

Human Capital Development

Through online training and physical workshops, RATCH's development of employee capabilities has emphasized three major areas: core competency; leadership competency; and job family competencies, all of which that concern functional behavior competency and functional technical competency.

Performance in 2022

- Execute 20 enhancement programs for basic competencies concerning safety, occupational health and work environment; basic fire extinguisher, personal data protection, etc.
- 16 leadership enhancement programs including Communication Set for Manager and Leadership Awareness.
- Execute programs to enhance functional competencies
 - 11 programs on behavioral competencies like morality/transparency enhancement, sustainable fight against corruption, building environmental and safety awareness, and Growth mindset for success.
 - 127 programs on technical competencies like investment guidelines for overseas power plants, power purchase agreements for overseas hydroelectric power plants and TFRS9.
- In 2022, the company executed programs to enhance competencies with an average number of training hours of 29.89 hours (hours/person/year), in 2023, the company has the goal to execute development programs with an average number of training hours not less than in 2022

Training courses in 2022

Course	Type of competency	No. of courses	No. of hours	No. of attendees		Expenses (Baht)
				Male	Female	
RATCH Group Public Company Limited						
Development of employee capabilities in core competency	Core competency	2	12	26	39	19,260
Development of employee in leadership competency	Leadership competency	6	78	89	93	1,437,540
Development of employee capabilities in job competencies	Functional behavior	3	33	75	102	588,500
	Functional technical	86	1,140.5	99	115	3,247,482
Ratchaburi Electricity Generating Company Limited						
Development of employee capabilities in core competency	Core competency	6	36.5	57	70	88,000
Development of employee in leadership competency	Leadership competency	9	158	38	38	888,990
Development of employee capabilities in job competencies	Functional behavior	6	26	53	71	3,890
	Functional technical	22	365	41	21	402,275
RATCH-Cogeneration Company Limited						
Development of employee capabilities in core competency	Core competency	1	16	1	0	3,120
Development of employee capabilities in job competencies	Functional technical	3	26	6	2	41,400
RATCH-Australia Corporation Pty. Ltd.						
Development of employee capabilities in core competency	Core competency	7	342	7	2	162,908
Development of employee in leadership competency	Leadership competency	1	76	2	0	15,458

Course	Type of competency	No. of courses	No. of hours	No. of attendees		Expenses (Baht)
				Male	Female	
Development of employee capabilities in job competencies	Functional behavior	1	38	0	1	13,798
	Functional technical	8	380	8	3	220,006
RATCH-Lao Services Company Limited						
Development of employee capabilities in core competency	Core competency	4	32	151	3	44,659.20
Development of employee capabilities in job competencies	Functional behavior	1	8	70	0	(expenses for 1 program)
	Functional technical	8	64	393	0	other programs were organized by Hongsa Power Plant

Knowledge Sharing Activity # 1/2023

Topic: Fostering Cybersecurity in Organization

May 24, 2023 (Onsite & Online Training)

AVM Amorn Chomchoey

Secretary General, NCSA (National Cyber Security Agency) Thailand

Content Summary

- Understanding cybersecurity
- Risks and impacts of cyber threats on business operations of organizations and living

- Types of damaging and impactful cyber threats
- Cyber Risk Management in working and living
- How to strengthen cybersecurity

Benefits

- No. of attendees: 50 persons
- Evaluation score on understanding and gained benefits: 96.7%

