



22 – 26 March 2021
Skills for a changing world

Nuclear Skills
Strategy Group



NUCLEARSKILLSFESTIVAL.COM

Nuclear secondments – an under-used career development tool?

Nuclear Decommissioning Authority

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Agenda

- Introduction (5 mins)
- Maximising the use of Secondments as a Career Development Tool (10 mins)
- Breakout rooms (25 mins)
 - Group 1 Internal Secondments
 - Group 2 External Secondments
- Share learning & Best Practice (10 mins)
- Questions (10 mins)

Who we are

The Nuclear Decommissioning Authority (NDA) is a non-departmental public body created through the Energy Act 2004.

Our business model:

Government

Set Policy. Governance. Funding

NDA

Strategy and Planning, Governance and Assurance.
Delivery Optimisation, Manage and Report Performance

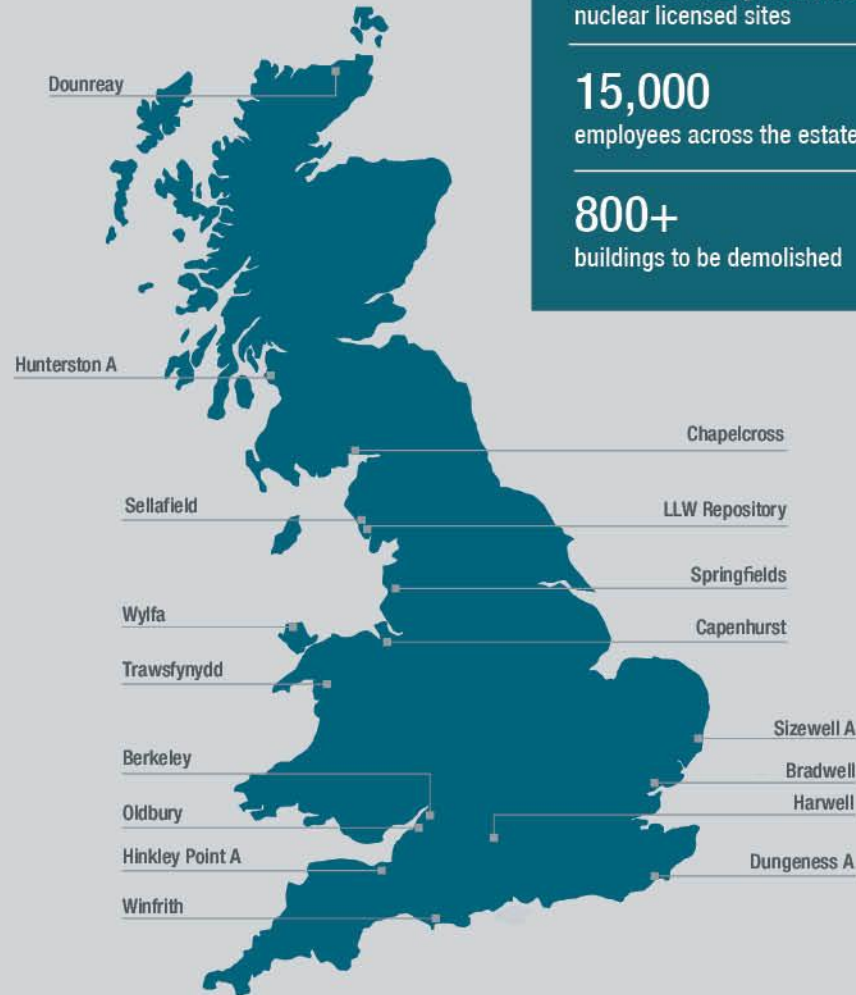
OUR BUSINESSES

Delivery

REGULATORS



Where we operate



17
nuclear sites across the UK

1,046
hectares of designated land on nuclear licensed sites

15,000
employees across the estate

800+
buildings to be demolished

Our Mission

We're cleaning up the UK's earliest nuclear sites safely, securely and cost-effectively with care for people and the environment.

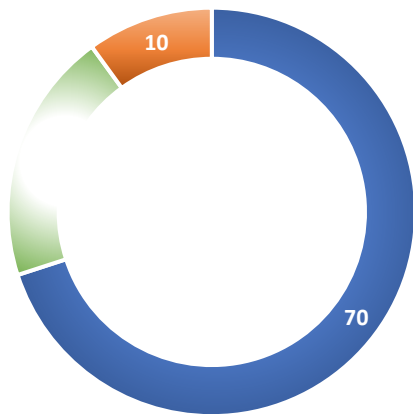
Our work to clean up the UK's nuclear legacy is the largest, most important environmental restoration project in Europe. And our mission is so long-term it spans the next century and beyond.

Our 17 sites are at different stages of decommissioning and all have unique challenges.

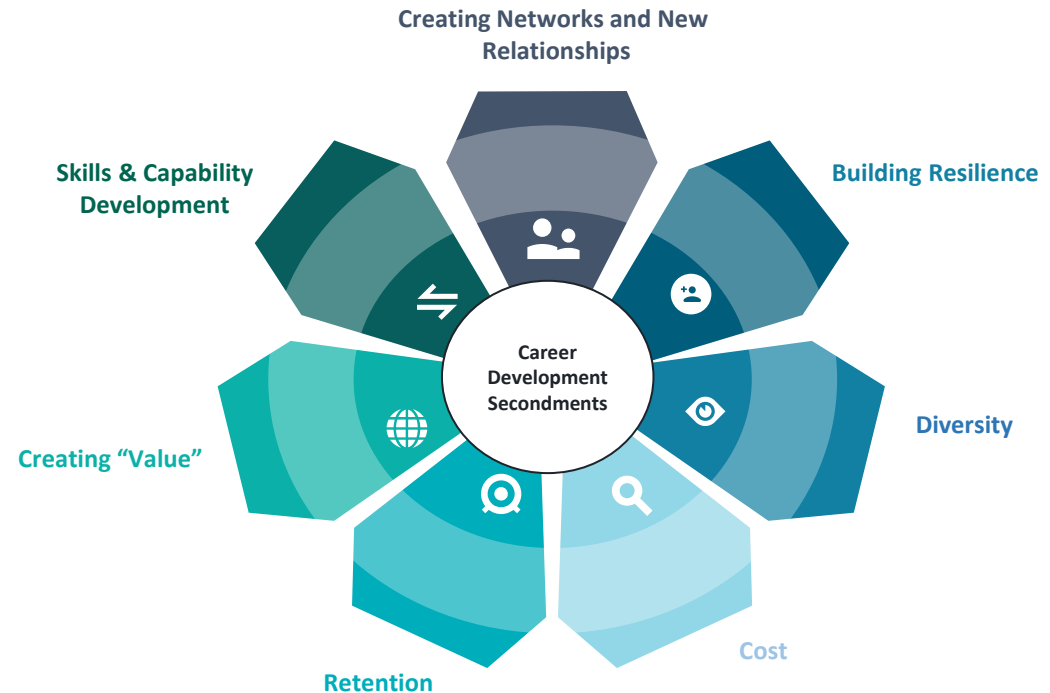
We're also engaging with communities to establish a long-term storage solution for higher-level wastes, making our environment safer for future generations.

Secondments as a Career Development Tool

Types of Learning Interaction



- Learning from Experience
- Social Learning from Others
- Formal Learning



Maximising the use of Secondments as a Career Development Tool within One NDA



The NDA Group Talent Strategy will enable us to attract, develop and retain the talent & leaders we need to deliver the mission creating a culture and environment where people can thrive and help us make the NDA a great place to work.

A collaborative 'Strategic Functional Succession & Talent' approach across all operating businesses. In 2020 we created a common language to identify, assess and develop talent underpinned by the creation of a common Leadership Standard. Within this workstream we are developing common career pathways to help sign post individuals on their journey, supported by their line managers.

Created an agreed set of principles when it comes to mobility that supports secondments but also permanent moves between the various operating businesses and NDA corporate centre.

There have been over 110 active Intergroup or External Secondments across the operating businesses in the last 2 years. Full, collaborative leadership support to develop opportunities and create visible mobility across One NDA reported to our CEO Talent Forum.

Creating a shared collaborative space where secondments and permanent moves can be shared and then promoted through the individual operating businesses.

Actively promoting success and learning from secondments through out Internal Communication channels.

Group 1 – Internal and Intergroup Secondments

- Are secondments used as a talent development tool/ intervention in your organisation?
- How do you ensure fairness and meritocracy is applied to secondments in your organisation?
- What do you think are some of the perceived or real barriers? And how does your organisation overcome these?

Group 2 – External Secondments

- Are external secondments used as a talent development tool/ intervention in your organisation?
- How does your organisation identify external secondment opportunities? What networks and formal collaboration do you participate in that supports this area?
- What do you think are some of the perceived or real barriers? And how does your organisation overcome these?

