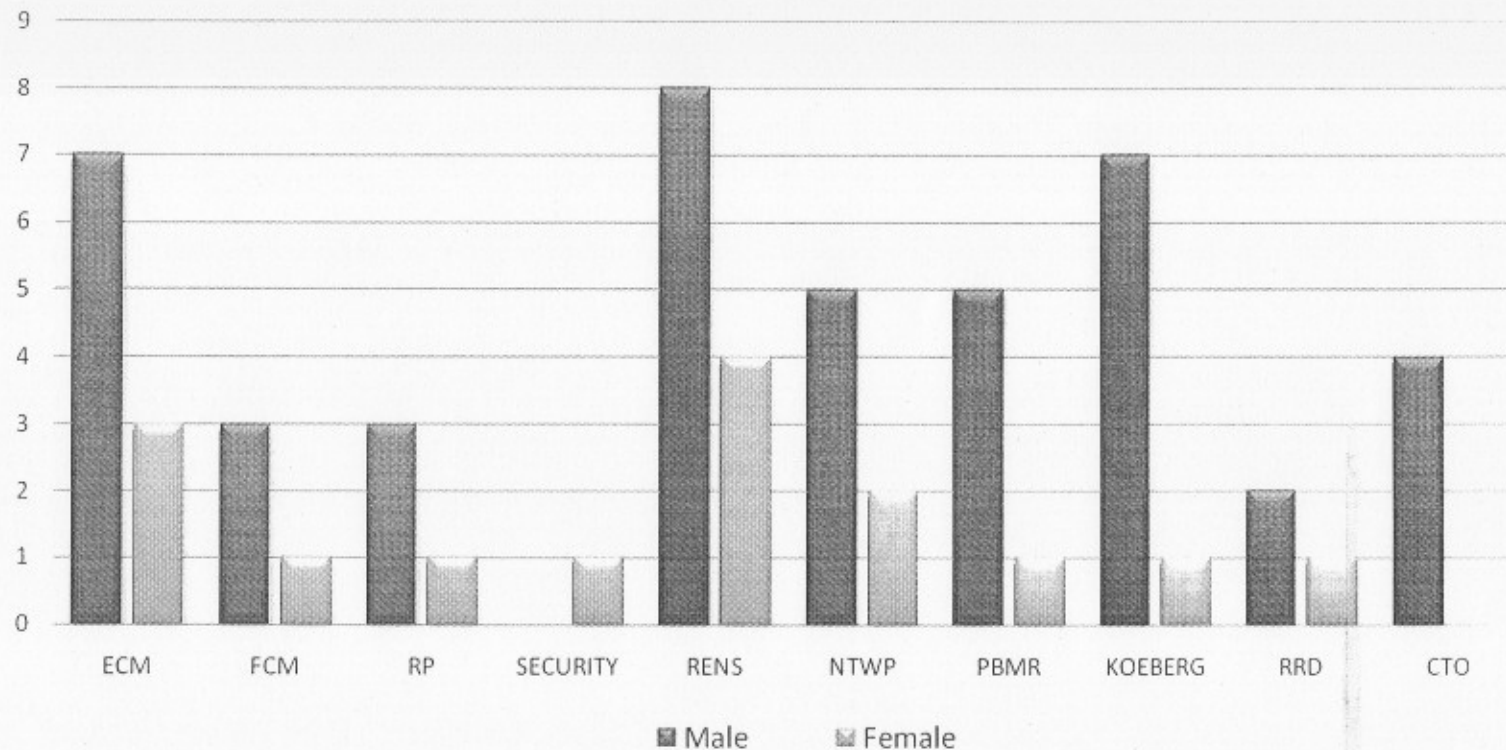
# TECHNICAL DIVISION RACE PROFILE



- There are no Africans in the Koeberg Program/department. The implication is that Africans have minimal opportunity to acquire the power reactor technology competencies at the NNR, a very critical and core skill.
- 83% of the Regulation of Natural Resources (RENS) Department is African followed by Nuclear Technology & Waste Project (NTWP)
- 42% of the Assessment Group (AG) which consists of the sum total of Engineering & Configuration Management (ECM); Facility Conditioning Management (FCM) and Radiation Protection & Emergency Planning (RP) staff, is white compared with 38% African Staff



# TECHNICAL DIVISION GENDER PROFILE

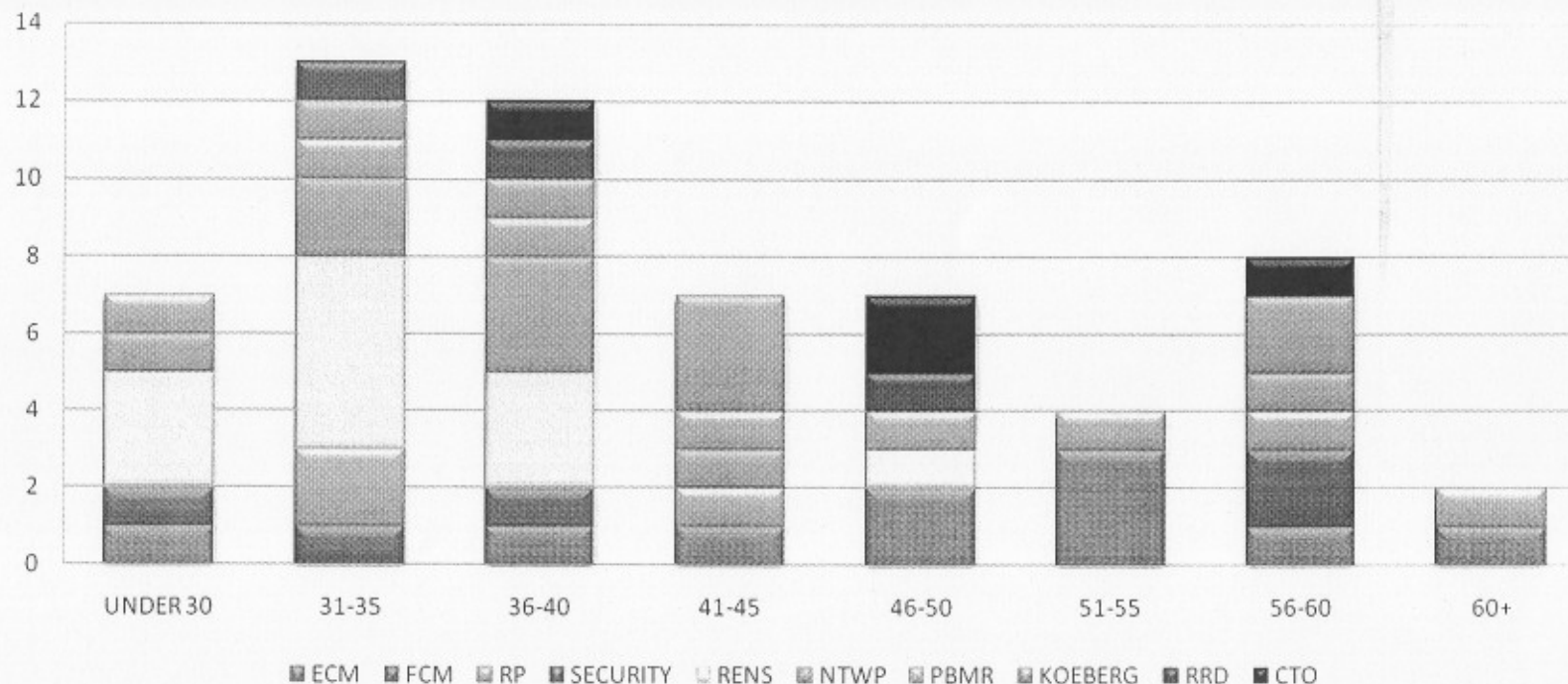


- The female population of the Technical Division is not sufficiently representative. It is currently 39%



# AGE ANALYSIS

Age Distribution



22% of the staff in technical positions is above age 50 and hold critical positions. They include 3 Senior Regulatory Officers, 2 Principal Specialists, 3 Senior Specialist, a Specialist, 2 Process Coordinators, A Senior Legal Advisor, Senior Manager & Manager Koeberg Programme.



# CRITICAL POSITIONS

Department	Mission Critical Position	
AG	<ul style="list-style-type: none"> <li>• Functional Sub-Group Coordinator</li> <li>• Lab Technician</li> <li>• Manager Regulatory Research &amp; Development</li> <li>• Specialists/Senior Specialists (<i>RP; Emergency Planning; Mechanical Engineering; Metallurgy/Materials; Nuclear engineering</i>)</li> </ul>	<ul style="list-style-type: none"> <li>• Probabilistic Risk Analysis Specialist</li> <li>• Principal Specialist</li> <li>• Process Coordinator</li> <li>• Senior Manager AG</li> </ul>
PRD	<ul style="list-style-type: none"> <li>• Senior Manager Power Reactor Division</li> <li>• Manager Koeberg Programme</li> <li>• Manager PBMR</li> <li>• Regulatory officer</li> </ul>	<ul style="list-style-type: none"> <li>• Process coordinator (<i>incl. compliance assurance</i>)</li> <li>• Senior regulatory officer (<i>incl. RPEP</i>)</li> </ul>
NTNS	<ul style="list-style-type: none"> <li>• Senior Manager Nuclear Technology &amp; Norm Services</li> <li>• Senior Regulatory Officer</li> </ul>	<ul style="list-style-type: none"> <li>• Process Coordinator</li> <li>• Manager RENS</li> <li>• Manager NTWP</li> </ul>



## CRITICAL POSITIONS SUPPLY

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- 20 potential successors have been identified for the succession pool.
- Of the 20, 11 in the technical Division will be ready within 1-2 years. They have been identified for Manager and Functional Subgroup Coordinators positions.
- 2 of the 5 technical graduates in training have been deployed within the NNR in the last 2,5 years.
- New Graduates in Training will be recruited in 2010/11 financial year





# Summary Analysis

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**Have an appropriate blend of colour  
organizationally but lack colour in critical  
nuclear areas**



# HR Development Initiatives

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- **Talent Management Forum – program to identify critical skills within the organization and talent to match the required skills – Accelerated Growth and Development Program**
- **Bursary program – approximately R500k per annum**
- **ARECSA participation**
- **IAEA & international exchange programs**
- **SA Young Nuclear Science Professionals**
- **Women in Nuclear – Schools outreach**



# The Future?

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- **Explore the skills development pipeline going back to the Schooling system (Science subjects) and targeted Nuclear program channelling**
- **Look at Nuclear Facility inter-poaching (standardize remuneration systems)**
- **Manage succession planning and exploit Bilateral Agreements**