



# Safety Culture Pilot Status Washington River Protection Solutions

ISMS/QA Working Group Meeting  
Oak Ridge National Laboratory

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# WRPS Safety Culture 2009 Improvement Plan

- Assess our organization by multiple methods from a safety culture perspective:
  - Multiple VPP assessments (Fall '08, Winter '09, Fall '09)
  - Safety Culture SMP assessment using focus groups (April/May 2009)
- Tools used to assess safety culture include:
  - ISMS safety culture attributes
  - Interviews and observations
  - Performance Indicators
  - Focus groups

# Activities to Improve Safety Culture

- Senior management commitment
  - TFC-POL-16 (issued Feb 09 with ISMS expectations)
  - ISMS Handbook with Message from the President
  - In person employee communication (June Safety Meeting )
  - ISMS indoctrination training
- Anticipated revision to ISMS Expectations to focus on 3 safety culture focus areas after Phase II verification (Fall 09)
- ISMS Training to include discussion on WRPS safety culture
- Employee safety meeting which includes ISMS and safety culture

# Activities to Improve Safety Culture

- 2-3 months of MOPs focused on line management time in the field
- Continued involvement with VPP and use of assessments to improve safety culture (Ongoing)
- Assessment of the PER process to ensure it is being used to proactively identify issues from workers to management
- Assessment of the effective use of HPI tools in various processes
- Assessment of HR processes in considering balanced perspective on employee discipline

# EFCOG Website

- Management liked certain elements of report such as the stages of improvement
- Discussion of various assessments valuable
  - we are using triangulation
- Most use coming from ties to ISMS:
  - ISMS crosswalk
  - ISMS attributes
  - ISMS expectations

# Summary

- The Website is valuable
- The ties to ISMS are useful
- We are using a variety of methods to assess ourselves
- Our methods of assessment and improvement are consistent with the EFCOG documents
- The effort is value added
  - Get out what we put in