

# Case Study Presentation Template

**Group: 2**

**Participants: Vinz Calija (Philippines), Andrea Luz Nery (Philippines), Jittapan Ineead (Thailand)**

# SWOT Analysis

- **Strengths**

- **Experienced/ well-established regulatory body**
  - ANRB has 40 years of experience in fulfilling its regulatory responsibilities and functions
- The government has supported the **recruitment of 30 new graduates** to replace those who are retiring.
- **ANRB has good reputation, public acceptance records, and maintains good relationship with the media.**

- **Weakness**

- **No/outdated regulations**
  - for new and innovative medical practices
  - Nuclear law and regulations to control the use of radiation and nuclear activities in the country were last revised in 2010.
- **ANRB doesn't have a KM programme.**
- **Need to update management processes** (compliant with IAEA and ISO requirements; RB has an ISO 9001:2008 certification of its IMS)

# SWOT Analysis

## • Opportunities

- There is an **established university** with good reputation (mechanical, electrical, civil engineering)
- **Expansion of Astiria's nuclear power programme & building of new units**
- Regular participation in IAEA activities
  - **planned IRRS mission**
  - direction to **review the current legislation and update it** to IAEA's and other international safety standards and requirements
- **Plan to increase communication with media and the public**
- ANRB has identified deficiencies in the NPP's leadership and has **decided to implement regular oversight inspections of their activities** which includes the review of their KM practices
- **Dr. Adams is open to staying as a consultant for another year after his official retirement**
- **KM Champion assigned and tasked to lead the implementation of an urgently required KM programme**
- **Public acceptance of the nuclear power programme is at about 56%**
  - Research reactor located near the capital which serves as a training facility for nuclear education and testing purposes for ageing management of NPP equipment
  - Working NPP (Blue River NPP)

## • Threats

- **Many of the 185 staff of ANRB will be retiring within the next 2-4 years**
  - **Overlap of the experienced and new staff of about 3-6 months**
- **Limited number of applicants** for the nuclear engineering program
- **Difficulty in recruiting** regulatory staff with relevant knowledge for new medical practices
- Communications officer just retired and new officer is a young professional who just graduated from university and has no relevant experiences with the media

# KM Challenges and Risks

- No/outdated regulations
- RB has yet to establish its overall KM programme
- Many of the 185 staff of ANRB will be retiring within the next 2-4 years
  - 3 to 6 months overlap might be too short
- **Communications officer just retired** and new officer is a young professional who just graduated from university and has no relevant experiences with the media
- **Difficulty in recruiting regulatory staff with relevant knowledge for new medical practices**
- **Limited number of applicants for the nuclear engineering program**



**Questions?**

**Thank you**

# Case Study

## Task 2

**Group: 2**

**Participants: Vinz Michael Calija (Philippines), Andrea Luz Nery (Philippines), Jittapan Ineead (Thailand)**

- **Vision Statement:**
- ANRB is committed to use Nuclear Knowledge Management (NKM) as an Integral part of its Management System to **foster knowledge sharing which will enable appropriate and well-informed nuclear regulatory decision-making** toward the fulfillment of ANRB's objectives and goals.

- ***General Objective:** NKM Group is tasked to lead in the planning and implementation of Knowledge Management initiatives of the ANRB ensuring the existence of a culture of knowledge sharing and preservation in the ANRB.*
- **Resources Needed:**
  - References from the IAEA and other international organizations with knowledge on KM
  - Physical and Digital repository for resources (e.g., library & database)
- **Staff Roles:**
  - **KM Champion / Head** - oversees the activities of the NKM group and ensures activities are done according to the agreed upon timeline; makes recommendations to ANRB management on matters concerning NKM
  - **Members** – Identify critical nuclear and other allied knowledge resulting from the conduct of regulatory activities, including links or information of important databases in their units/sections/divisions; monitor the conduct of knowledge transfer (e.g., submission of training materials, licensee data, etc.)
  - **Secretariat** – support the needs of the group (e.g., taking note of capacity building activities attended by ANRB staff)
  - **IT Support** – create a database for storage and easy access/retrieval of resources, learning materials, etc.
  - **Librarian/s** – take charge in receiving, classifying, cataloguing and indexing physical knowledge materials + maintenance of the physical library



- **Stakeholders:**

- ANRB Employees
- Students and Professors at the university
- Licensees / Operators

- **Possible Activities:**

- KM Self-Assessment & Strategic Planning
- Training Courses / Lecture Series / Webinars
  - Experts to serve as speakers / lecturers / panelists
- On-the-Job Training Opportunities
- Job Shadowing or Coaching and Mentoring Programme
- Regulatory Conferences / Dialogue between Licensees and Regulators

- **Change management activities**
  - Succession Planning
  - Involvement of ANRB Management in KM
  - Conducting Awareness Seminars on knowledge management
- **Internal interdependencies (e.g., staffing, learning, training, IT)**
  - **Leadership needs to support KM**
  - **HR and NKM group to conduct workforce analysis** (e.g., number of retirees, number of experts, no. of new/young employees, baseline data on current levels of competencies)
  - **Experts/Retiring employees to be trained on how to transfer knowledge**
  - **NKM group to set up opportunities for learning/training** in various forms
  - Young employees to be encouraged to attend as many trainings as possible.
  - **Consider reward systems for experts** (based on the number of resources shared/ trainings conducted) **and young employees** (based on number of trainings attended or measured increase in level of competency)
  - **IT to provide technical support** through the creation of a database for the collection and easy retrieval of resources.

- **National alignment / cooperation**

- **Focus on capacitating regulators on urgent topics relevant to the country: 1) new medical procedures, 2) expansion of nuclear power programme**
  - Allocation of resources for the attendance of more staff to local and international training courses
  - Conduct of “echo seminars” and “study groups” among ANRB staff
- **Take advantage of availability of IAEA trainings / workshops / resources on KM and urgent topics**
  - Consider **Expert Missions** where ANRB will host IAEA experts on KM
  - Consider **On-the-Job trainings** or **Fellowships** for staff on KM
  - Propose **national projects on KM and urgent topics** (e.g. updating/ creation of regulations for new medical procedures; review/ updating of regulations for nuclear power programme expansion)

- **Key Performance Indicators (KPIs)**

- No. of succession plans prepared
- No. of resources shared for inclusion in the library/database
- No. of sharing activities conducted (e.g. lectures, webinars, mentoring sessions, echo seminars, etc.)
- No. of experts pinpointed
- No. of OJTs, trainees, etc. that underwent training in the ANRB



**Questions?**

**Thank you**