



IAEA-CN-123/02/O/1

Nuclear Knowledge management : an overview at EDF

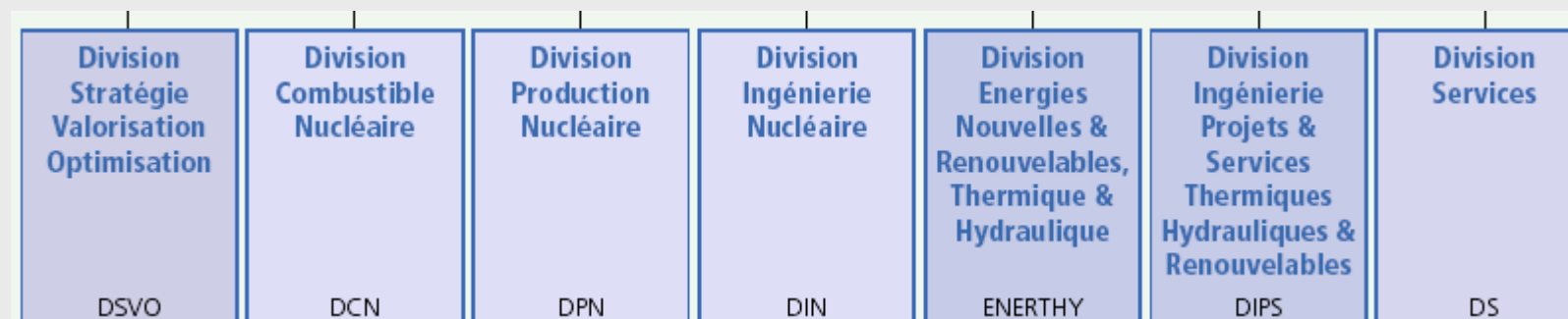
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EDF



Context

EDF's Energy Branch :

- 7 subdivisions (45 000 people)
- Nuclear sector : 19 units – 20 000 people



Golfech power plant (CNPE) : 650 people

Skills:

- Driving
- Engineering
- Maintenance
- Automation-electricity...



KM diagnosis (at Golfech)

Management strategy & planning (PMT)

20 persons interviewed

- Managers
- Engineers
- Engine drivers
- Working groups, tests, laboratory assistants
- Chemists
- Automation-electricity...

KM practices & tools

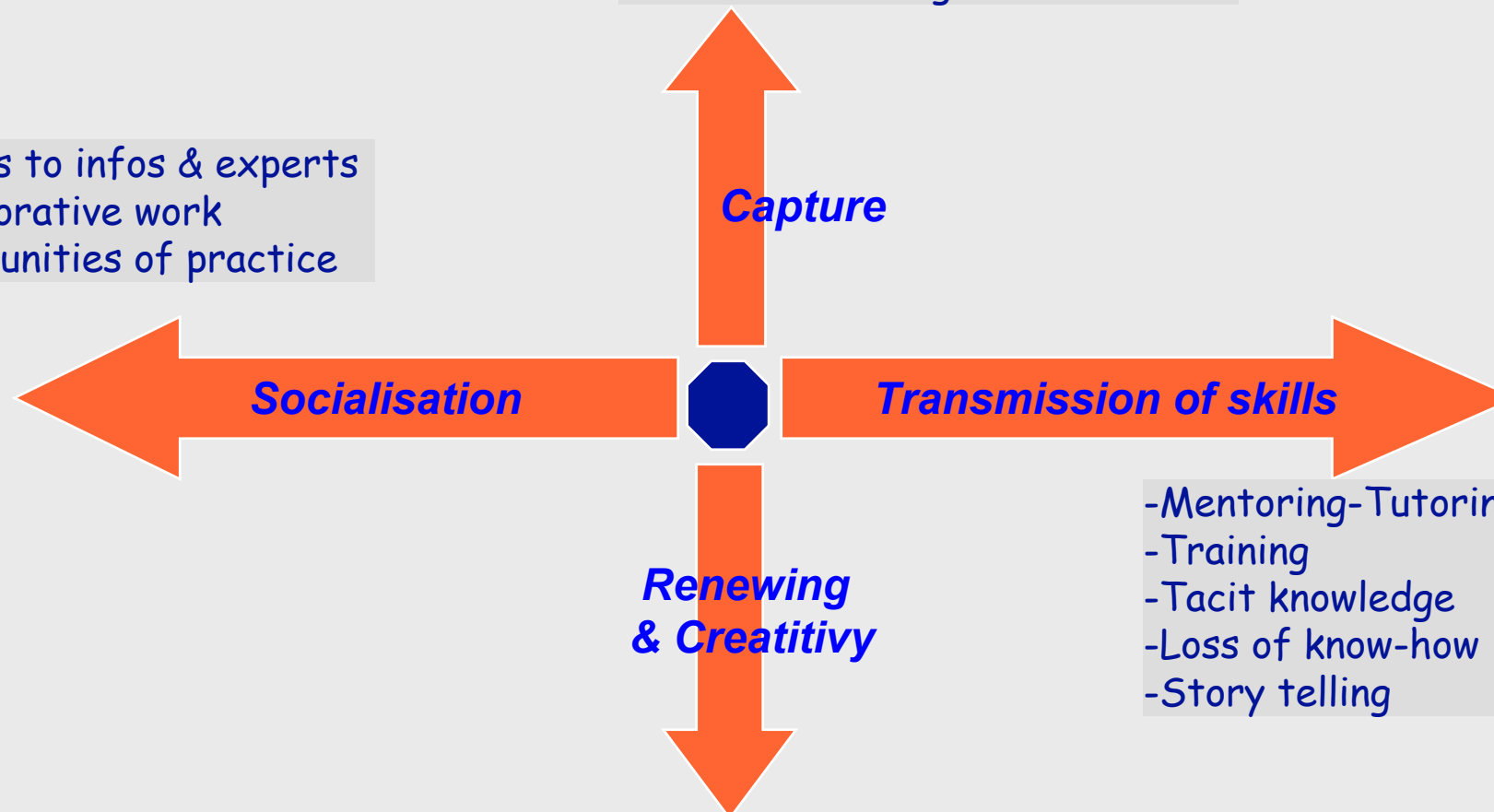
- Sharing
- Capture
- Transmission
- Creativity



KM diagnosis

- Document Management Systems
- Return on experience process
- Best practices
- Rare events & signals...

- Access to infos & experts
- Collaborative work
- Communities of practice

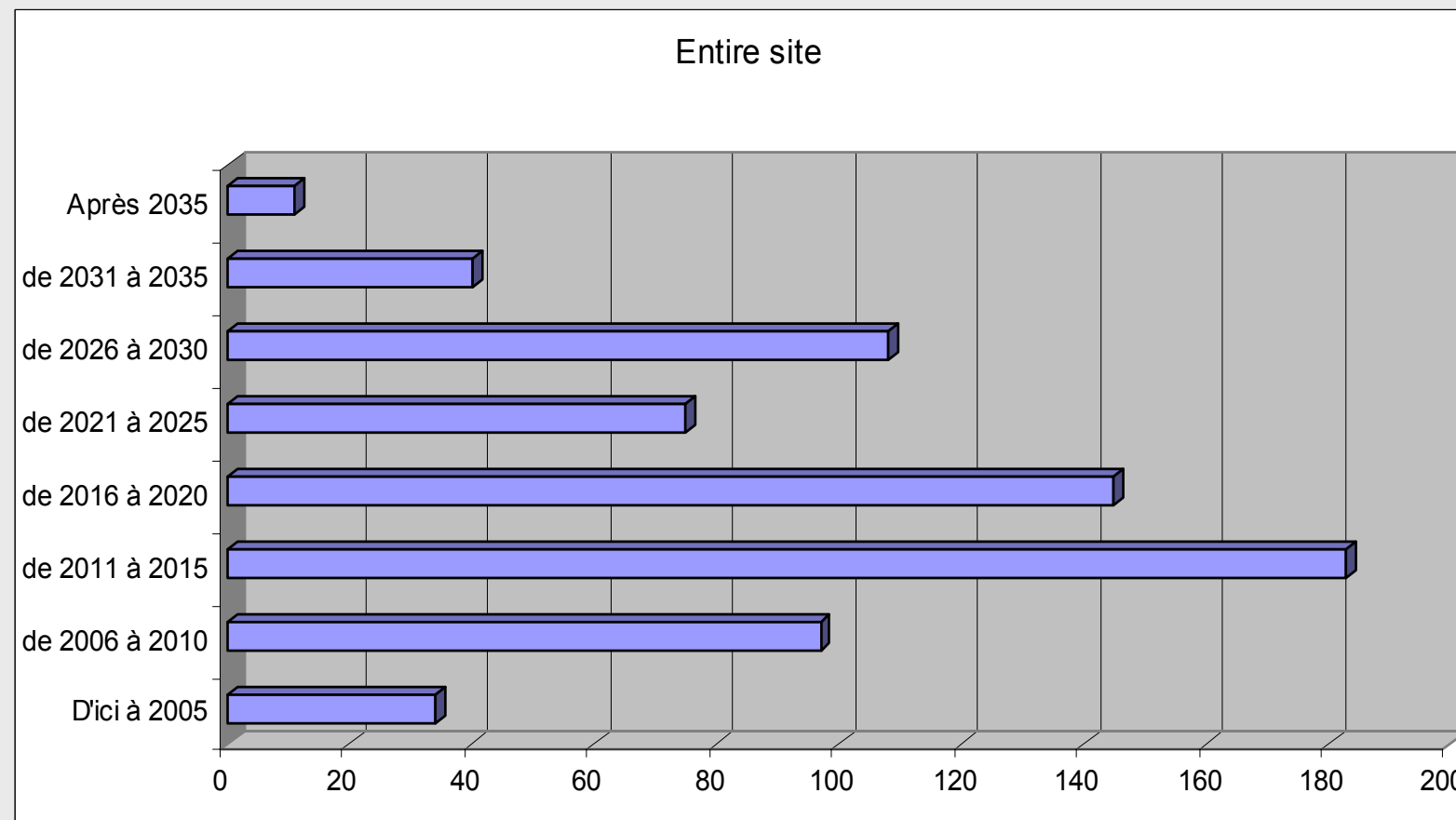


- Mentoring-Tutoring
- Training
- Tacit knowledge
- Loss of know-how
- Story telling

- Performance Indicators
- « Good ideas »
- Industrial watch

Retirements prospective

50% of the staff retired in a decade





HR Management systems and Knowledge management

Mobility & Recruitment

- Quantitative management (N jobs = N people)

Mentoring (« compagnonnage »)

- From seniors to juniors

Competencies development

- GPEC
- Annual évaluation (manager N+1)

Lifelong Training

- Individual education planification
- Education Centers & Corporate University

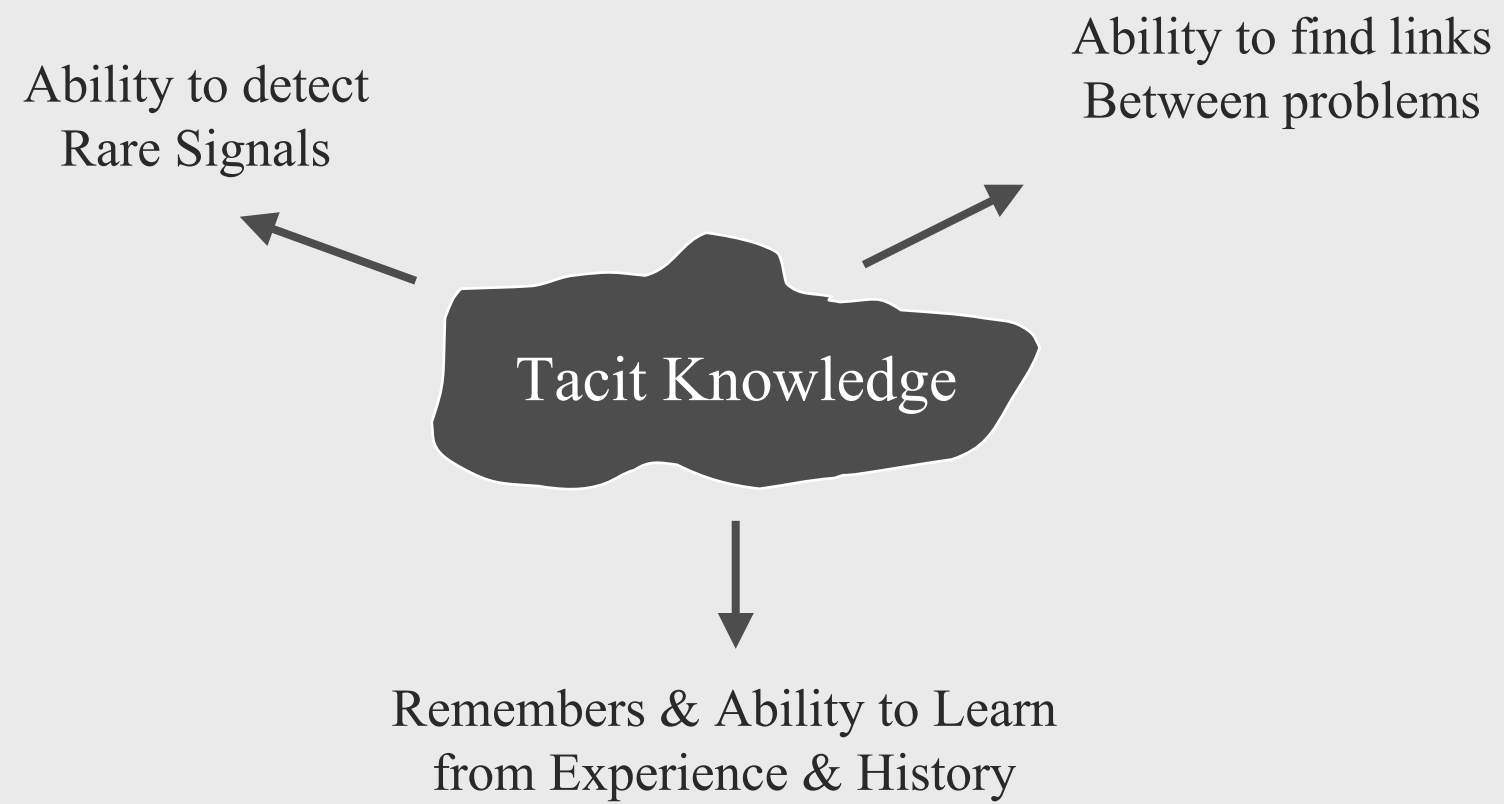
VAE (Valorisation des Acquis de l'Expérience) = experiential Learning validation

- Certification and diplomes

What about tacit knowledge of experimented people ??
(critical knowledge)

The Critical Knowledge is Tacit !

3 good reasons for it





The Chemistry community of practice

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The screenshot displays the Lotus Notes interface for the 'Espace CHIMIE - 1. Principale' database. The left sidebar contains navigation options: 'Par thème', 'Par type', 'Par date non structuré', 'Par auteur', and 'Archives'. The 'Archives' section lists the administrator: ANIMATEUR: Guy LURDE, 0563293632, and a 'SORTIE' button. The main pane shows a search results list with the following items:

- ▶ [Aide sur Lotus et sur cette base de données](#)
- ▶ [Bienvenue](#)
- ▶ [Bilans Indicateurs Rapports périodiques](#)
- ▶ [Chimie sur les tranches](#)
- ▶ [Comptes-rendus de liaison & Communications sur plusieurs thèmes](#)
- ▶ [Doctrine spécifications documentation](#)
- ▶ [Emploi \(poste à pourvoir ou embauche\)](#)
- ▶ [Espace CHIMIE](#)
- ▶ [Groupe Utilisateurs Merlin](#)
- ▶ [Informations commerciales](#)
- ▶ [ISO 14000](#)
- ▶ [KRT](#)
- ▶ [La formation](#)
- ▶ [Le traitement des effluents \(TEU\)](#)
- ▶ [Les modifications](#)
- ▶ [Logiciel source MANON](#)
- ▶ [Management Gestion Organisation](#)
- ▶ [Mise à disposition d'outils informatiques](#)
- ▶ [OPRI Suivi des rejets et de l'environnement](#)
- ▶ [OSART](#)
- ▶ [Production d'eau déminéralisée](#)
- ▶ [PUI - PCC & Contrôles associés](#)
- ▶ [Questions ou informations diverses hors thèmes](#)
- ▶ [Radiochimie sur les tranches](#)
- ▶ [Rex externes à EDF](#)
- ▶ [RTGE](#)
- ▶ [Sécurité ou radioprotection](#)
- ▶ [Techniques de Mesure & appareillages \(info rex\)](#)

The bottom of the screen shows the Windows taskbar with the Start button, several open applications (D:\Mes doc..., Espace CH..., Microsoft ...), and the system tray with the time 18:15.



Knowledge Management at the nuclear plant

Individual Learning

