

Expectations of decommissioning facilities personnel in the context of professional prospects (by the example of SGChE facilities)

Expecting the upcoming impendent changes every person wonders what will happen to him? When the changes are about professional sphere, which influence a level of life and prosperity, these feelings can drive a person mad.

Usually the staff is divided in 3 groups: who won't be influenced by the changes; who will be afflicted and who will gain. Each group needs unique approach, since they differ a lot. However, they have something in common. They need straightforwardness, openness, honesty & respect.

A well-known phrase "cadres are all important" is of vital importance for our Company, since JSC "PDC UGR" was created on the base of the Reactor Plant, and as a successor of the traditions established by Siberian Group of Chemical Enterprises it is carrying out unique decommissioning activities of the shutdown equipment. The Company creates a system of uranium-graphite reactors decommissioning.

Experience, expertise and responsibility of the JSC "PDC UGR" staff, which was transferred from the Reactor Plant and other SGChE divisions, is a basis of success in solving the tasks, which the Company is facing.

These personnel is highly valuable for the JSC "PDC UGR", as they have developed a number of unique technologies and implemented the whole range of decommissioning activities at the EI-2 uranium-graphite reactor, which is the first Russian double-purpose production uranium-graphite nuclear reactor.

To ease the staff adaptation to unavoidable changes, the personnel policy is aimed at:

- Personnel development;
- Organization of training, education and advanced training of the staff;
- Improvement of the staff motivation system.

One of the personnel policy priorities is planning and implementation of professional education which includes training, retraining and advanced training of staff.

Personnel training is carried out on the base of individual development plans aimed at acquiring new knowledge which is important to the Company, development of abilities to resolve specific production situations and gaining the experience in professionally important situations. Main goal of the program is preparation of staff to execute complicated production functions, responsibilities, taking up new positions, coping with the gap between demands to a person and qualities of a real specialist and manager.

Implemented policy of annual efficiency evaluation for every employee based on Efficiency management policy of Rosatom state corporation and its divisions and Consolidated sectoral regulation "Efficiency management" helps to manage competence and form succession pool of the Company.

To increase effectiveness of personnel management heads of divisions get key performance indicators (KPI) which helps to implement current tasks and achievement of strategic goals and development of labor productivity.

JSC "PDC UGR" builds its remuneration system on Consolidated unified remuneration system and Consolidated sectoral social policy of Rosatom state corporation and its divisions providing decent working conditions and competitive social package (supplement medical insurance and recreation facilities).