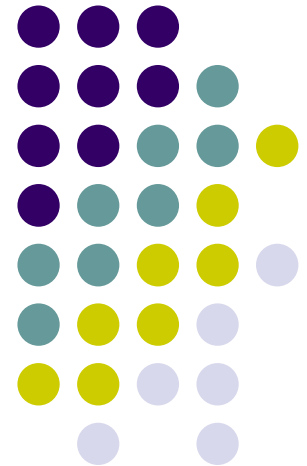


# “EFCOG’s Knowledge Portal Review” 2011 Waste Management Symposium *Safety Initiatives*

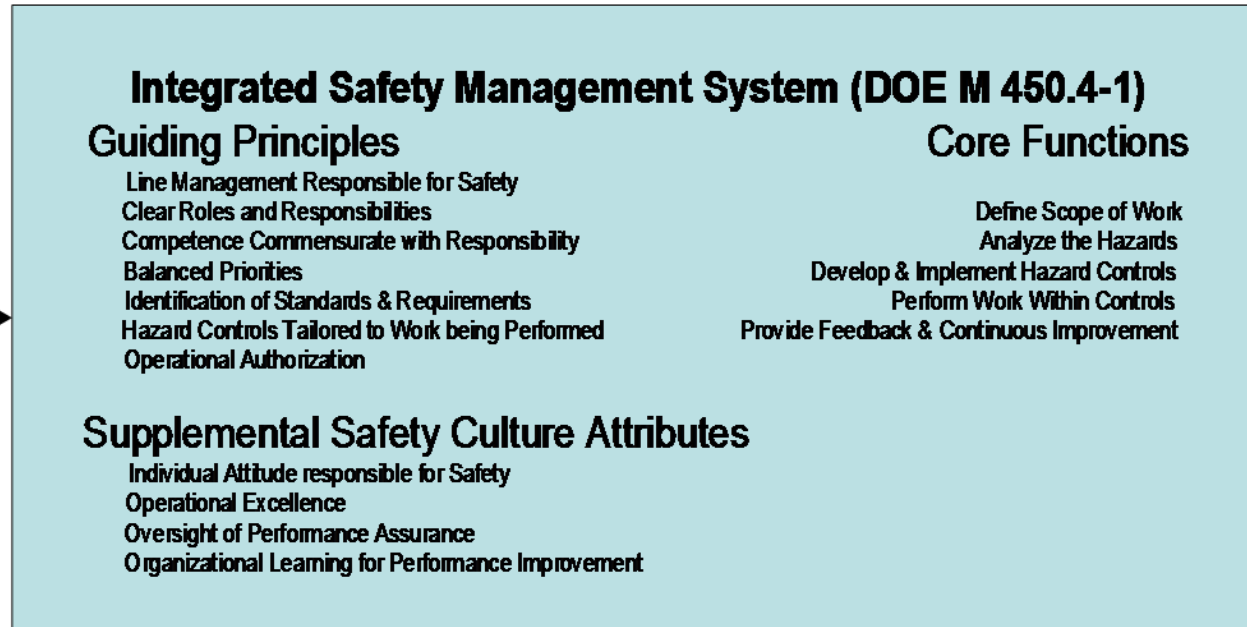
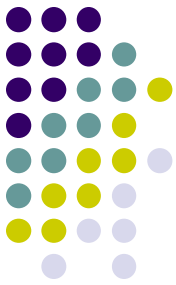


Presented by

*John A. McDonald*  
*ISMS & QA Working Group*  
Panel Session 59  
March 2, 2011



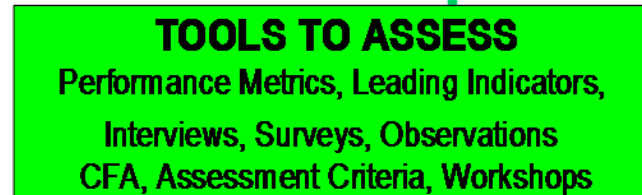
# Continuous ISMS Improvement Thru Strengthening Safety Culture



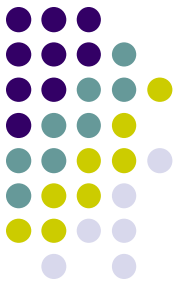
*Reduce gap between ISM Principles/CF and safety culture artifacts observed at site*

**SAFETY CULTURE FOCUS AREAS**  
LEADERSHIP  
EMPLOYEE/WORKER ENGAGEMENT  
ORGANIZATIONAL LEARNING

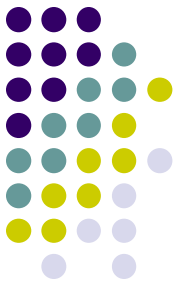
*Assess gap between ISM Principles/CF and safety culture artifacts observed at site*



# Safety Culture Focus Areas and Example Attributes

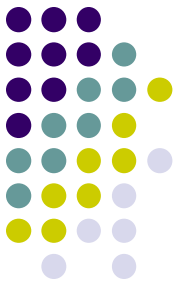


- Leadership
  - Clear expectations and accountability
  - Management engagement and time in field
- Worker Involvement
  - Mindful of hazards and controls
  - Teamwork and mutual respect
- Learning Organization
  - Reporting errors and problems
  - Questioning attitude



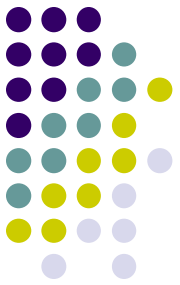
# Tools to Assess Culture

- Direct observation of workplace behavior
- Causal analysis
- Surveys
- Interviews
- Review of culture related processes
- Performance indicators
- Assessments (VPP, HPI, other)



# Tools to Improve Culture

- Management commitment
- Expectations communicated
- Training
- Management time in the field
- Behavior change
- VPP
- Problem identification process
- HPI



# Path Forward

- Created new EFCOG ISMS/QA Safety Culture Subgroup
- Continue to promote ISMS/Safety Culture improvement at EFCOG and DOE ISMS Champion meetings
- Update the model based on operating experience as needed