Exploration of the Cultivation of Excellent Nuclear Safety Culture through Practicing a Learning Organization

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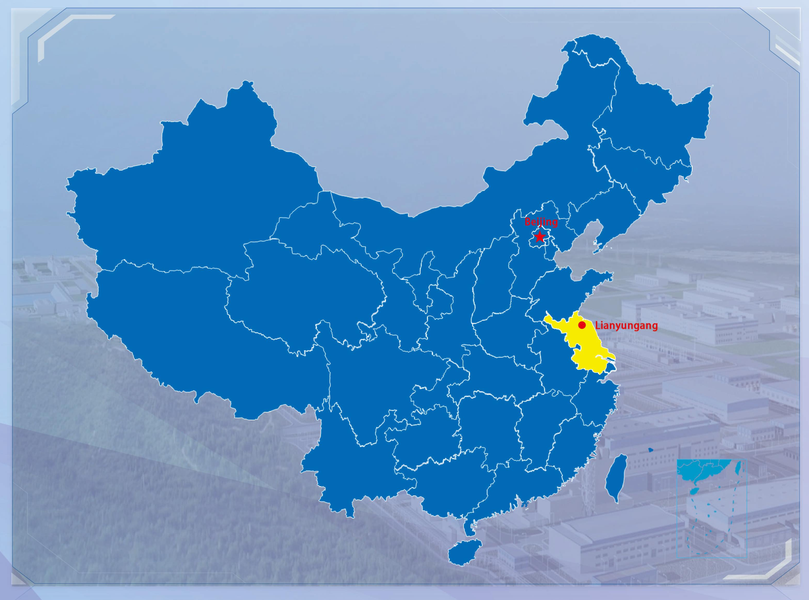


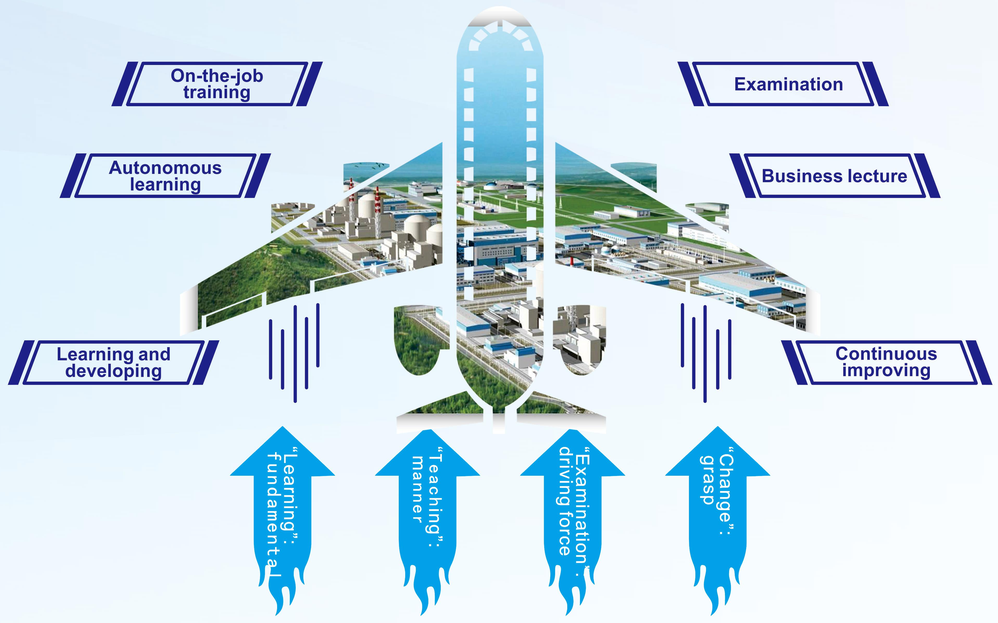
Tianwan Nuclear Power Station, located in Lianyungang City, Jiangsu Province, which constructs 8 nuclear power Units with million kilowatt level pressurized water reactor, is the world's largest nuclear power base concerning the total installed capacity under construction and in operation. Tianwan Nuclear Power Station always adheres to Top Ten Principles of Excellent Nuclear Safety Culture of CNNP as guidance. Within the organization, it establishes a value orientation of continuous learning and improvement, effectively practices the learning organization, and cultivates the excellent nuclear safety culture.

Learning Organization

By creating an atmosphere of active learning throughout the organization and stimulating the creative thinking of its members to establish a continuously progressing and innovating organization, all members are enabled to break through their limits of ability constantly and create organizational performance that exceeds the sum of individual performances to make every effort to achieve common organizational goals and visions.

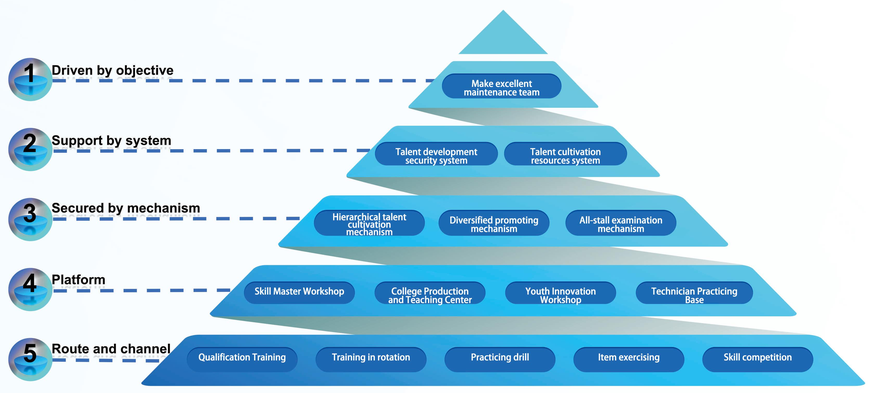
An Ability Improvement Training System of "One body, Two wings and Four drives"

Tianwan Nuclear Power Station upholds the training concept of "Training system involving all staff, Authorized employment system and Lifelong training system" and innovatively constructs an ability improvement system of "One body, Two wings and Four drives", namely improving business abilities of the staff as the body, growth with learning and continuous improvement as two wings and autonomous learning, on-the-job training, theoretical examination and business lecture as four drives, to strain every nerve to promote the construction of learning organization.



An Operation Talent Cultivating System of "Climbing Drive"

An "Climbing Drive" system is established in the operational field. Study is like sailing against the current; either you keep forging ahead or you keep falling behind. Talent training is like a car climbing, which requires the educational care to inspire the internal motivation, on-the-job training to assist the pulling force, acceptance with examination to exert moving force, humanistic care to reduce the external resistance, training men for profession to give full play to driving force, in this way, an operation team with high quality is constantly being built. WANO comprehensive index ranking of six Units in operation is steadily moving forward, and the rankings of Unit 1 and Unit 2 have been tied for world number one for five and seven consecutive years respectively.

A Maintenance Talent Training System of "12345"

Maintenance field takes a goal of "Establishing a Gold Medal Maintenance Team" as the drive, 2 systems of "Talent Development Security System" and "Talent Cultivation Resource System" as the support, 3 mechanisms including "Hierarchical Talent Cultivation", etc. as the guarantee, 4 platforms including "Skill Master Studio", etc. as the carrier, and 5 routes including "Qualification Training" etc. as the channel. "Fu Jianjun Skill Master Studio" and "Zan Ying hui Skill Master Studio" have been successively established and 4 national technical experts have been cultivated in succession. The quality of maintenance team has been continuously improved, and the outage records of VVER Units have been constantly bettered.