Communication is the base of everyday existence of a modern person and every company.
It is not easy to work in this area in changing „eastern“ country. Many tools, which are used are in the mind of people connected with „propaganda“. I would like to share our experience with you.

The goal of an internal communication is to spread and provide continuous current of objective information between the management of Bohunice NPPs and its personnel and between the personnel itself. Communication with the Bohunice NPPs employees helps to get acquainted with their opinions and ideas concerning the subsidiary and nuclear power industry.

**A place in the Bohunice NPPs QA system**

In December 1998 Bohunice NPPs have finished elaboration of QA documentation in 2 levels.
In the overall QA structure there are 22 sections in which activities directly connected with nuclear safety are included. In the 2nd of them there are some aspects of IC
- event reporting system, which is requested by law and regulations
- regular organisation of management meetings with the staff on various levels.

Another 8 sections are in the overall QA structure, not directly influencing nuclear safety, covered by so called systematic procedures. One of the section deals with Public relations and a separate procedure describes internal communication.

**Internal communication is used for:**
- reinforcing confidence of employees in company activities
- informing and training the company employees by providing true and not misleading information
- monitoring and strategic messages spreading
- reinforcing feeling of fellowship between the personnel and the company

The tools of internal communication used at Bohunice NPPs are:

1. **Site newspaper**

The internal periodical at Bohunice NPPs is a Site newspaper called „Bohunice“ which is issued once a month. There are two Slovenské elektrárne, plc. subsidiaries at the Bohunice site. Besides Bohunice NPPs it is subsidiary for NPP decommissioning and treatment of Rad-waste and spent fuel and they also participate in the periodical.
The content of the periodical consists of:

- up-to-date information from Bohunice NPPs activities, information on electrical energy and heat generation, information from the company management
- contributions from activities of various divisions of Bohunice NPPs
- articles on nuclear energy in the world
- articles, quizzes (for example Health safety and protection at work) oriented on Safety culture
- different news like contribution from sport events, social activities, out of work activities of the employees, etc.
- short reports, life jubilees, information from trade unions
- introduction of specialised sections activities and interesting employees
- lights, crosswords for free time

The periodical is distributed among all divisions of both subsidiaries. In addition to that it is sent to chosen editor’s offices, institutions, Nuclear Installations and retired people who used to work for Bohunice NPPs.

2. Press monitoring

It is carried out daily and it represents a daily set of information about energy, especially nuclear energy. Informations that could have influence on Bohunice NPPs activity are included as well. The information is in a printed form distributed to the management and through sections to employees. Selected articles are postered or put into the computer network.

3. Computer network

In a Bohunice NPPs computer network special file employees can find:

- information on planned and performed visits
- information on events prepared by Bohunice NPPs Information Centre
- news on nuclear energy from NucNet
- information, announcements, invitations from Slovenské elektrárne subsidiaries
- information from Slovak Television Teletext about energy sector
- news referring to a nuclear energy industry

4. Notice boards

Bohunice NPPs visitors and employees can read new information on notice boards situated at all three entrance halls of Bohunice NPPs. The information is about different Bohunice NPPs activities and it is up-dated weekly.

The information contains:

- information from the management
- news on Bohunice NPPs activities
- photo documentation from Bohunice NPPs visits
- information on electrical energy and heat generation
• the most up-to-date news from the press monitoring
• articles on nuclear energy in the world
• invitations for different events organised by the Bohunice NPPs Information Centre

5. News letter

It is issued every month and it contains:

• information on NPP V-1 and V-2 units operation
• information on electrical energy and heat production
• radiation safety - assessment of Bohunice NPPs impact on the environment of the surrounding area during a particular month
• Bohunice NPPs operational news, maintenance news
• significant visits and events at Bohunice NPPs

Information letter is sent to chosen editor’s offices, institutions, energy installation facilities, mayors of surrounding villages and towns.

6. Bohunice NPPs open days

The Information Centre of Bohunice NPPs has started to organise the event for Bohunice NPPs employees and their family members called „The open day“. The exceptional value of this event is that children of the employees, who are above 6, can enter the machine room and the main control room of the power plant and they can visit a working place of their parents. The programme is divided to presentation / lecture separately for children and adults. After completion of an introductory programme and refreshment a raffle takes place and children can bring nice presents home. The most interesting part of the programme is an excursion during which the Information Centre lecturers and power plant employees show visitors equipment in the plant. Children are the happiest ones because they could see a working place of their parents. And parents can start, if not having been before, to be proud to work at Bohunice NPPs.

Bohunice - Mochovce

A special case of internal communication in frame of Slovenské elektrárne, plc. utility is the interface of Bohunice and Mochovce NPPs. One of the tools is the utility newspaper „Slovenská energetika“, which is monthly issued and sent to all SE employees. There is also a very close cooperation existing between PR departments at both NPPs, so fresh information is transfered to the staff. The management informs about the role of each plant in the Slovakia´s energy sector on the level of the utility and NPP. More to that, Bohunice NPPs employees are actively participating in the works at Mochovce NPP. Many channels of providing information do exist and are used. Nevertheless, rumour caused by some announcements from political circles is difficult to handle.

*Internal communication is only possible and effective if the management and staff are ready to communicate with each other!*