



## Challenges for a Small Authority with Extensive Tasks in a Changing World

*-How to keep and develop the competence as a regulator*

Frederik Hassel  
2013-03-14

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## Introduction

- Background
- Knowledge management
- Use of competence as a Regulator

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## The nuclear programme in Sweden

- 10 reactors in operation
- 5 reactors under decommissioning
- 1 uranium mine under decommissioning
- 1 fuel factory under operation
- 3 waste facilities under operation
  
- Application for final repository for spent nuclear fuel
- Application for one or two new reactors to replace two old ones

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### About the Swedish Radiation Safety Authority (SSM)

- under the Ministry of the Environment
- DG Mats Persson
- budget approx. 400 million SEK
- 300 employees
- office in Solna



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### Competence structure needed to fulfil the task

- 40 core competences
- 10 management skills
- 9 methodological competence

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**Knowledge management**

- For each core competence there are a need for minimum **3 experts** to up hold the competence
- Minimum **5 experts** to develop the competence from the perspective of the authority.
- For the other competences there are a need for **minimum 2** employees.

Frédéric Hessel  
2013-03-14

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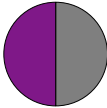
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**Preparing for Strategic decision-making**



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**Preparing for Strategic decision-making**      **Management board actions**



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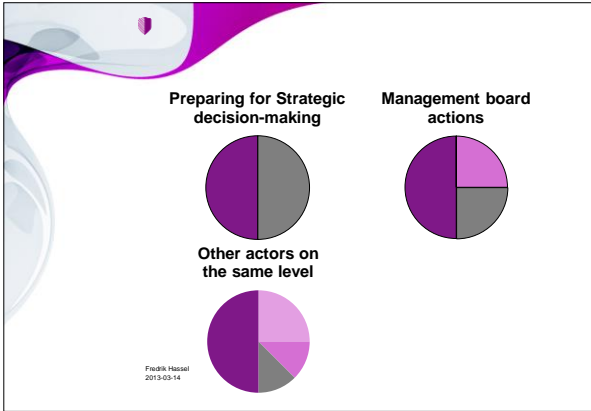
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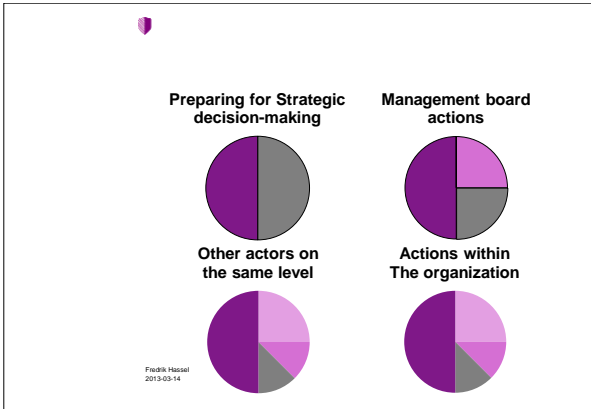
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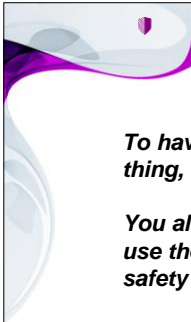
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***To have the right competences is one thing, but that is not enough.***

***You also have to make sure that you use them in the best way to enhance safety over time.***

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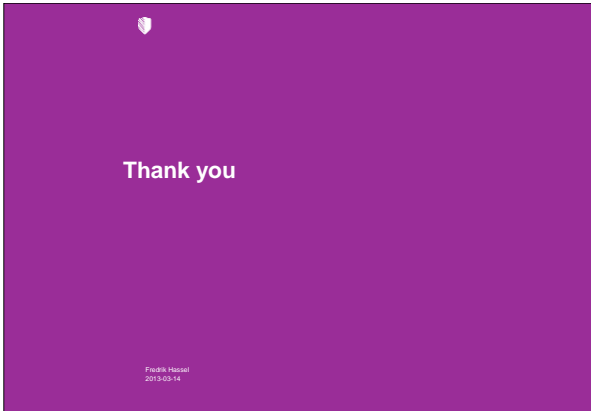
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**Thank you**

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2013-03-14

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