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OCCUPATIONAL SAFETY, HEALTH, AND OCCUPATIONAL MEDICINE REPORT



NAVAL NUCLEAR PROPULSION PROGRAM

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OCCUPATIONAL SAFETY, HEALTH,
AND OCCUPATIONAL MEDICINE REPORT

2025

Prepared by

T. J. Mueller,
A. J. Gang, and F. J. Petit
Naval Nuclear Propulsion Program
Office of Naval Reactors

Approved by

A handwritten signature in black ink, appearing to read 'W. J. Houston', is positioned above a horizontal line.

W. J. Houston
Admiral, U.S. Navy
Director, Naval Nuclear Propulsion

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<https://www.energy.gov/nnsa/articles/naval-reactors-annual-reports>

SUMMARY

The Naval Reactors (NR) Program is responsible for the Naval Nuclear Laboratory (NNL), which consists of two Department of Energy (DOE) laboratories, one DOE facility with one prototype naval nuclear propulsion plant, one DOE facility which operates the Expanded Core Facility, and one Department of Navy training facility with three nuclear-powered moored training ships (MTSs). The NR Program is founded upon the principle of risk reduction through the identification, assessment, and mitigation of hazards when planning for site operations, developing procedures, and designing systems and facilities. The following summarizes the NR Program's performance in worker protection:

- Robust Safety Culture: The NR Program's Concept of Operations for work promotes a safe and productive work environment that enables our people to meet the challenges of a new era of great power competition by developing risk mitigation measures that are commensurate with the risks involved and establishing clear lines of responsibility and authority. People are the Program's most important asset and must be treated that way every day, and leaders must maintain a mindset that people should never get injured or exposed to an unacceptable risk of a life-changing event while they are at work. These concepts are fulfilled through the implementation of several key principles, including proactive management stance towards safety, peer-to-peer ownership of safety, and commitment to continuous improvement. Primary responsibility for employee safety and health resides with line management and the workers themselves, with assistance and oversight from medical and Safety & Health professionals. Inspection, oversight, and feedback systems are designed to provide continuous improvement.
- Finding and Correcting Deficiencies to Prevent More Significant Problems: The NR Program focuses on identifying near-miss incidents that do not result in personnel injury and addressing underlying causes. For nearly 20 years there has been an overall downward trend in the number of near-miss incidents, indicating that the NR Program's vigilant efforts to identify and fix safety deficiencies are reducing the frequency and severity of safety issues.
- Healthy and Productive Workforce: The number of occupational injuries experienced continues to remain low as a result of ongoing efforts to strengthen the safety culture. The NR Program's recordable injury and illness case rate (as defined by the Occupational Safety and Health Administration) in 2025 was 0.73 cases per 200,000 hours worked, more than three times lower than the U.S. general industry rate in 2024 (2.6 cases per 200,000 hours worked). The NR Program has experienced no occupationally related fatalities at its DOE facilities in 40 years.

NAVAL REACTORS PROGRAM MISSION AND BACKGROUND

Vision, Mission, and Core Values

The NR Program vision is a U.S. Navy fleet that dominates the maritime domain with unmatched power and propulsion. The Program mission, in support of this vision, is to harness the atom to safely, reliably, and affordably power a global fleet that enables unrivaled responsiveness, endurance, stealth, and warfighting capability. Successful execution of the mission is dependent on adherence to the following core values:

- People, not organizations, get things done
 - We invest in our people, progressively give them more authority and responsibility, and develop them to reach their potential. We insist on a professional and respectful culture that enables all our people to perform their best.
- Technical excellence, always
 - We endlessly pursue a more thorough understanding of our work. We are failure intolerant where necessary and accept calculated risks where practical. We provide unrivaled performance for the Navy.
- Integrity in all circumstances
 - We keep our word and do what is right, even when it's painful. We respond forcefully and immediately to the demands of our obligations. We will never abdicate the responsibility of managing an unforgiving technology from cradle to grave.
- Challenge what's possible
 - We relentlessly pursue opportunities to improve our Program. We identify and overcome the boundaries that restrain us. We are never satisfied with the status quo.

Background

The NR Program is comprised of military personnel and civilians who design, build, operate, maintain, and oversee operation of naval nuclear-powered ships and associated support facilities. The NR Program has a broad mandate, maintaining responsibility for nuclear propulsion matters from cradle to grave. NR Program responsibilities are delineated in 50 U.S.C. § 2406 and 10 U.S.C. § 6102, which codifies Executive Order 12344 of February 1, 1982. These responsibilities encompass:

- The Navy's nuclear-powered warships.
- The Naval Nuclear Laboratory (NNL).
- Contractors responsible for the design, procurement, and construction of propulsion plant equipment.
- Shipyards that construct, overhaul, and service the propulsion plants of nuclear-powered vessels.
- Navy nuclear support facilities and tenders.

- Naval nuclear power schools, moored training ships, and a prototype training reactor plant.
- The Naval Nuclear Propulsion Program Headquarters and field activities.

The NR Program includes the NNL which consists of four Government-owned/contractor-operated DOE facilities (Knolls Laboratory, Bettis Laboratory, the Kenneth A. Kesselring Site, and Naval Reactors Facility) operated by Fluor Marine Propulsion, LLC. NNL also provides technical assistance at one naval installation (NPTU Charleston). NNL has a combined staff of over 8,000 engineers, scientists, technicians, and support personnel. Each site serves a unique role in the NR Program's mission to develop nuclear propulsion systems, train sailors to operate these systems, and provide lifecycle support from technology development through design and ultimately to disposal.

Bettis and Knolls, located in Pennsylvania and New York, respectively, are principally research and development laboratories devoted solely to naval nuclear propulsion work. These laboratories develop advanced naval nuclear propulsion technology and provide technical support for the continued safe, reliable operation of all existing naval reactors. Naval Reactors Facility, located within Idaho National Laboratory, houses the Expanded Core Facility. At the Expanded Core Facility, naval spent nuclear fuel from nuclear-powered warships and the NR Program's prototypes is examined for evidence of any unusual conditions such as unexpected corrosion, unexpected wear, or structural defects. The examinations provide data on current reactor performance, validate models used to predict performance, and support research to improve reactor design. Following examination, this facility also prepares naval spent nuclear fuel for long-term storage in locations such as a geological repository.

The Kesselring Site, in New York, houses one operational land-based prototype nuclear propulsion plant, which provides a platform for the operational testing of promising new designs and technologies under typical operating conditions before introduction into the fleet. The prototype facility also supports the unique training requirements of the NR Program and is staffed by highly qualified instructors. The Kesselring Site and Naval Reactors Facility have shut-down and defueled prototype nuclear propulsion plants, which are in various stages of layup, inactivation, and dismantlement. The Kesselring Site has one shut-down and defueled prototype nuclear propulsion plant. Naval Reactors Facility has two shut-down and defueled prototype nuclear propulsion plants. The NR Program established a Nuclear Power Training Unit (NPTU Charleston) with moored training ships at Joint Base Charleston, South Carolina, in 1989. Three nuclear-powered submarines, which have been decommissioned and converted for training, are moored at the facility. One of the submarines was recently shut down and is no longer used for training. Navy personnel operate the facility with the assistance of NNL technical staff.

These facilities provide hands-on training to ensure all operators complete qualifications on an operating nuclear reactor prior to their first sea tour. Training on operating nuclear reactors is a cornerstone of NR Program training to ensure continued safe operation of propulsion plants in nuclear-powered warships.

Scope of Report

The NR Program is solely responsible for Occupational Safety, Health, and Occupational Medicine (OSHOM) matters at its NNL facilities, which are operated exclusively for the NR Program. Within the Navy Occupational Safety and Health (NAVOSH) Program, the NR Program is responsible for OSHOM matters at NPTU Charleston. Therefore, this report focuses on the non-radiological OSHOM programs at NNL facilities and NPTU Charleston. Non-radiological OSHOM matters at other Navy facilities (e.g., shipyards or support facilities) are the responsibility of other Navy organizations (although the NR Program assists these organizations with OSHOM matters that could affect naval nuclear propulsion plant operations and maintenance). The NR Program is also responsible for radiological health and safety at Navy facilities and ships where naval nuclear propulsion work is performed. Radiological safety and health information for the NR Program is described in detail in two other publicly available reports (references 3 and 4). This report covers calendar year 2025. Occupational safety and health data for calendar years 2021 through 2024 are included to allow comparison of NR Program performance in recent years.

Past Operations

Safety, Industrial Hygiene, and Occupational Medicine programs were developed and implemented in the earliest years of the NR Program in the form of documented principles, practices, procedures, and facility safety manuals. The Atomic Energy Act of 1954 assigned to the Atomic Energy Commission (AEC), the predecessor to the DOE, responsibility for regulation of activities conducted pursuant to the Act to protect safety and health. Basic requirements were promulgated by the AEC Manual, Part 0500 "Health and Safety", which established standards applicable to all AEC contractor operations. OSHOM programs were staffed with individuals dedicated to these functions.

Since passage of the Williams-Steiger Occupational Safety and Health Act of 1970 (OSH Act), the national standard of care for occupational safety and health has improved. Under the OSH Act, the NR Program retained authority for the OSHOM programs of its contractors and has mandated proactive programs and practices at least as stringent as those required by the Occupational Safety and Health Administration for commercial facilities. The various contractor safety, industrial hygiene, and medical programs have been dynamic and have grown substantially since their inception.

Militarily Unique Mission and Facilities

As previously stated, a major responsibility of the NR Program is to train naval personnel to operate naval nuclear propulsion plants. At NPTU Charleston, this training is conducted aboard specially modified, moored nuclear-powered submarines that have been decommissioned and converted for training. At the Kesselring Site, training of naval personnel is conducted in a land-based prototype naval nuclear propulsion plant, which is representative of the engineering spaces aboard naval nuclear-powered warships. Qualified naval and contractor personnel conduct the training.

In addition to training on critical reactors, the NR Program uses interactive training equipment (ITE) at NPTU Charleston and the Kesselring Site to provide training of equivalent fidelity to that offered by prototypes and moored training ships. The ITE employs simulations and visually identical hardware to physically recreate the environment of propulsion plant spaces, but without the inclusion of high-voltage electrical systems or high-pressure and high-temperature fluids. The ITE provides realistic simulations for steam, water, heat, machinery, and electrical effects. Adopted to accommodate rapid advancements in technology, the ITE provides a more efficient and cost-effective training environment than traditional critical reactor plant training. By allowing trainees to experience authentic system behaviors and casualty responses, the ITE ensures high quality training while also mitigating many occupational hazards inherent to operating propulsion plants.

Procedures used by the NR Program to operate the nuclear reactors and associated systems in the land-based prototype propulsion plants are nearly identical to those used in warships. This includes the use of the same Navy shipboard occupational safety and health requirements as those applied in the fleet. The Navy safety and health requirements are tailored to meet the militarily unique aspects of the "sea services" and combat roles of warships. Training naval personnel in settings and operations as similar as possible to those encountered at sea is a fundamental tenet of the NR Program that directly contributes to the safe operation of shipboard reactors.

In implementing the OSH Act, Executive Order 12196 (reference 5), and 29 Code of Federal Regulations (CFR) 1960 (reference 6) recognized the unique equipment and operations used by the military and exempted militarily unique equipment and operations from coverage by OSH Act regulations.

Heat stress, lock-out/tag-out procedures, electrical safety, and structural safety requirements (e.g., hand rails) are examples of areas where civilian OSHOM requirements must be reconciled with the configuration and operational requirements of militarily unique equipment. For such equipment and operations, the Department of War NAVOSH occupational safety and health programs (references 7 and 8) ensure that personnel are protected.

POLICY AND IMPLEMENTATION

Naval Reactors Program Policy

It is the policy of the NR Program to eliminate or control workplace hazards such that all employees are provided with a safe and healthful workplace and return home each day in the same, if not better, condition than the condition in which they arrived. Naval Reactors believes that to have an effective safety program, a culture must be established which values a willingness to learn from mistakes without adding unnecessary requirements, encourages reporting of and correcting unsafe practices and conditions without fear of retribution, and has in place a just process to investigate and correct underlying systemic issues.

Naval Reactors issued the above revised policy and the following guiding principles in December 2007. Adoption and application of these principles is the cornerstone of the NR Program's safety program.

- Maintain a Just Culture: Recognizing that only a small portion of errors and unsafe acts are reckless, the response to most safety-related problems must primarily focus on the systemic failures that caused the event. This just culture mindset results in a work environment built on a foundation of mutual trust between all levels of the organization.
- Proactive Management Stance: Management takes steps to identify recurrent error traps and remove them. Workplace and organizational factors likely to provoke errors are identified and eliminated. Management conducts routine surveillances to identify and correct safety program weaknesses.
- Ownership of Safety Programs: Employees demonstrate individual and peer-to-peer (i.e., work-team backup) ownership of safety for themselves and those around them.
- Culture of Learning: All organizational personnel are encouraged to acquire the mental and technical skills necessary to achieve safe and effective work performance by developing an eye and attitude that anticipates possible errors.
- Promote Self-Identification of Safety Related Problems: Measures are established that eliminate fear of management reprisal and promote development and modification of safety practices throughout the organization by each individual.
- Participation in Safety Programs: Personnel from all departments and levels are involved in developing, implementing, and reviewing safety programs, including problem analysis and resolution.

- Commitment to Continuous Improvement in Safety of the Workforce: Personnel at all levels of the organization are committed to apply the necessary resources to identify and implement improved safety practices where appropriate.
- Application of Lessons Learned: Safety-related problems and lessons learned are routinely reviewed at high-level organization meetings. Lessons learned that are systemic in nature are implemented as facility-wide reforms rather than localized to the specific event.
- Conflict Resolution: Measures are in place to address conflicts between safety programs and other organization goals in a timely, effective, and transparent manner.
- Safety Risk Mitigation: Safety, productivity, and efficiency are realized by balancing engineering, training, supervision, and oversight based on the worker's experience and proficiency along with the complexity and risk associated with the task.

OSHOH Program Elements

Engineering methods are used first to eliminate or minimize hazards to the extent possible. Remaining hazards are controlled through detailed technical work procedures and supervisory oversight practices that are recognized as industry standards. These techniques include:

- Establishment of Responsibilities: All levels of management and supervision are assigned accountability and ownership for the safety and health of themselves, their workers, and their peers.
- Qualified Professional Staffing: The OSHOM programs at NR Program facilities include certified professionals in the disciplines of Occupational Safety, Industrial Hygiene, and Occupational Medicine.
- OSHOH Training of Management and Workers: In addition to the professional OSHOM staff, numerous other site personnel are trained and assigned collateral OSHOM duties, such as workplace safety monitors. Site management, supervisors, and workers are trained on policies and procedures, physical and chemical hazard recognition, control strategies and requirements, emergency procedures, and employee concern resolution processes. Furthermore, all employees receive behavior-based safety training to help them recognize and correct at-risk behavior patterns that could lead to mistakes and injuries.
- Planning: Site safety and health professionals review work plans and specifications to ensure that potential hazards have been identified and eliminated or mitigated.

- Identifying, Tracking, and Trending Safety Deficiencies: All employees are trained to play an active role in the identification and correction of potential hazards and minor safety deficiencies to ensure that small problems do not become large issues and that the workplace is free of recognized hazards. Tracking mechanisms are in place to monitor the status of safety deficiency corrective actions and to facilitate periodic data analysis to support early identification of performance trends.
- Emergency Preparedness: Emergency procedures are well documented. Emergency responders and supervisors must pass initial qualifications, routinely drill to maintain and improve their response skills, and maintain their qualifications. Trained personnel are available around the clock to respond to emergency situations and provide first-aid.
- Extension of OSHOM Program to Subcontractor Employees: Subcontractors working at NR Program facilities are required by contract to work to safety and health requirements consistent with those implemented for NR Program facility employees. Site personnel oversee subcontractor compliance with safety and health requirements. Information on subcontractor performance, including safety event and injury data, is incorporated into the NR Program data presented in Figures 1 through 5.
- Written Requirements: Employees work to detailed written requirements, such as manuals and procedures, which incorporate safety and health requirements.
- Routine, Independent OSHOM Assessments: Naval Reactors Headquarters and field office personnel independently evaluate OSHOM programs. Assessments are detailed, formal, and documented; corrective actions are tracked to closure.

Hazard Assessments

The Naval Reactors OSHOM Program is founded upon the principle of risk reduction via the identification, assessment, and elimination/mitigation of safety or health hazards. Hazard evaluation and mitigation is a fundamental and inherent step to planning and performing any NR Program work, including facility operations and the design of facilities and systems. The degree and formality of the hazard evaluation is commensurate with the magnitude, complexity, and/or uniqueness of the task or design.

Methods of identifying and assessing hazards include:

- Baseline safety and health surveys.
- Routine self-inspection and self-appraisal programs.
- Hazard analysis processes, which include the assessment of potential hazards associated with certain job categories or specific tasks and identification of hazard mitigation actions.

- Industrial hygiene monitoring programs that use state-of-the-art equipment and independent laboratory analysis in accordance with modern industry standards.
- Accident investigation systems, which ensure timely review, provide written reports with thorough causal analyses, and ensure responsive corrective actions are tracked to closure.
- Safety functional-area self-assessments and routine surveillance programs which verify that worker protection standards are met.

As hazards are identified and assessed, mitigation strategies are developed to protect employees. Hazard mitigation adheres to the fundamental principle that the most direct, effective, and feasible hazard mitigation measures, built around the following hierarchy of controls, are implemented:

1. Eliminate the hazard where feasible and appropriate.
2. Substitute less hazardous methods and/or materials where feasible and appropriate.
3. Use engineering controls where feasible and appropriate.
4. Apply administrative controls that limit worker exposures.
5. Use Personal Protective Equipment (PPE).

Worker Participation

Workers participate in various committees, internal programs, and facility audits and inspections. Employees are encouraged to report their concerns to management, to safety and health professionals, or formally document their concerns via an employee concerns program (reference 9). Employee/management communications include follow up and tracking of employee concerns and of issues identified during inspections, audits, or committee meetings.

OSHOM REQUIREMENTS

Naval Reactors Program Authority and Responsibility for Occupational Safety and Health

Under the Atomic Energy Act of 1954, the DOE is assigned authority to set and enforce occupational safety and health standards for facilities and activities covered by the Act. Within the DOE, authority to set and enforce these standards at NR Program facilities is assigned to the Deputy Administrator for Naval Reactors, pursuant to 50 U.S.C. § 2406 and 10 U.S.C. § 6102, which codifies Presidential Executive Order 12344 of February 1, 1982 (references 1 and 2). These documents establish that the Deputy Administrator for Naval Reactors is responsible for all matters pertaining to naval nuclear propulsion. The NR Program establishes and enforces OSHOM requirements at NNL facilities, independent of other DOE organizations (e.g., nuclear fuel and weapons production operations); this ensures OSHOM standards are technically sound and consistently applied to support the militarily unique training mission (discussed earlier).

For nearly all other civilian workplaces, the Occupational Safety and Health Act of 1970 provides authority to set occupational safety and health standards. The OSH Act excludes from its scope activities that are regulated under separate statutory authority, such as the Atomic Energy Act discussed above. For Federal workplaces, each Federal agency (e.g., the Department of the Navy, the DOE) is responsible for establishing and maintaining an effective and comprehensive occupational safety and health program consistent with the OSH Act. The Navy's program and standards are documented in Chief of Naval Operations (OPNAV) Instruction 5100.23 (reference 7). Under the authority of 50 U.S.C. § 2406 and 10 U.S.C. § 6102 (references 1 and 2), the NR Program enforces the implementation of these requirements, as well as the militarily unique requirements in OPNAV Instruction 5100.19 (reference 8), at NPTU Charleston and the NNL prototype facility at the Kesselring Site.

Naval Reactors Safety Requirements Manual

In 2009, the NR Program implemented the Naval Reactors Safety Requirements Manual (SRM) (reference 9). The SRM references the OSHOM standards selected as the basis for the NR Program requirements, including Federal regulations, DOE directives, NAVOSH program requirements, and NR Program directives. Additional requirements have also been specified to ensure compliance with NR safety program standards. The goal of the SRM is to provide a streamlined approach to documenting and communicating safety requirements, written in such a way as to be easily understood by the workforce.

Implementation of DOE Directives and Navy Occupational Safety and Health Program Requirements

The NR Program uses DOE directives to aid in setting the standards for its NNL facilities. Since DOE directives are focused on non-military activities, some of the requirements may not be directly applicable to NR Program activities. Such requirements are modified by the NR Program as necessary to integrate the DOE requirements with NAVOSH requirements and militarily unique systems and operations, intended to prevent conflicts with Navy training requirements and to maintain the prototypes' ship-like environment.

NAVOSH requirements are applied (references 7 and 8) as specified by the SRM (reference 9) because the moored training ships are part of a Department of War facility.

Occupational Medicine Program Requirements

The NR Program occupational medicine requirements for contractors at NNL facilities and NPTU Charleston are consistent with the DOE's occupational medicine requirements (reference 10) and have been included in the SRM (reference 9). Navy occupational medicine requirements (reference 11) are applicable to naval personnel at DOE facilities and NPTU Charleston.

PERSONNEL

Naval Reactors Contractor Health and Safety Council

The NR Program maintains the NR Contractor Health and Safety Council, whose membership includes senior safety and health professionals from each NR Program facility. The purposes of the Council are: (1) to provide a forum in which experiences and information can be exchanged and new safety and health initiatives can be identified and quickly implemented; and (2) to maintain the NR Program and Corporate manuals (e.g., SRM). The Council accomplishes these functions during conferences held at least monthly. Additionally, Health and Safety directors from each facility meet annually with NR Program Headquarters personnel to review performance and establish performance objectives for the coming year.

Professional Staffing

Professional staffing is assigned to OSHOM programs to ensure a safe and healthful workplace at all NR Program facilities. All key occupational safety and health professionals satisfy, at a minimum, the requirements contained in the United States Office of Personnel Management standards for Safety and Occupational Health Manager, Safety Engineer, or Industrial Hygienist (reference 12). Each NR Program facility is staffed by, or has contractual arrangements with, one or more physicians who are board-certified or experienced in occupational medicine.

The NR Program's safety and health professionals are qualified by their academic backgrounds and/or experience to perform workplace evaluations, technical monitoring, testing, consulting, and other essential functions of their professions. Involvement with professional organizations is supported and facility staff hold memberships in a variety of major safety and industrial hygiene professional societies.

Many safety and health professionals hold certifications from the Board for Global EHS Credentialing and/or the Board of Certified Safety Professionals. These professionals must pass rigorous examinations to certify that they are specially trained, knowledgeable, and competent in industrial hygiene and/or safety.

The capabilities of all safety and health professionals are enhanced by attendance at professional technical society meetings, participation in continuing education programs at universities and other recognized training centers, and involvement with internal education and training programs developed by individual NR Program facilities. These activities are designed to improve the safety and health professionals' ability to recognize potential workplace hazards; measure, analyze, and evaluate occupational safety and health trends; and define and implement effective controls.

OSHOM managers are experienced individuals with extensive education and rigorous training that qualify them to manage these programs. Although these managers report to the facility manager (Commanding Officer at NPTU Charleston), their oversight role remains independent from production concerns.

The safety and health professionals at NR Program facilities monitor the workplace, evaluate workplace hazards, implement appropriate controls, review work procedures for proper safety controls, analyze safety and health performance indicators, and maintain appropriate records. In general, however, the safety and health professionals are not directly involved in facility operations unless specific safety issues arise. In such cases, they work with the facility operations staff and Navy personnel to resolve the issue.

Operations Personnel

The NR Program promotes ownership of safety by the workers at all levels of the organization. Operations personnel are provided general and job-specific safety training to enable them to identify safety hazards and unsafe work practices and take action to enable the prompt resolution of the deficiency.

First-level operations supervisors, such as work-area managers, are given primary responsibility for the safety and health of their subordinates. With the assistance of NR Program safety professionals, these personnel are responsible for the identification and development of NR Program specific safety requirements and best practices to ensure the safe and efficient conduct of NR Program operations and maintenance.

Upper-level operations managers at NR Program facilities are also responsible for the safety and health of personnel. They reinforce the importance of safety and health requirements by establishing applicable policies and objectives and assigning appropriate responsibility and authority to all levels of management and supervision.

Naval Reactors Field Representatives

All NR Program facilities have a co-located Naval Reactors field office. The field office is staffed with Naval Reactors personnel who report directly to Headquarters and whose function is to ensure contractor compliance with NR Program requirements. The field office representatives provide independent oversight of facility operations, thereby allowing Naval Reactors Headquarters to maintain close surveillance of events occurring at the facilities. Each field office has personnel with specific responsibilities in OSHOM matters to effectively oversee facility OSHOM programs.

Navy Personnel Assigned to Naval Reactors Program Facilities

Active-duty Navy personnel are assigned to the Kesselring Site and NPTU Charleston to conduct and receive training in the operation of naval nuclear propulsion plants. The safety and health of these personnel is the overall responsibility of the Commanding Officer, Nuclear Power Training Unit (located on site). The prototype plant and the moored training ships have safety representatives who are responsible for ensuring that safety and health requirements are implemented and followed. The safety representatives have access to, and work with, the safety and health professionals at the facility to resolve any OSHOM issues. The Commanding Officer also maintains a liaison with a nearby Naval Branch Medical Clinic, which provides occupational medicine support services to Navy personnel. The facility OSHOM personnel work with the affiliated Naval Branch Medical Clinic to ensure the safety and health of Navy personnel.

Emergency Response Capability

Each NR Program site has emergency response capabilities for significant events. At each site, qualified individuals are assigned to respond to the scene of any emergency that may occur, evaluate the circumstances, and initiate appropriate corrective actions. When necessary, a separate emergency control center is manned with personnel trained to handle a variety of emergencies. Individuals are assigned to emergency response teams on the basis of their expertise and experience. Emergency responders frequently train and drill to improve their skills and maintain their qualifications. Major drills involving the entire emergency response team are conducted periodically; smaller drills involving limited participation are conducted more frequently.

Each operating site has personnel qualified to provide emergency medical care. Most sites are also staffed with one or more medical doctors. Additional groups of individuals (e.g., Emergency Medical Technicians) are specifically trained and assigned to provide medical assistance. Each site has arrangements with a local hospital to provide emergency medical care beyond the capabilities of site medical personnel and conducts a drill with emergency responders at least once a year.

HAZARD IDENTIFICATION AND ANALYSIS

Regulations, Requirements, and Technical Information

To maintain a current level of knowledge and expertise in this area, occupational safety and health professionals:

- Review the Federal Register (reference 13) and subscribe to review services to identify new or proposed regulations and determine their applicability to NR Program facilities. The results of these reviews are provided to the other safety and health professionals and operations personnel.
- Review and incorporate applicable safety and health requirements and lessons learned into facility procedures. Such requirements and lessons learned are found in DOE and Navy safety and health bulletins and other relevant documents.
- Maintain professional certification in the fields of safety, industrial hygiene, or occupational health.
- Participate in professional societies (e.g., the American Industrial Hygiene Association, American Society of Safety Engineers, American College of Occupational and Environmental Health, and the American Association of Occupational Health Nurses) that provide information via publication of professional journals, national conferences, seminars, and society meetings.
- Discuss and resolve safety and health issues in the NR Contractor Health and Safety Council conferences.

Project Evaluation

Site projects involving work that could affect the safety and health of personnel are reviewed and evaluated by the activity and the respective facility safety and health professionals. These evaluations typically involve review of the work project from initial concept through the development of detailed work procedures or construction plans and technical specifications. One of the primary functions of this conceptual review is to identify alternate methods or materials that can eliminate or reduce the hazards associated with the project under review. Project managers, with the assistance of safety and health professionals, ensure that applicable safety and health practices are integrated into written work procedures and that all applicable fire and life safety code requirements are satisfied.

The qualifications and work practices of subcontractors to perform specific facility project work are evaluated by project managers and safety and health professionals to ensure that subcontractor work meets NR Program standards. The safety and health standards that subcontractors must use are incorporated directly into the contractual requirements set forth in requests for proposals and purchase orders.

High Risk Work

High risk work is defined by the NR Program as any evolution that, if performed improperly, may present a significant risk of injury or fatality (e.g., certain types of electrical work, or work requiring personal fall protection). The SRM (reference 9) includes requirements for high risk work, which are the product of a comprehensive review, performed in February 2007 by representatives of each NR Program facility, of safety practices used during industrial work. Specifically, the SRM defines the types of high risk work and provides requirements for engineering, planning, controlling, and overseeing the conduct of that work.

The high risk work requirements apply during all phases of the proposed high risk work: the up-front engineering and planning of the work, the preparation of the worker who will perform the work, and the actual execution and oversight of the work. During the engineering and planning phase, the requirements state that hazards should be eliminated if feasible and appropriate. When eliminating the hazard is not practical and management decides the high risk work is necessary, hazard control mechanisms are engineered commensurate with the risk posed by the work. For example, additional safety controls, specialized worker training, and additional oversight may be included in the work plan. The line organization conducting the work determines the most feasible and appropriate solution for hazard control in accordance with the concept of operations and is overseen by Safety & Health professionals. Formal, written instructions are required for the conduct of all high risk work. Supervisor and worker formal acknowledgement along with authorization from select senior management is required to conduct high risk work. All employees performing high risk work are expected to understand the need for the high risk work, the safety requirements implemented to protect them, and the written instructions they will follow. After being briefed, the workers sign the high risk work plan indicating that the plan provides an effective hazard mitigation strategy to safely perform the work. Any employee has the authority to stop work to resolve any concern regarding the continued safe performance of the work. The process provides assurance that high risk work is conducted reliably and that all individuals involved with the work are in agreement that the selected method is the safest way to perform the work.

Procurement Reviews

Each NR Program facility has a formal system to evaluate purchase requests for equipment and chemicals to minimize or eliminate safety and health hazards. This system includes approval of purchase requests by operations management with concurrence by safety and health professionals. Safety data sheets (SDS) for all products or materials proposed for use are reviewed by the facility's operations personnel and safety and health professionals before their initial use. This system allows identification of potential hazards and implementation of the proper protective measures to reduce these hazards.

Hazard Analyses

Hazard analyses, such as job hazard analyses, are processes used by NR Program facilities to review work practices, identify safety hazards and risks associated with the work, and formally identify risk mitigation actions to protect employees.

Once potential hazards of a job or work task are identified, actions are taken to minimize the hazard and communicate appropriate precautions. Cognizant supervisors are responsible for ensuring that hazards are addressed and that corresponding tasks, equipment, or material changes are implemented. Safety and health professionals may help supervisors prepare hazard analyses and review them for accuracy and completeness.

Hazard analyses are used in training individual employees, preparing for planned safety observations, reviewing job procedures, and evaluating jobs for improvements in safety and health methods. Whenever a significant safety or health issue arises, further analyses are conducted and procedures may be altered to incorporate the lessons learned.

Industrial Hygiene and Medical Workplace Hazard Evaluations

The basic elements of industrial hygiene and occupational medicine workplace hazard evaluations at NR Program facilities include:

- Use of appropriate exposure limits established by the Navy Occupational Safety and Health (NAVOSH) Program, Occupational Safety and Health Administration (OSHA), and American Conference of Governmental Industrial Hygienists (ACGIH) (references 7, 8, 14, 15, and 16).
- Regular worksite assessments by industrial hygiene and medical staff to evaluate potential health hazards.
- Documented review of materials, processes, work practices, and procedures used on specific jobs to determine hazard exposure potentials. These reviews determine specific job tasks that warrant routine or non-routine exposure monitoring, the use of personal protective equipment, or development of standardized work procedures to characterize and mitigate hazard exposure.
- Establishment of workplace exposure monitoring programs that characterize potential hazard exposures during normal job activities throughout the facilities. Exposures are determined using standard exposure monitoring protocols as defined by the National Institute for Occupational Safety and Health (reference 17) and other recognized formats.
- Pertinent information is forwarded to the occupational medicine department for use in evaluating the workplace environment and/or hazards applicable to each employee.

- Submission of validated exposure data to the occupational medical staff for evaluation and incorporation into NNL facility personnel medical records. For Navy personnel, relevant exposure data are sent to the Naval Branch Medical Clinic for inclusion in personnel medical records.
- Feedback to supervisory and management personnel on the results of employee exposure evaluations and monitoring so that procedural changes can be made if required.
- Medical examinations of personnel, based on potential exposures determined by the processes noted above.

Trend Analysis

Event reports, injury/illness documentation, medical clinic records, safety deficiency reports, and other records are reviewed frequently to ensure problem areas are identified and corrective actions are appropriate. At NNL facilities, injury and illness data for civilian personnel and subcontractors are compiled quarterly and submitted to the DOE. Accident reports for naval personnel at NNL facilities and NPTU Charleston are submitted to the Navy in accordance with NAVOSH requirements (reference 19).

Analyzing trends is one of the most effective ways to identify problem areas and institute appropriate corrective measures to reduce accidents. Evaluations of each reportable occurrence are factored into continual trend analysis by process/operation, type of injury/illness, type and frequency of safety deficiencies, or any other categorization needed to focus improvement actions at the root causes. In addition, workers' compensation records and medical clinic records provide supplemental accident history which may be used in reviewing injuries and illnesses. Following review, corrective actions (e.g., procedure revision, evaluation of work practices, additional training, hazard analysis updating) are taken. NR Program facilities analyze safety events and documented safety deficiencies, including those that do not involve injuries or illnesses, so that improvements may be implemented to prevent serious injuries. Key statistics, used as indicators to measure the effectiveness of OSHOM programs and trend analysis, are located in the "Measures of Performance" section of this report.

HAZARD CONTROL

OSHOH Manuals

All NR Program facilities follow requirements defined in safety, industrial hygiene, and occupational medicine manuals. Operations personnel prepare detailed written operating procedures and maintenance/repair instructions that incorporate safety and health requirements from these OSHOM manuals.

In concert with the initiative to develop the SRM (reference 9) previously mentioned, the NR Program has developed a Corporate Safety Manual (CSM). The CSM captures best practices and standardized work practices and processes to implement the SRM-prescribed safety requirements program-wide. The vision is to develop and implement a standardized safety program for all work performed at NR Program facilities to ensure a high degree of worker safety and compliance with all applicable NR Program safety standards and enable seamless sharing of safety-related resources between NR Program facilities.

In 2009, NR Program facilities implemented the SRM (reference 9) and associated CSM chapters developed during the initiative described above. Development work continued to incorporate all safety areas from the SRM into the CSM until completion in 2024. The CSM will be revised and updated on an as needed basis.

New Employee Indoctrination

NR Program facilities indoctrinate all new employees in occupational safety and health matters. This training includes facility safety instructions, procedures for reporting injuries and concerns, employee responsibilities, personal protective equipment, introduction to the facility's OSHOM program, Hierarchy of Controls, and an overview of various facility emergency procedures.

Hazard Communication and Awareness Training

Hazard communication programs train workers to recognize workplace hazards through chemical labeling, safety data sheets, and discussions of hazards associated with certain job tasks or work areas where chemicals are used or stored. Hazard communication programs also train workers in the appropriate protective measures needed to minimize exposure to identified chemical hazards.

In addition to hazard communication programs, general hazard awareness training is conducted to sensitize workers to look for and correct unsafe conditions or work practices that could result in injury. General hazard awareness training emphasizes and reinforces the concept that thoughtful action and attention to detail will significantly reduce the chance of personal injury.

Continuing Training Programs

Training on OSHOM programs, as well as on many other aspects of each employee's job assignment, is regularly conducted at NR Program facilities. Continuing training provides updates on new requirements, emphasizes lessons learned from NR Program events, and ensures necessary skills and qualifications are maintained.

Navy Student and Instructor Training

Navy students and their instructors make up a large portion of the NR Program population at the Kesselring Site and the majority of the population at NPTU Charleston in South Carolina. The rigorous training and qualification program for all naval nuclear propulsion plant operators includes key shipboard occupational safety and health requirements such as electrical safety, chemical use, emergency response actions, protective equipment, hazardous energy control, and other related safety requirements.

Informational Bulletins

Informational bulletins (e.g., DOE and Navy newsletters, training course schedules, defective materials notifications, and other sources of OSHOM news) are distributed to NR Contractor Health and Safety Council members and the Naval Reactors field offices. These bulletins help Council members stay up to date with the latest OSHOM developments and pass this information on to facility personnel. Each facility subscribes to a number of OSHOM publications.

Safety Programs

Operating facilities use programs that provide peer-to-peer accountability and promote workplace observations. The observations serve to identify any hazards or unsafe work practices, but also provide reinforcement of positive safety actions and behaviors. The findings are assessed by various employee-led safety councils, safety and health professionals, and operations management to determine if action is needed to enhance both individual and industrial safety.

Concern Reporting

The NR Program has an employee concerns program in place (reference 9). The employee concerns program enables employees to raise safety and health concerns to the attention of management or safety and health professionals for corrective actions. Under these programs, employees may choose to report concerns anonymously. If the employee chooses not to report anonymously, the employee is informed of the status of corrective actions associated with the concern.

If an employee is not satisfied with the problem resolution, the concern will proceed to the next higher level of management. If the employee is not satisfied with the resolution proposed by the facility management, a procedure is in place to file concerns directly with Naval Reactors field office representatives. Employees may also bypass the management chain and file concerns directly with the Naval Reactors field office.

Tracking and Follow-up Systems

All NR Program facilities have a systematic process for ensuring the prompt resolution of safety and health issues. Safety and health hazards are corrected immediately, if possible, or stabilized to minimize associated hazards and then formally documented for tracking until final resolution. To ensure that all issues are resolved promptly, open issues are prioritized by hazard severity, and appropriate personnel are assigned to complete corrective actions by a given date.

Subcontractor Performance at Program Facilities

Each NR Program facility has procedures established for subcontractor work, including bidding, specification, and oversight requirements. The work that subcontractors perform includes construction projects and maintenance work. Subcontractors performing work at NR Program facilities are required by contract to comply with safety and health standards consistent with the standards normally invoked at those facilities.

Norfolk Naval Shipyard (NNSY) provided support for defueling of the Modifications and Additions to a Reactor Facility (MARF) prototype, which was completed in December 2025. NNSY has extensive experience in the maintenance and repair of naval nuclear-powered vessels. In addition to the oversight provided by the prime contractor responsible for facility operations, NNSY employed full-time, onsite safety and health professionals who implement OSHOM programs for their work the same as or analogous to those instituted by the prime contractor.

The Spent Fuel Handling Recapitalization Project (SFHP) is constructing the Naval Spent Fuel Handling (NSFH) Facility at the Naval Reactors Facility in Idaho. The SFHP has established its own construction management plan with requirements consistent with the DOE standards normally applied to large construction projects due to the size, complexity, and unique aspects of NSFH Facility construction. Specifically, SFHP is leveraging the expertise of an Engineering, Procurement, Construction Management (EPCM) subcontractor by applying 10 CFR 851 (subparts B & C) for construction of the NSFH Facility versus the SRM (reference 9).

Subcontractor Worksite Overview

All subcontractors at NR Program facilities are responsible for the safety and health of their employees and their subcontractors, and for taking corrective action on safety and health deficiencies resulting from their operations. Subcontractors performing work at NR Program facilities are responsible for indoctrinating their personnel on all safety and health requirements, and on any job-specific requirements. The facility

safety and health professionals may assist in these indoctrinations. For significant subcontracted work, full-time health, safety, and/or medical professionals may be required, and regular formal meetings between the subcontractor and various facility organizations are held.

For each subcontract, there is a qualified facility employee who is responsible for day-to-day oversight and coordination of subcontractor operations. In addition to tracking the progress of the work, this individual checks the adequacy of the subcontractor's safety and health programs. Each facility's safety and health professionals also monitor the subcontractor's compliance by conducting inspections and assessments of work areas. Corrective actions are formally communicated to the subcontractor and tracked in the same way as other such actions at the facility.

HEALTH EVALUATION, DIAGNOSIS, AND TREATMENT

The occupational medicine programs at NR Program facilities are integrated into operations to ensure adequate assessment of factors that affect personnel health and wellbeing. Occupational medicine program elements are documented in the SRM (reference 9) and include routine employee health examinations, as well as diagnosis and treatment of occupationally-related injury or illness.

Employee Health Examinations

Regular, routine health examinations are given to site employees to:

- Determine whether the employee's physical and mental health are compatible with the safe and reliable performance of assigned job tasks, including compliance with the Americans with Disabilities Act of 1990.
- Detect evidence of illness/injury and determine if there appears to be an occupational relationship.
- Contribute to employee health through prevention or early detection and treatment of occupationally-related injury or illness.
- Provide an opportunity for intervention by assessing risk factors which cause premature morbidity or mortality (e.g., hypertension, smoking, elevated lipids).
- Maintain documented records of the physical and mental health experience of employees.

Comprehensive health examinations are conducted by a licensed physician or by an Occupational Health Examiner under the direction of a licensed physician in accordance with accepted medical practices. Routine health examinations are required (references 9 and 10) and occur throughout an employee's career under the following circumstances:

- **Pre-placement Evaluation** — Medical evaluations of job applicants are conducted before initial performance of job duties and, in the case of current employees, before a job transfer. The health and fitness for duty of individuals are determined to ensure that assigned duties can be performed safely and reliably. Evaluations include review of applicable hazard analyses pertaining to the applicant/employee.
- **Medical Surveillance Examinations and Health Monitoring** — Special health examinations and health monitoring are conducted for employees who work in jobs involving specific physical, chemical, or biological hazards.
- **Qualification Examinations** — Examinations are conducted to qualify employees for job assignments for which specific medical qualification standards exist (e.g., special vehicle drivers, protective force personnel, respirator wearers).
- **Voluntary Periodic Examinations** — Voluntary periodic examinations are offered to employees. The frequency and type of examination offered is determined by the individual's age and work exposures.
- **Return to Work from Occupational Injury or Illness** — All employees with occupationally related injuries or illnesses are evaluated before they may return to work. The scope of this evaluation is determined by the Occupational Health Examiner based on the nature and extent of the injury or illness and is designed to ensure that the employee may return to work without undue health risk to themselves, or to others.
- **Return to Work from Non-occupational Injury or Illness** — Employees with significant non-occupationally related injuries or illnesses are evaluated before returning to work. The scope of the evaluation is dependent upon the nature of the injury or illness, and is undertaken to ensure that the employee may return to work without undue risk to themselves, or to others.
- **Termination Health Evaluations** — For employees leaving the NR Program, a health examination is made available to those who have known occupational illnesses or injuries; to those with documented or presumed exposures requiring evaluation by OSHA regulations (references 14 and 15); or to those who have not been examined for more than a year. Additionally, a health status review is made available for all terminating employees.

Diagnosis and Treatment of Injury or Illness

Occupational injuries or illnesses are evaluated by medical personnel. Diagnosis and treatment of occupational injury or illness is prompt, emphasizing rehabilitation and return to work at the earliest time compatible with employee health and job safety.

A close liaison exists between the medical and safety/health communities to ensure that the causes of occupational injury or illness are fully evaluated and promptly acted upon.

Medical Services for Navy Personnel

Medical evaluation and care for Navy personnel at the Kesselring Site and NPTU Charleston are the responsibility of the local Naval Branch Medical Clinic. Immediate and emergency medical treatment for injuries or illnesses at NNL facilities is provided by the facility medical staff, with immediate follow-up consultation with Navy medical personnel. If further diagnosis or treatment is warranted, the patient will be transported to a nearby military or civilian medical facility. Follow-up medical treatment or evaluation is provided by naval medical services.

Communication between Kesselring Site personnel and naval medical staff is coordinated through the Commanding Officer, Nuclear Power Training Unit, located at that facility. Navy medical staff visit the NNL facilities periodically and communicate directly with facility medical staff as appropriate to assist in the treatment of naval personnel.

ACCOUNTABILITY

Independent Overview and Investigation

Naval Reactors field offices conduct frequent inspections and audits of OSHOM programs to ascertain compliance with applicable requirements, to determine strengths and weaknesses, and to identify areas for improvement. These audits are complemented and augmented by periodic Environmental, Safety, and Health Inspections and annual program reviews conducted by Naval Reactors Headquarters personnel and representatives from other Naval Reactors field offices.

If significant safety or health events concerning civilian or Navy personnel at NR Program facilities occur, a formal independent Investigation Board is convened that includes senior personnel knowledgeable in the topical area and Naval Reactors field office or Headquarters personnel (references 7, 8, 18 and 19). The investigation typically involves extensive fact-finding, detailed review of processes and procedures, and a comprehensive evaluation of the event and its causes. The Investigation Board's conclusions are provided to the facility for review and development of corrective actions as required.

Internal Overview and Critical Self-Assessment

Safety and health professionals at each NR Program facility perform frequent and detailed inspections and surveillances to determine how well the facility's operating personnel are implementing OSHOM programs. Furthermore, the NR Program facilities critically self-assess their own performance to identify areas for improvement. These self-assessments provide a principle-based framework to intrinsically evaluate a site's strengths and weaknesses for various safety functional areas.

At each facility, senior leadership has established the expectation and has developed the behaviors within all levels of management to routinely and critically assess and improve performance within their cognizant area. The objectives of critical self-assessment are for leaders to maintain a comprehensive day-to-day understanding of the problems faced by the organization, to implement effective corrective actions, and to improve processes to prevent future problems. Effective self-assessment leads to a learning organization that demonstrates continuous improvement while efficiently producing quality results.

Critical self-assessment includes detailed reviews of functional areas where multiple organizations interact (e.g., electrical safety, elevated work) and is guided by a standardized process (reference 20). Based upon the scope and severity of the problems identified, causal analysis may be conducted by the cognizant managers and senior leadership to identify the underlying causes of potential systemic problems that may be affecting other facility operations. After the underlying causes are determined, short and long-term corrective actions are taken as necessary, and the results of these actions are monitored to ensure the desired improvements are achieved.

MEASURES OF PERFORMANCE

Leading Indicator Metrics

Since 2007, the NR Program has used metrics from NR Program-defined Level 1 near-miss safety incidents that did not result in OSHA recordable injuries (reference 21) but had the potential to cause serious injury. Table 1 explains the primary types of Level 1 near-miss safety incidents that are used in the NR Program as leading indicator metrics. The final category, "Unsafe Behaviors or Conditions," applies to similarly serious events that do not meet the criteria of the other categories (e.g., employee exposure to a hazardous chemical in excess of an established exposure limit, improper confined space work, improper excavation work). These near-miss metrics are used to proactively identify and evaluate events to prevent more serious accidents.

Table 1

Category	NR Program Level 1 Safety Incident Criteria
<i>Electrical Shock</i>	An electrical shock during work that requires energized electrical work controls (i.e., greater than 50 volts) or caused by defective equipment.
<i>Energized Electrical Work Control</i>	Unauthorized entry into an energized electrical enclosure where the restricted approach boundary or arc flash boundary was crossed.
	Work performed on an energized electrical system/component without applying required energized electrical work hazard controls.
<i>Improper Hazardous Energy Control</i>	Work performed on a system/equipment without the use of hazardous energy controls when such controls would be required to preclude exposure to hazardous energy.
<i>Fall Protection and Elevated Work</i>	Any fall greater than 6 feet.
	Work performed without the use of required fall protection when such protection would be required to preclude exposure to a fall hazard.
<i>Unsafe Behaviors or Conditions</i>	Any other event, condition, or employee behavior that is judged to be of comparable risk to workers as those specified above.

To standardize the measure of performance, the Level 1 safety incident criteria in Table 1 are defined in the SRM (reference 9) and are consistently applied at NNL and NPTU Charleston. Figure 1 provides an overview of the types and numbers of safety incidents experienced across the NR Program over the past five years. The lessons learned from these events will continue to be used to improve the NR Program safety culture.

The number of Level 1 safety incidents related to fall protection and elevated work, and unsafe behaviors or conditions increased compared to the same categories in 2024. Notably, most of the fall protection and elevated work incidents involved subcontractor personnel on projects associated with steel structure assembly, building construction, or building renovation. Nearly all of these incidents were a result of using improper fall protection. NR Program facilities hold subcontractor management accountable for the safety of their personnel and for taking proper corrective actions for each case. A key contributing factor to many of the unsafe behaviors or conditions incidents was a lack of hazard awareness and recognition. NR Program facilities have taken targeted actions to address this hazard awareness vulnerability, including enhancing supervisor and worker knowledge of workplace hazards, and fostering a greater sense of work ownership.

The number of improper hazardous energy controls incidents in 2025 also increased compared to 2024 but is more consistent with recent years. The number of electrical shocks and the number of energized electrical work control incidents are below their respective averages for the previous four years (2021 through 2024). Focused efforts in 2025 on improvements in worker training programs and more thorough work document reviews relating to energized electrical work contributed to the lower incidence of these types of events. All lessons learned from all safety incidents are shared across NR Program facilities.

LEVEL 1 SAFETY INCIDENTS

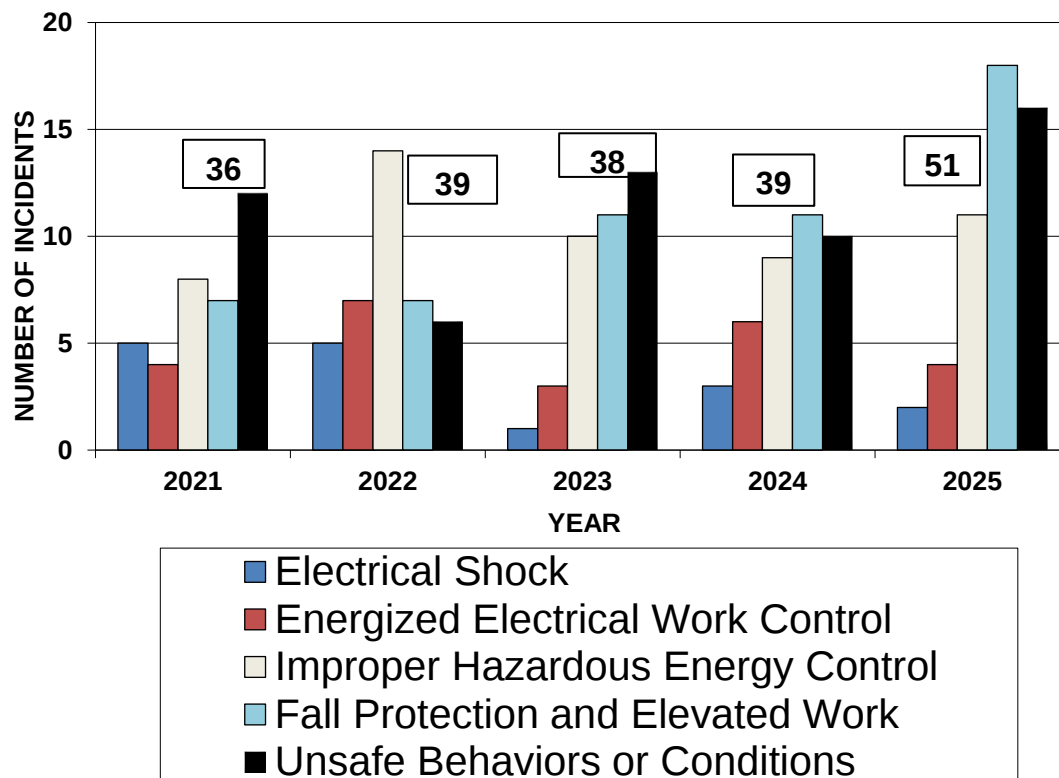


Figure 1

The NR Program also tracks numerous performance indicators to measure OSHOM program effectiveness. The indicators are consistent with those employed by general industry and the DOE using OSHA's occupational injury and illness reporting criteria (reference 21). The injury data provided for general industry were obtained from the Bureau of Labor Statistics (BLS) (reference 22). BLS data for 2025 are not currently available. The DOE data in Figures 2 through 4 in this report are taken from injury and illness data as presented by the DOE (reference 23). These statistics provide a standard measure of the NR Program's trends relative to the DOE and general industry.

Fatalities

The NR Program has experienced no occupationally related fatalities at its NNL facilities or NPTU Charleston since 1986. The NR Program has experienced two occupationally related fatalities (both of which were subcontractor personnel) since the passage of the OSH Act in 1970; both fatalities were due to falls.

Recordable Injury and Illness Incidence Rate

OSHA recording criteria specify the recording of all cases involving work-related injuries or illnesses that need treatment beyond first aid. However, this data does not indicate the severity of an injury or illness; it only indicates that an injury or illness has occurred. For example, a cut requiring sutures, a broken arm, and a disabling back injury are not distinguishable in the reporting system; each of these injuries would be counted as one injury in the reported data. Rather, the severity of recordable injury or illness is indicated by restriction on the individual's work activity and/or days away from work.

Figure 2 shows the total recordable injury and illness incidence rates for the civilian workforce in the NR Program, DOE (reference 23), and general industry (BLS) (reference 22). The 5-year average (2021 through 2025) of the NR Program's recordable injury and illness rate is lower than the comparable DOE average and is nearly four times lower than the comparable BLS general industry average.

The NR Program's 2025 recordable injury and illness rate increased slightly compared to 2024, but was still lower than the average of the four years prior to 2025. A major contributing factor to the increase is the number of injuries associated with security personnel performing physical fitness qualifications and training. As a result of this trend, NNL took action by using subcontracted sports physiologists to improve warmup routines, benchmarking with similar secure facilities to review safety trends across programs, and establishing an ergonomics team to review the duties of security personnel.

Injuries due to non-industrial tasks, such as using stairs/ladders and normal walking surfaces, decreased compared to 2024, as did injury rates among construction work and subcontracted industrial work.

RECORDABLE INJURY AND ILLNESS INCIDENCE RATE

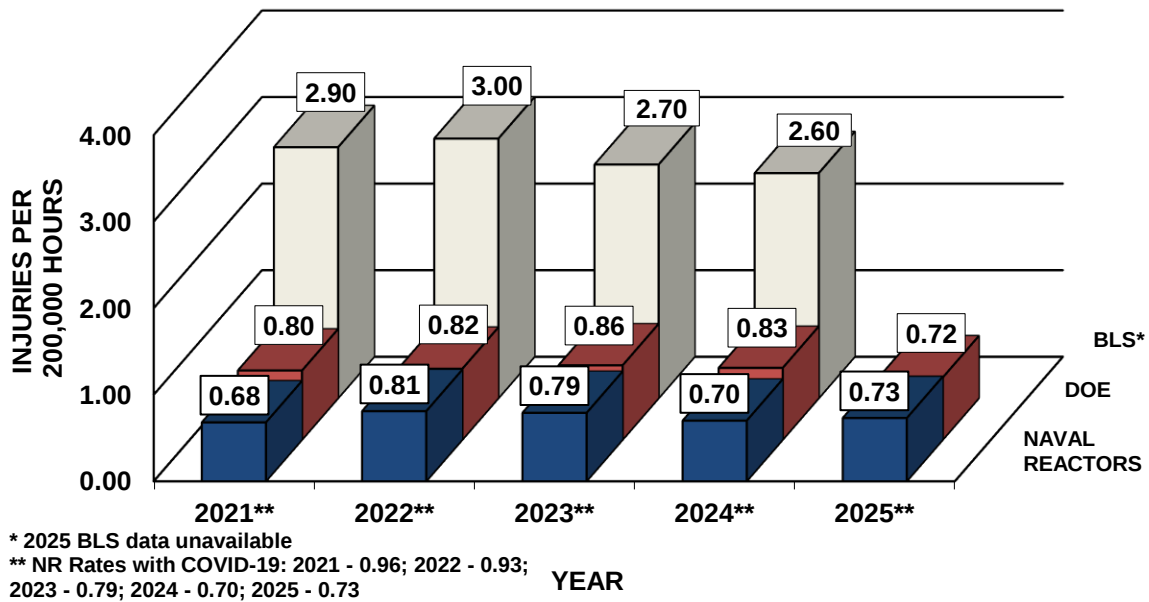


Figure 2

Naval Reactors Program civilian workforce data in Figures 2 through 5 consist of data for civilian prime contractor and subcontractor personnel. For perspective on Figures 2 through 4, 200,000 hours is equivalent to 100 person-years of work.

Restricted Workday Case Incidence Rate

NR Program injuries and illnesses are generally minor (e.g., cuts and abrasions) and require little or no time lost from work. Figure 3 shows the NR Program, DOE (reference 23), and general industry (BLS) rates (reference 22) of occupational injury or illness cases that resulted in the individual being able to remain at work but under restricted work activity. The NR Program 5-year average restricted workday case incidence rate is more than three times lower than the comparable BLS general industry average and is consistent with the comparable DOE average.

The NR restricted workday case rate remained consistent in 2025 compared to 2024, and it was slightly lower than the previous 4-year average. Ergonomic injuries resulting in work restrictions continued to decrease in 2025 as a result of proactive measures initiated in 2023, which included implementing an ergonomic injury prevention program. Even though the number of restricted workday events remained similar to 2024, personnel continue to experience injuries resulting in restricted workdays during the performance of routine, non-industrial tasks such as using stairs/ladders and normal walking surfaces.

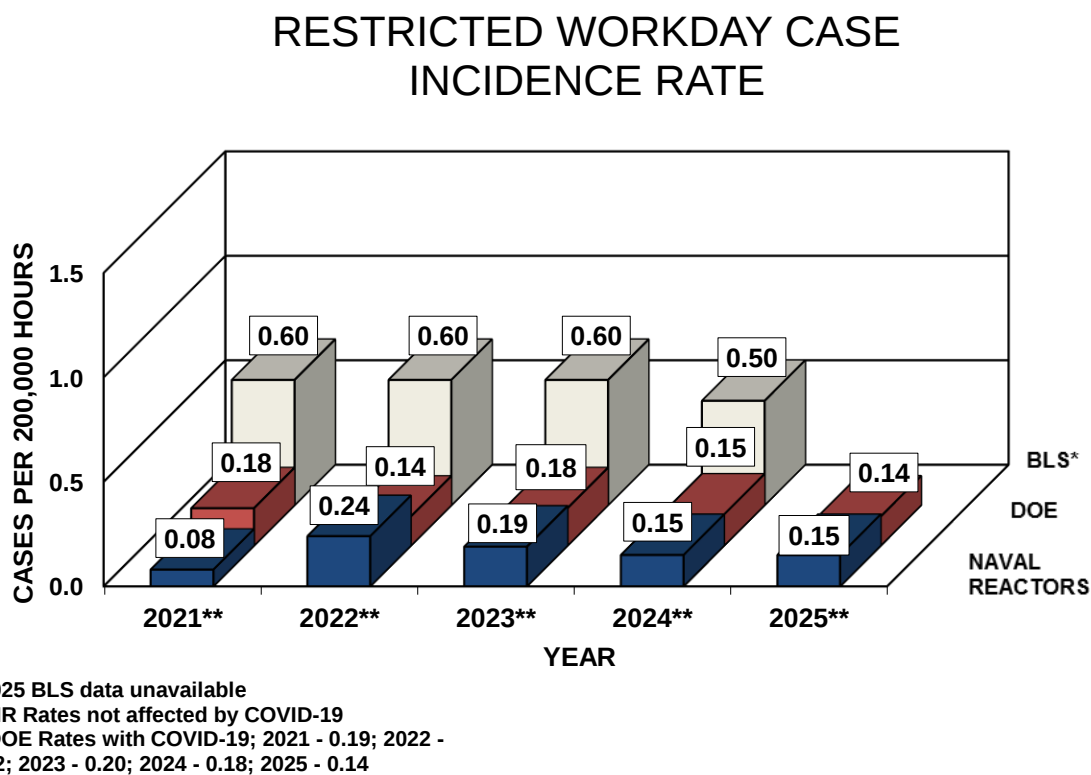


Figure 3

Days Away From Work Case Incidence Rate

Figure 4 shows the NR Program, DOE (reference 23), and BLS rates (reference 22) of occupational injury or illness cases which resulted in the individual missing one or more days of work. The NR Program 5-year average days away from work (DAFW) case rate is higher than the DOE 5-year average, but is more than four times lower than the comparable average rate of BLS general industry.

The NR Program DAFW case incidence rate for 2025 remained consistent with 2024 but was higher than the previous 4-year average. The number of personnel injuries associated with non-industrial tasks decreased from 2024, but there was an increase in strains and sprains associated with manual material handling and security personnel training and qualifications, injuries which often lead to days away from work.

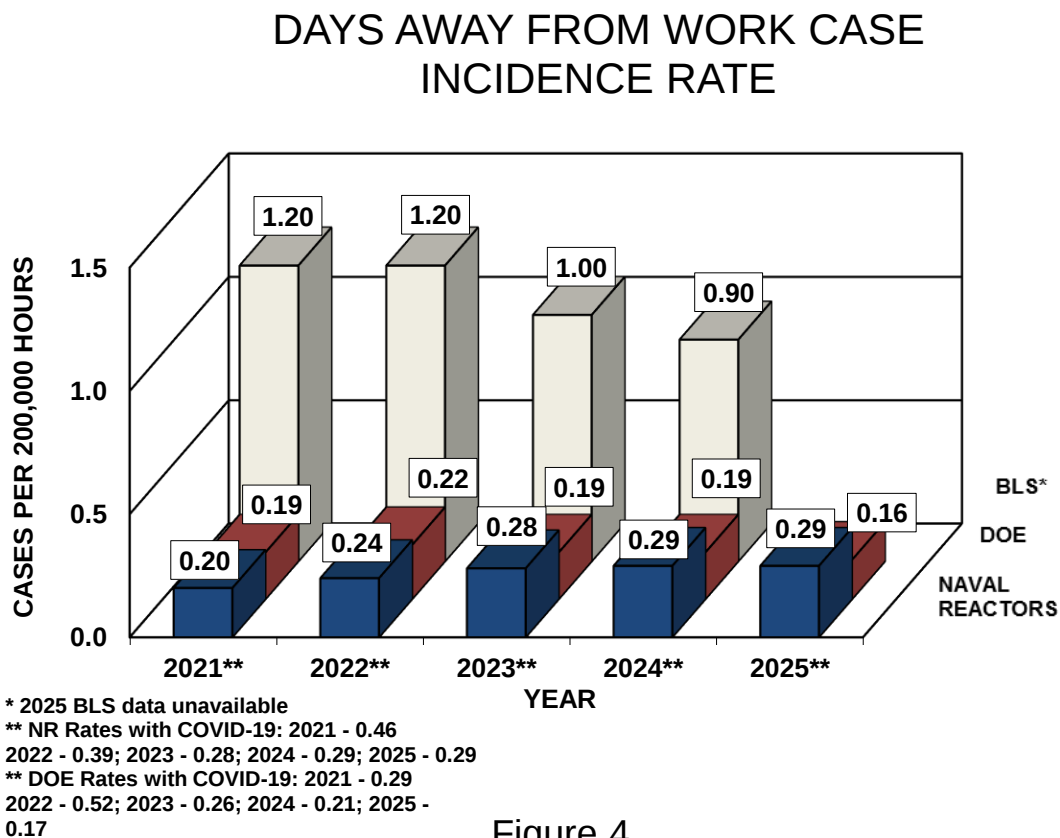


Figure 4

Navy Injury Statistics at NNL Sites

The NR Program data in Figures 2 through 4 represent the number of cases per 200,000 hours worked by civilian personnel, as determined by the OSHA injury and illness reporting criteria (reference 21). The Navy uses different occupational injury and illness reporting parameters (reference 19); therefore, direct comparison of reported incidence rates for civilian and Navy personnel is not meaningful. However, NR reviews Navy personnel occupational injury and illness cases at NR Program facilities using the OSHA criteria for trending and tracking purposes only. Reportable illnesses due to mental health illnesses are tracked separately. In comparison, each of the incidence rates for Navy personnel at NR Program facilities was lower than the civilian workforce data for 2025 in Figures 2 through 4. The injury and illness recordable case rate for Navy personnel at NR Program facilities was 0.52 cases per 200,000 hours worked and the restricted workday case rate was 0.13 cases requiring one or more restricted workdays per 200,000 hours worked. There were five cases in 2025 that required one or more days away from work with a DAFW case rate of 0.11 cases per 200,000 hours worked.

Naval Spent Fuel Handling (NSFH) Facility Injury Statistics

The rates discussed and graphed above do not include SFHP construction activities since construction of the NSFH Facility is following 10 CFR 851 (subparts B & C) vice the SRM (reference 9). In 2025, there were four recordable injuries associated with NSFH Facility construction, resulting in an injury and illness recordable case rate of 0.70 per 200,000 hours worked. The four recordable injuries include two DAFW cases. The number of recordable injuries and the associated rate decreased in 2025 compared to 2024. Improvements to safety procedures and the reinforcement of safe behaviors contributed to the decreased injury rate. For additional perspective, the NSFH 2025 recordable injury and illness rate is substantially lower than the 2024 BLS construction industry injury and illness rate of 2.20 cases per 200,000 hours worked.

Cases Resulting in Work Limitations

Another view of NR Program occupational injury and illness severity is obtained by examining the person-years away or person-years restricted by a licensed health care professional as a result of more serious occupational injuries. Figure 5 depicts the number of person-years impacted by work restrictions and days away from work per one thousand person-years expended. The NR Program assesses work limitation cases and incorporates lessons learned to prevent recurrence. In 2025, 8,879 person-years of work were expended at NNL sites and NPTU Charleston to accomplish the NR Program's mission. Of the 8,879 person-years expended, 4.90 person-years were impacted by work restrictions and 6.34 person-years were lost due to injuries at NR Program facilities in 2025.

In 2025, a slight increase in injury rates was accompanied by a minor rise in injury severity. This has led to a higher rate of person-years lost or restricted, as illustrated in Figure 5. A substantial portion of the lost workdays can be attributed to the increase in security personnel training and fitness qualification injuries.

Although overall ergonomic injuries have decreased following the implementation of a prevention program in 2023, these types of injuries often require longer recovery periods for full return to duty. As a result, these injuries remain a substantial contributor to person-years lost. NR Program facilities continuously address these types of injuries to minimize the chance of recurrence through risk assessment and hazard awareness programs, application of lessons learned, leveraging subject matter experts, as well as conducting periodic Corporate safety stand-ups.

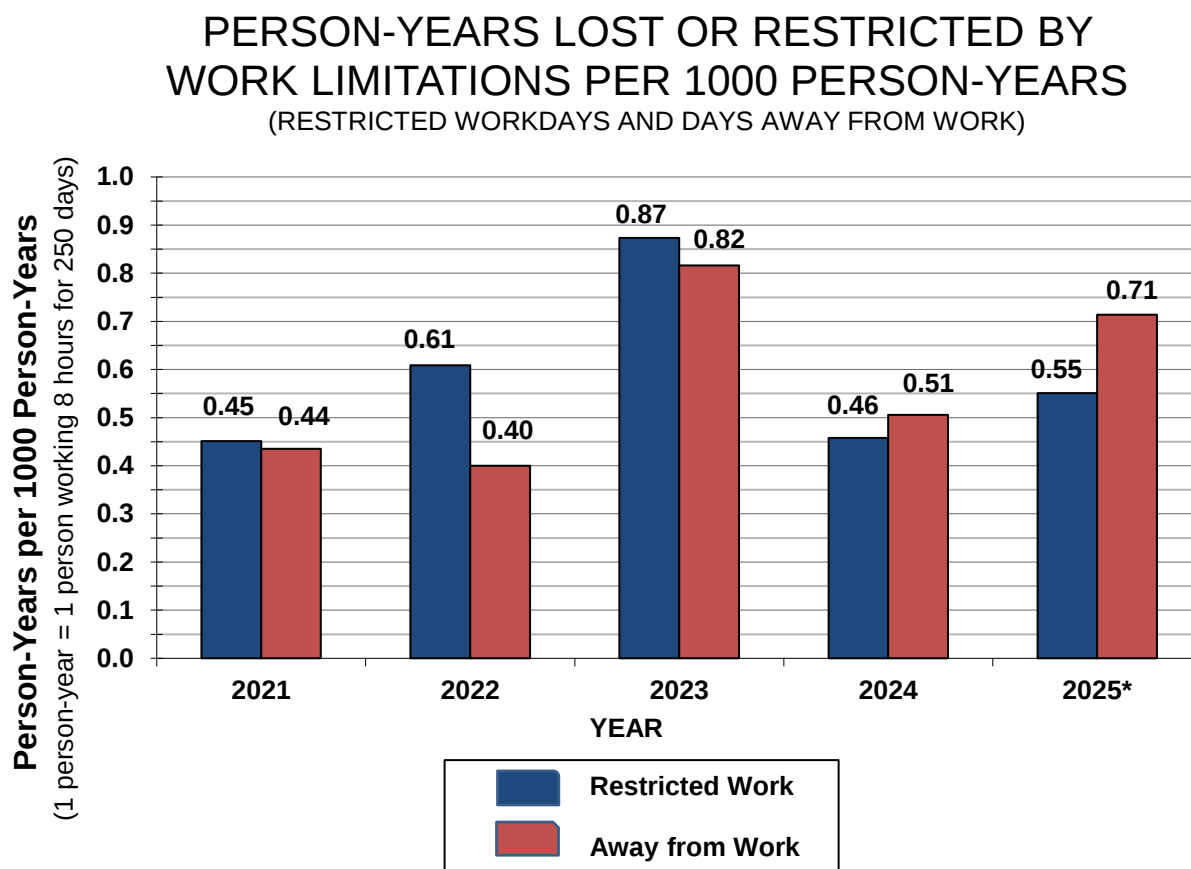


Figure 5

* For some injuries that occurred in Calendar Year (CY) 2025, restricted and lost workdays have accumulated during the first and second quarter of CY 2026. In Figure 5, data for 2025 includes restricted and lost workdays accumulated during CY 2025 and the first quarter of CY 2026. Final numbers for 2025 will be updated in the next annual report. After accounting for restricted and lost workdays accumulated after last year's report, 2024 numbers increased from 0.34 and 0.45 to 0.46 and 0.51.

ABNORMAL OCCURRENCES

It is a fact of human nature that people make mistakes. The key to a good safety program is to find the mistakes while they are small and prevent the combinations of mistakes that lead to more serious consequences.

The NR Program participates in a DOE formal, structured process to evaluate serious accidents involving civilian or military personnel at NNL facilities. The DOE has established criteria to determine the reporting and investigation requirements for accidents, including fatalities, serious injuries, and significant damage to DOE property (references 18 and 24). The Navy also has established reporting and investigation requirements for accidents (references 7, 8, and 19).

The NR Program has experienced only two events warranting a DOE accident investigation since 2004. The most recent event occurred in September 2016. This DOE accident investigation was conducted in response to an event where a firefighter was injured during an offsite training exercise. The firefighter fell approximately twenty feet from a vertical ladder and sustained serious but not life-threatening injuries. The NR Program developed and implemented corrective actions based on this event.

In addition to using the DOE accident investigation process when required, the NR Program critiques significant events that caused or could have caused injury to personnel. Critiques are formal, detailed evaluations of an event conducted by individuals in leadership roles at each facility, usually with Naval Reactors field office personnel in attendance. Pertinent facts are reviewed, underlying causes are established, and corrective actions are identified within the critique report. All corrective actions are tracked to closure to minimize the potential of more serious events with similar causes from occurring. Events that are critiqued include NR Program-defined Level 1 safety incidents and other Level 2 safety events. Level 1 safety incident category descriptions and statistics used for trending purposes are provided in the previous section of this report in Table 1 and Figure 1, respectively. Level 2 safety events have the potential for less serious consequences than Level 1 safety incidents and may include such issues as safety-related work control errors, minor injuries, and near misses.

Incident reports receive further management review, including evaluation by senior personnel at Headquarters and review by the Director of Naval Reactors. The results of these reports and the lessons learned are shared between all NR Program facilities to ensure any necessary corrections are implemented to improve worker safety.

REFERENCES

- (1) United States Code, Title 50, Chapter 41, Subchapter I § 2406, "Deputy Administrator for Naval Reactors."
- (2) Presidential Executive Order 12344, of February 1, 1982, is codified in statute at United States Code, Title 10, Chapter 601, Subchapter B Atomic Energy Defense, § 6102, "Naval Nuclear Propulsion Program."
- (3) U.S. Navy Report, "Occupational Radiation Exposure from U.S. Naval Nuclear Plants and Their Support Facilities," T. J. Mueller, et al., NT-25-2, May 2025.
- (4) U.S. Department of Energy Report, "Occupational Radiation Exposure from Naval Reactors' Department of Energy Facilities," T. J. Mueller, et al., NT-25-3, May 2025.
- (5) Presidential Executive Order 12196, of February 26, 1980, appears at 45 FR 12769, 3 CFR, 1980 Comp., page 145, "Occupational Safety and Health Programs for Federal Employees."
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- (8) OPNAV Instruction 5100.19, "Navy Safety and Occupational Health (SOH) Program Manual for Forces Afloat."
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- (20) PC-SA-1, "Self-Assessment and Continuous Improvement Guidelines for NR Prime Contractors."
- (21) Code of Federal Regulations Title 29 (Labor) Part 1904, "Recording and Reporting Occupational Injuries and Illnesses."
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