



HAMMER Medical Surveillance Subcommittee Meeting DOE Safety Culture

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September 12, 2012



Overview

In response to DNFSB, DOE is preparing complex-wide training on the improvement of Safety Culture.



Overview

DOE has initiated two training actions

- Develop/provide training on Safety Culture attributes for DOE and contractor key senior leadership
-Conduct training for other employees



Overview

Senior Management course

- Uses exercises to define and reinforce understanding of a Safety Conscious Work Environment (SCWE)
- Provides an understanding of Chilling Effect
- Discusses management tools to foster trust, a questioning attitude, and a willingness to raise concerns



Objectives

- **HAMMER Team is preparing training for line management and the work force.**
- **Will flow down Senior Management Course objectives:**
 - Foster trust, a questioning attitude, and a willingness to raise concerns at all levels of the organization
 - Provide an understanding of Chilling Effect



Objectives

To be effective, the training must

- Be internalized by the employee
- Focus on factors that cause deviation from safe work activities
- Include all levels of the “Chain of Command”



Focus

Course Focus Areas May Include:

- Middle Management
- Support Staff (e.g., Human Resources, Employee Concerns, Engineering)
- First Line Supervision
- General Work Force