



SCIP Bulletin

The newest members to SCIP:



**2019 Fac Rep of the Year
Coleman Abbott**



**2019 SSO of the Year
William Satterfield**

Each year, the Safety Culture Improvement Panel (SCIP) welcomes the new Facility Representative of the Year and Safety Systems Oversight of the Year awardees as members.

This year they welcome Mr. Coleman Abbott, the 2019 Facility Representative (FR) from the National Nuclear Security Administration (NNSA), Livermore Field Office (LFO). Mr. Abbott is assigned to the High Explosives Applications Facility (HEAF) at

Lawrence Livermore National Laboratory's (LLNL) Site 200 and all activities at Site (S) 300, LLNL's remote explosives test site. His oversight includes multiple high risk facilities which develop and test high explosives to certify the viability of the nuclear stockpile. High risk activities Mr. Abbott oversees include the synthesis, formulation, and processing of high explosives; mechanical property testing of newly developed explosives; environmental testing; transport of explosives; and detonations of high explosives up to 1000 pounds. These facilities are normally staffed with two FRs due to the scope and workload, which Mr. Abbott has been covering since June 2019. Mr. Abbott completed his FR qualification in October 2018.

Mr. Abbott provided his thoughts on safety culture and its importance: *"Throughout my career, "Safety First" consistently remains as a top priority. Establishing and maintaining a strong Safety Culture, with the goal of creating a framework for open dialogue and continuous improvement will influence values, assumptions, experiences, behaviors, beliefs, and norms throughout the DOE/NNSA complex. Therefore, it is paramount that we all understand that everyone is personally responsible for safety and that the organizational leaders must demonstrate a commitment to overall safety with trust and non-biased decision making serving as key organizational pillars to a strong safety culture."*

Also welcomed is William (Bill) C. Satterfield, the Safety Systems Oversight of the Year recipient, a Facility Engineer with Concentration, Storage, and Transfer Facilities (CSTF-Tank Farms) at the Savannah River Operations Office (DOE-SR) under the Office of Environmental Management (EM). His assigned duties include Lead Engineer for the CSTF Safety Basis Approval (Safety Evaluation Report author); Safety System Oversight for CSTF and Liquid Waste Facilities systems; Lead Engineer for Unreviewed Safety Questions (USQ) at CSTF;

Cognizant System Engineer Oversight at CSTF; Lead Engineer for Safety Basis Implementation Oversight at CSTF; and Lead Engineer for Implementation Verification Review Oversight at CSTF.

Mr. Satterfield conducted and/or led multiple vital safety system assessments at two different DOE Environmental Management Sites:

- The Savannah River Site (SRS) Liquid Waste (LW) Program, which is his current permanent duty station.
- The Waste Isolation Pilot Plant (WIPP), where he volunteered to support the Carlsbad Field Office (CBFO) on an interim basis for one week a month for a total six-month duration, which allowed CBFO to leverage his engineering/operational/maintenance background in an SSO capacity. Mr. Satterfield's focus at WIPP was on the Safety Significant (SS) Confinement Ventilation Systems both above ground in the Waste Handling Building and underground in the repository (mine).

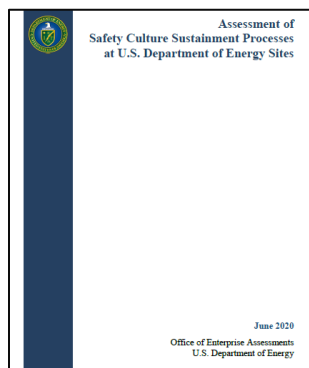
In January 2020, Mr. Satterfield qualified as a Nuclear Safety Specialist and Safety System Oversight Engineer (Facility Engineer).

Mr. Satterfield shared the following: *"Throughout my career I have observed organizational Safety Cultures from many different vantage points, including engineering, operations, and maintenance. One of the more important culture traits I have witnessed pertains to field-work, whether it be operations or maintenance; specifically, the trait of never proceeding in the face of uncertainty. For example, when conducting a field-evolution and something does not appear just right with engineering or procedural documentation, there is a tendency to be complacent and blindly move forward in the vein of getting the job done. In contrast, a healthy culture will encourage a questioning attitude and everyone's responsibility to stop work in the face of uncertainty."*

Both are well added and welcomed members of the SCIP team this year.

**At the Department of Energy,
safety is EVERYONE's job.
Let's all work together to make
sure that we are prioritizing
safety every day in each
decision we make.**

Office of Enterprise Assessments' Safety Culture Sustainment Assessment



The Office of Enterprise Assessments recently published their *Assessment of Safety Culture Sustainment Processes at U.S. Department of Energy Sites*. The assessment evaluated eight DOE Federal field offices and associated site contractors to obtain insights into the maturity of safety culture sustainment processes. They found that the work done so far to emphasize the concept of safety culture in the DOE complex has served to heighten awareness of safety, promote ongoing conversations about culture as a set of organizational competencies that influence long term success in mission accomplishment, and stimulate renewed attention to positive working relationships as the foundation for the safe performance of work.

The assessment found two key areas for continued growth. When asked the question, "What does safety culture mean to you?" the great majority of responses related to worker safety. This indicates

more work needs to be done to ensure that the term “safety culture” is understood to apply to the principles of nuclear safety, radiological safety, industrial safety, and environmental safety. Additionally, all assessed organizations used surveys as the primary method for quantifying safety culture improvements, but not all could demonstrate that their surveys had proven validity and reliability. If the validity of measurements is uncertain, it reduces the reliability of decisions based on the surveys.

To enhance continuous improvement and sustainability, the report includes five recommendations and ten best practices to support furthering the maturity of the understanding and application of the safety culture concept. The report can be found at:

<https://www.energy.gov/ea/downloads/assessment-safety-culture-sustainment-processes-us-department-energy-sites-june-2020>

SCIP Working Group Updates

Monitoring Means and Methods Working Group

The team has completed its first chartered task to identify a data set for use to evaluate the health of safety culture and are currently working through evaluation of monitoring processes. Organizations from across the DOE complex and other external entities shared examples of their approaches. We want to thank everyone that were willing to share! At the appropriate time the team will report out its recommendations to the SCIP. We are also thinking ahead to the new SCIP year as there will be a lot to accomplish! Contact Pamela Bailey at pamela.bailey@emcbc.doe.gov if you'd like to share strategies or have any questions.

Communications Working Group

The Communications Working Group continues to support the SCIP through safety message pop-ups for a week each quarter on government networked computers. This safety culture promotional effort has been in place for several years. A new initiative will be launched soon to work with the Community of Practice Working Group to generate additional safety messages. Over the past year, five safety culture posters were developed and are available electronically for sharing across the complex. Several requests have come in lately. Contact us at SCIP@hq.doe.gov to get your copies today.

The Communications Working Group issued its first bulletin in December 2019 with the current July version being our second edition. These will continue on at least a semi-annual basis. The

July bulletin will be loaded onto the safety culture website as we strive to keep content fresh. Help us by submitting your safety culture success stories to share good information with others. We are constantly looking for information to share and new content. Reach us at SCIP@hq.doe.gov.

The Safety Culture Professional of the Year Award continues to be developed. Several challenges have had to be overcome in order to stand up this award. Current plans are to have the award ready sometime in 2021 with awards to both contractor and federal representatives (group or individual).

Geoff Beausoleil recently joined our group as our SCIP executive sponsor.

Training Working Group

SCIP Safety Culture Training Continues to Mature

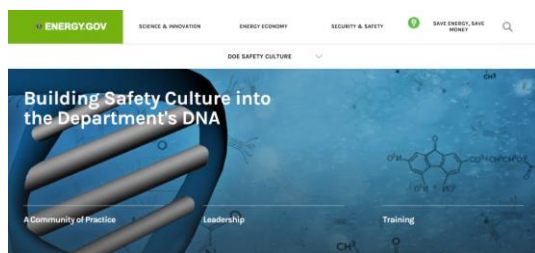
TLP-100, Safety Culture Leadership Fundamentals, pilots were held March 9th through the 12th at the Waste Isolation Pilot Plant (WIPP) in Carlsbad, NM. A total of 8 sessions were attended by approximately 150 participants. Instructors experienced in delivering TLP-150, Safety Culture Training for Front Line Leaders, were brought in from across the DOE complex for these deliveries. A hot wash was conducted with the instructors, SCIP members, and NTC staff immediately after the training, and several review and revision meetings were subsequently held. Although not currently scheduled, the plan is to conduct one additional set of pilots before finalizing the course.

TLP-150, Safety Culture Training for Front Line Leaders, and TLP-151, Safety Culture Training for Front Line Leaders Instructor Certification, are currently being revised. These efforts will use the lessons learned from the numerous deliveries over the past few years to build more efficient and effective courses. In addition to student feedback forms, an electronic survey of certified instructors will be conducted to ensure the maximum amount of input is gathered and incorporated during these revision efforts.

TLP-175, Safety Culture Assist Visit for Team Members and Team Leaders, will be in development in Q3 CY20. Although there is still significant analysis and design work to be completed, the purpose of this course will be to provide team members and leaders with the approach and methodology used in conducting a Safety Culture Assist Visit (SCAV), as well as various methods of collecting and analyzing data through interviews, focus groups, observations, and survey instruments.



The Orgex.energy.gov website is a tool for use by all. This website is available to both DOE federal employees and contractors at all sites. It is envisioned to be a repository of information related to safety culture, as well as a host of other topics. You can access it at orgex.energy.gov



As many of you may know, SCIP designed and developed a public facing webpage on Energy.gov as a place to post the good work the Department is accomplishing with respect to safety culture and safety conscious work environments. We ask that you provide updated stories and information of the successes from your worksites to SCIP@hq.doe.gov in order to post to this page. The URL for this page is <https://www.energy.gov/safety-culture/doe-safety-culture>.

SCIP Co-Chairs: *Matthew B. Moury* *Geoffrey Beausoleil*
 Associate Under Secretary for EHSS *Manager, NNSA Production Office*

SCIP Executive Secretary: *Julie Goeckner*
 Senior Advisor for Safety Culture for EHSS