



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra
Swiss Confederation

Swiss Federal Nuclear Safety Inspectorate ENSI

Human Capital Management Concept

May 12, 2014

Jean-Claude Veyre, Verena von Atzigen





Current Problems

- Governmental decision for withdrawing from nuclear power
- General image of regulatory authority
- Need for highly experienced employees
- Language problem:
German is mandatory





Approach

- «Integrated» approach wanted
- From recruitment to retirement
- From a high-level view
- Integration of existing solutions

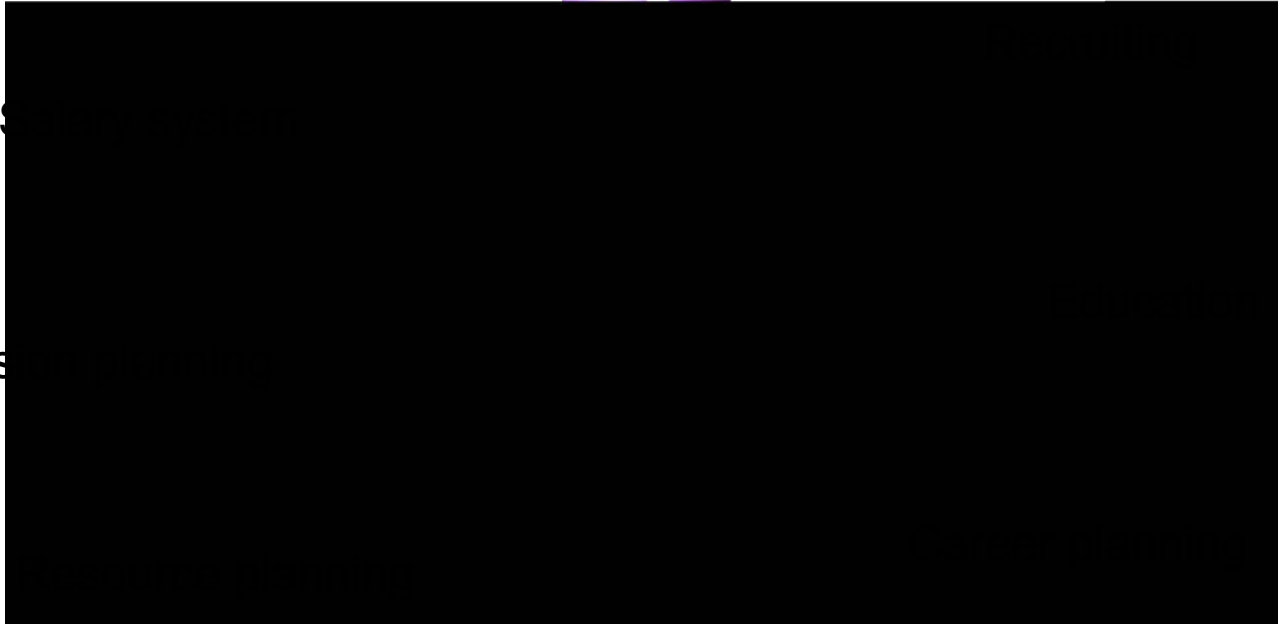


→ **HCM (Human Capital Management) Concept**



Elements of the HCM Concept

Fringe Benefits



Success



Recruiting



Enlargement of the recruiting area:

- Integration of Social Media (Xing, LinkedIn, Twitter, Facebook)
- Attractive website providing a lot of information: www.ensi.ch
- Offering Traineeships



Retaining

- Tailor-made salary system, different from the Government
- Career planning managed by the HR crew
- Interesting benefits like flexible working times, excellent infrastructure, sophisticated IT-tools





Knowledge Management

- Competence Portfolio
→ Monitoring the required skills
- Education & Training
Individual targets in line with requirements
- Succession planning
Up to one year working in tandem
- Forward thinking resource planning





Competence Portfolio (Example)

Electrical Engineering	Unit Head		Collaborator 1		Collaborator 2		Collaborator 3	
	Actual	Target	Actual	Target	Actual	Target	Actual	Target
Mains current	E	P	E	P	P	P	P	P
Control and regulating	P	P	P	P	P	E	P	B
Digital instrumentation	B	P	P	P	E	E	B	B
Fire protection	P	P	P	E	B	B	B	B
Lightning protection	E	E	P	P	P	P	B	B
IT Security	B	P	P	P	B	B	E	E

B: Beginner

P: Professional

E: Expert



For more information please visit



www.ensi.ch



[@ENSI_CH](https://twitter.com/ENSI_CH)



[ENSI](https://www.facebook.com/ENSI)



www.linkedin.com/company/ensi



www.xing.com