Safety Culture Improvement Panel and Contract Transition

Matthew B. Moury
Associate Under Secretary for
Environment, Health, Safety and Security
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Office of Environment, Health, Safety and Security

OVERVIEW OF SCIP

- Charter approved by S-2 May 18, 2015
- Membership selected
- First meeting July 1st, 2015
- Open Webinars established 1st Wednesday of every month
- JD Dowell, ORP, first co-chair; Geoffrey Beausoleil, NPO, present co-chair
- Andy Lawrence selected as Executive Secretary

MEMBERSHIP
CORE MEMBERS

- **Co-Chair** Matthew B. Moury, Associate Under Secretary for Environment, Health, Safety and Security
- **Co-Chair** Geoffrey Beausoleil, NA Field Element Member, Manager, NNSA Production Office
- Michael Budney, Senior Manager Rep for EERE
- Jennifer Appleton, EERE Senior Field Manager Member, Golden Field Office
- James Hutton, Deputy Assistant Secretary Safety, Security and Quality Programs, EM Senior Manager Member
- Robert Smith, Office of Fossil Energy
- Craig Welling, Senior Manager for NE
- Douglas Dearolph, NA Senior Field Manager Member, Savannah River Field Office Manager
- Vacant, EM Field Manager
- Joseph A. McBrearty, Deputy Director for Field Operations, Senior Manager for SC
- Rock E. Aker, SC Field Element Member, Argonne Site Office
- Jeffrey K. Edlund, Fac Rep of the Year
- James A. Guerry, SSO of the Year

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MEMBERSHIP

- **Supporting Members**
  - Jeffry Roberson, Chief of Defense Nuclear Safety, (NA-51)
  - Gregory Sosson, Associate Deputy Assistant Secretary for Safety, Security, and Quality Programs (EM-40) Office of Environmental Management
  - Andrew Lawrence, SCIP Executive Secretary, Office of Environment, Health, Safety and Security
- **Ex-Officio Members**
  - Robert Gibbs, Chief Human Capital Officer
  - Vacant, Chief Learning Officer
  - Ingrid Kolb, Director, Office of Management
  - Patricia Worthington, Director, Office of Health and Safety
  - Karen Boardman, Director, National Training Center
  - Julie Goeckner, SME, Office of Environmental Management
  - Rizwan Shah, Organizational Culture Advisor, Office of Environment, Health, Safety and Security
- **Advisors**
  - Diane Seracki, Senior Safety Culture Program Manager, Office of Enforcement, U.S. Nuclear Regulatory Commission
  - Tracy Dillinger, Safety Culture Manager, NASA HQ / OSMA

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SCIP OBJECTIVES

- Strengthen the implementation of safety culture and safety conscious work environment throughout DOE.

- Share and, as necessary, develop improvement and sustainment tools for positive safety culture.

- Provide high-level, line management attention to evaluating safety culture issues and strengths.

- Provide a forum for evaluating DOE safety culture status, progress, and challenges, and communicate the results to the workforce.

- Work to continuously improve DOE safety culture with representatives from across the complex.

- Stay current in advances in organizational safety culture and how best practices can be applied to DOE.

- Identify opportunities to incorporate safety culture and the concepts/practices of a safety conscious work environment into leadership and employee training, in coordination with DOE's National Training Center, the Federal Technical Capability Panel, and DOE's Chief Learning Officer.

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SCIP ACTIVITIES

- As requested, evaluate major Departmental policy and programmatic changes for their potential to impact DOE's safety culture.

- Provide recommendations on DOE's Directives to incorporate safety culture, safety conscious work environment concepts and associated best practices, as appropriate.

- Develop a means to monitor DOE's safety culture.

- Monitor and evaluate changes in trends that have the potential to impact safety culture within DOE.

- Benchmark Departmental Safety culture activities with those of similar industries.

- Develop and assist with implementing improvement actions as assigned by the Department's senior leaders.

- Evaluate contract language, as appropriate, for potential safety culture and safety conscious work environment impacts

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SCIP – WHAT WE'VE ACCOMPLISHED

- Working Groups Established

  - Contract Language Working Group
    - Report completed. Coordination with General Counsel continues
  - Safety Culture Monitoring Means Working Group
    - Report finalized and processed to the Deputy Secretary
  - Safety Culture Training Working Group
    - TLP-200 SCWE for DOE Senior Leaders – 2,000+ trained to date
    - TLP-150 Safety Culture Training for Front Line Leaders – pilots at INL 4/11 and OR 3/21
    - TLP-100 Safety Culture Training for Workers – In progress
  - Soliciting Employee Involvement Working Group
  - Communications Working Group
    - OIT Pop Up boxes established with HQ IM and published
    - SCIP iPortal created
    - SCIP Powerpedia page created
    - Creation of DOE Safety Culture Web site underway
  - Community of Practice Working Group

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SCIP PRODUCTS

- SCIP Charter
- Strategic Plan
- Annual Plan - 2015, 2016
- Annual Report - 2016
- Contract Language Report
- Safety Culture Monitoring Means Report
- Powerpedia Page
  - All meeting agendas, minutes, videos, presentations, and reports available
- Safety Culture Web site for the Department of Energy under construction
- First Annual SCIP Workshop – May 2016
- Planning underway for Second Annual SCIP Workshop – May 2017
- Revised DOE Order 450.2, *Integrated Safety Management*, to institutionalize SCIP.

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FUTURE CHALLENGES

- Maintain Momentum
- Management and Employee Involvement
- Community of Practice
- Making a Difference
- Meaningful Products
- Getting the Word Out

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CONTRACT TRANSITION

An organization's values and <u>behaviors, modeled by its leaders</u>, and internalized by its members, which serve to make safe performance of work the overriding priority to protect workers, the public, and the environment.

DOE Integrated Safety Management Guide

Executives and Senior Mgmt	**TLP-200 SCWE for DOE Senior Leaders**
Supervisors	TLP-150 Safety Culture Training for Front Line Leaders
Work Force	TLP-100 Safety Culture Training for Workers

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CONTRACT TRANSITION

- Read– DOE G 450.4-1C, *Integrated Safety Management System Guide*
  - Appendix 10 – Safety Culture Focus Areas and Associate Attributes
  - Appendix 11 – IAEA Capability Maturity Model
  - Appendix 12 – Changing Values and Behaviors

QUESTIONS?

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