"EFCOG's Knowledge Portal Review" 2011 Waste Management Symposium Safety Initiatives



Presented by

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Continuous ISMS Improvement Thru Strengthening Safety Culture

Integrated Safety Management System (DOE M 450.4-1)

Guiding Principles

Line Management Responsible for Safety
Clear Roles and Responsibilities
Competence Commensurate with Responsibility
Balanced Priorities
Identification of Standards & Requirements
Hazard Controls Tailored to Work being Performed
Operational Authorization

Define Scope of Work Analyze the Hazards Develop & Implement Hazard Controls Perform Work Within Controls Provide Feedback & Continuous Improvement

Core Functions

Supplemental Safety Culture Attributes

Individual Attitude responsible for Safety
Operational Excellence
Oversight of Performance Assurance
Organizational Learning for Performance Improvement

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



VPP, BBS, HRO, HPI, SCWE, DPO

TOOLS TO ASSESS

Performance Metrics, Leading Indicators, Interviews, Surveys, Observations CFA, Assessment Criteria, Workshops



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

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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