



Safety Conscious Work Environment & Integrated Safety Management

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Training Overview



- Background on SCWE
 - NRC Regulatory Issue Summary (RIS) 2005-18
 - What is SCWE (“skwee”)
 - Attributes of SCWE
- Relationship to Safety Culture
 - Shared Attributes
 - ISMS Guide Attachment 10
 - Assessing SCWE —Attributes

Objective:

Understand and recognize the attributes of SCWE and their relationship to Safety Culture

US NRC Regulatory Issue 2005-18

As defined by the US NRC

SCWE is an environment in which employees feel free to raise safety concerns, both to their management and to the NRC, without fear of relation.

How does this definition relate to safety culture?

Is a strong SCWE the same as a strong safety culture?

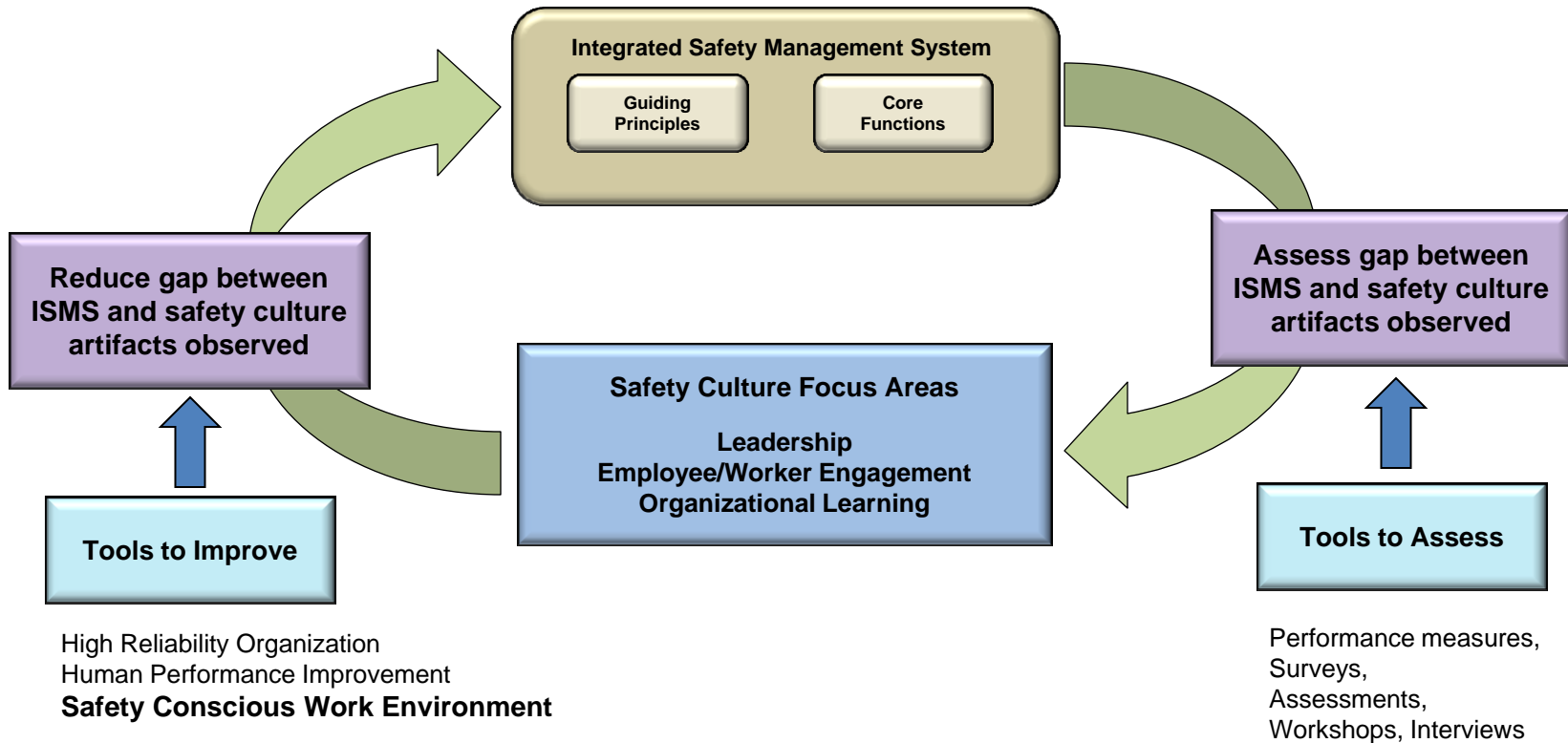


Setting the Stage

A groundwater filtration plant is 8 days into a 10 day demonstration run. The objective of the 10 day-run is to demonstrate to the customer and EPA that the plant was built and performs as designed, specifically remove 95% of Tc99 from the groundwater at 500 gpm flow-rate. If the plant performs as designed the designer/constructor will receive a substantial fee increase for meeting the construction goals. If the plant under performs, there is a 1 for 1 reduction in the fee percentage with a full fee reduction if the capacity is less than 75%.

A test engineer has just completed a set of calculations based on chemical sampling results that indicate that the filter media is only capable of extracting 50% of the Tc99 at a 50% flow rate. The actual concentration of Tc99 in the discharge is above the EPA Permitting requirements for the plant discharge. Plant procedures require a plant shutdown if the Tc99 concentration equals or exceeds the EPA permit limits.

The test engineer is informing the supervisor of the results.



US NRC Attributes for SWCE

RIS 2005-18

- Effective process for Problem Identification & Resolution
 - Employees are encouraged to raise safety concerns
 - Policy statement
 - SCWE Training
 - Employee Concerns Program
- Management is promptly notified of concerns
- Concerns are promptly prioritized and reviewed
- Concerns are appropriately resolved
- Timely feedback is provided to the concerned individual

US NRC Attributes for SWCE

RIS 2005-18 (cont)

- Appeal process or differing professional opinion
- Self-Assessment of Problem Identification and Resolution Process
- An alternative process to line management

ISMS Safety Culture Attributes

Attachment 10

Leadership

- Demonstrated safety leadership
- Risk-informed, conservative decision making
- Management engagement and time in field
- Staff recruitment, selection, retention, and development
- Open communication and fostering an environment free from retribution
- Clear expectations and accountability

Employee/Worker Engagement

- Personal commitment to everyone's safety
- Teamwork and mutual respect
- Participation in work planning and improvement
- Mindful of hazards and controls

ISMS Safety Culture Attributes

Attachment 10 (cont)

Organizational Learning

- Credibility, trust and reporting errors and problems
- Effective resolution of reported problems
- Performance monitoring through multiple means
- Use of operational experience
- Questioning attitude

How do these attributes relate to the SCWE Attributes?

Does SWCE equal Safety Culture?

Assessing SCWE Attributes for Lines of Inquiry

Attributes

- Environment exists in which employees feel free to raise concerns to their management, their customers, DOE or External regulators without fear of retaliation; and are encouraged to raise such concerns
- Behaviors and interactions encourage the free flow of information related to nuclear safety issues, differing professional opinion, and employee concerns and their prompt resolutions

Assessing SCWE

Attributes for Lines of Inquiry (cont.)

- Evaluate documented policies prohibiting harassment and retaliation for raising nuclear safety concerns and is it enforced.
- Evaluate whether all persons are aware that harassment and retaliation for raising safety concerns will not be tolerated.
- Evaluate how employees perceive how well their differing professional opinion and employee concerns are handled.