

**DVS**

2017-04-06 apsk. Nr. DVSta-0108-2V2

APPROVED by  
the State Enterprise  
Ignalina Nuclear Power Plant  
Director General Order  
dated 6 April 2017 No. IsTa-113

**POLICY OF THE STATE ENTERPRISE  
IGNALINA NUCLEAR POWER PLANT  
IN THE FIELD OF THE HUMAN RESOURCES MANAGEMENT**

The policy of the State Enterprise Ignalina Nuclear Power Plant (hereinafter - the enterprise, the INPP) in the field of the human resources management has been developed according to the requirements of the General Requirements on Management of the Personnel of the Organizations, Operating the Nuclear Facilities, and the Enterprises Rendering Them the Services, VD-11-2001, НТДок-0008-349, Nuclear Safety Requirements BSR-1.4.1-2016 Management System, approved by the order of the Head of the State Nuclear Power Safety Inspectorate dated June, 21st, 2010, No. 22.3-56 (the edition of the order of the Head of the State Nuclear Power Safety Inspectorate dated January, 29th, 2016, No. 22.3-13), the Manual on the State Enterprise Ignalina Nuclear Power Plant Management System, DVSta-0108-4, and replaces the Policy of the State Enterprise Ignalina Nuclear Power Plant in the Field of the Human Resources Management, DVSta-0108-2V1.

The objective of the given policy is to determine the efficient INPP human resources management in the process of the enterprise activity strategy implementation.

For realization of the targeted goals and, being assured that the process of the human resources management should provide the sufficient number of the qualified and motivated personnel for the safe and effective decommissioning of the nuclear power plant and that the system of the personnel training and certification should provide the availability of the qualified personnel in the fields of nuclear, radiation, fire safety, physical security, in the field of the personnel safety and health, in the fields of emergency preparedness and accidents management, the enterprise management undertakes the following:

1. Involve and employ the sufficient number of the competent personnel and the young specialists meeting the requirements put forward for the positions, in due time and qualitatively satisfying the needs on the INPP decommissioning.

2. Create and support effective internal career, giving the possibility to the INPP personnel constantly to improve their professional skills and, at occurrence of requirement for the certain specialists, train for a new profession of those positions.

3. Ensure the appropriate requirement for the human resources, which would be justified by the objective analysis and the regular estimation of the amount of works, employment of the positions, as well as the competence between the skilled and the newly employed personnel.

4. Transparently manage the emoluments of the INPP personnel by means of creation of the motivated achievement of the goals, using the allocated means in the appropriate way and keeping the competent effectively working personnel.

5. Develop the means of non-financial motivation by means of creation of the new INPP organizational culture.

6. Provide training, certification and development of the competence of the INPP personnel, applying the methodology of the system approach to training.

7. Develop the decommissioning experience and transfer and keep knowledge of the personnel important for the safety and critical for activity of the enterprise.

8. Apply and encourage the principles of the safety culture in the field of the human resources management.

9. Share the responsibility with the representatives of the enterprise personnel in the process of organizational culture development with the purpose of achievement of the enterprise activity results.

The enterprise management should ensure the transparency and clearness of the given policy to all personnel of the enterprise.

The present policy is focused on the long-term objectives of the enterprise and is estimated annually during the estimative analysis of the management system.

The Ignalina Nuclear Power Plant Policy in the field of the human resources management is changed and admitted to be invalid by the order of the INPP Director General.

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AGREED by  
VATESI letter  
dated 2017-04-04 No. (15.1-33)22.1-246

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