

## Training the Staff of Technical Support Organization (TSO) for Pakistan Nuclear Regulatory Authority (PNRA)

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Centre for Nuclear Safety (CNS) was established in June 2005 as the Technical Support Organization (TSO) of Pakistan Nuclear Regulatory Authority (PNRA) to provide technical assistance in the safety review and assessment of nuclear power plant related submissions. Adequate training of staff in the relevant field is a pre-requisite to achieve quality outcome. With the inception of CNS, it was a challenge to recruit qualified engineers and scientists and provide them appropriate training in relevant regulatory disciplines. This paper describes the identification process for training needs for CNS and transformation of training needs into a comprehensive training program. Exemplary model for development of the training program, its execution with the acquisition of tools and benefits obtained through specialized training are also addressed. Training Needs Assessment (TNA) project was launched by PNRA in 2004 in line with the IAEA four-quadrant competency model given in IAEA TECDOC-1254 to identify the areas where competencies were to be enhanced. Utilizing the recommendations of TNA, salient features of the training program for CNS were chalked out. These included improving the skills and knowledge of the regulatory personnel through enhancing academic qualifications, specialized training at local and foreign institutions, utilization of experiences of other nuclear regulatory bodies, participation in seminars, conferences in the country and elsewhere, participation in research projects and activities within Pakistan and outside, development of competency in Chinese language, etc. Selected officers were also awarded fellowships for on the job training at reputable international organizations like International Atomic Energy Agency (IAEA), Nuclear Safety Centre (NSC) China and various research institutes for nuclear power plants, etc. Analysis tools required for safety review and assessment i.e., regulatory documents, applicable codes and standards, software and computer codes for conducting audit calculations were acquired and staff were trained on these software and codes. Through adequate training to the staff of TSO, PNRA developed the capability to conduct review and assessment of NPP submissions independently.

### Country or International Organisation

Pakistan

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