

Summary: DOE VPP HQ Meeting-National VPPPA Conference, Anaheim, CA 2012

Highlights:

- Opening Safety Topic: Chemical Safety Board video and the importance of Hazard Identification-lab fatality used as example.
- WTP & safety culture

Understanding your safety culture will help your site understand the goals, develop metrics and measure improvements. Safety culture is still a focus by DOE HQ. DOE is concentrating on the same methodology that aligns with current NRC procedures for independent safety culture assessment, which identifies nine traits that are viewed to be necessary in

the promotion of a positive safety culture:

- Leadership Safety Values and Actions
- Problem Identification and Resolution
- Personal Accountability
- Work Processes
- Continuous Learning
- Environment for Raising Concerns
- Effective Safety Communication
- Respectful Work Environment
- Questioning Attitude

This model is consistent with, and aligns with the model and tenets of DOE-VPP Sites should use the safety culture aspects of VPP to incorporate improvements in both ISMS and VPP as a collective effort.

It could be as simple as identifying all the ways that employees could be involved in the safety and health program-

1. Involvement in a Job Hazard/Safety Analysis
2. Participation on a safety committee-site, local, Regional VPPPA, National VPPPA
3. Membership in professional safety organization
4. Participating in a safety observation (walk-through, committee review, assessment team, etc.)
5. Become a Special Government Employee for VPP
6. Perform safety mentoring (ISMS, VPP, Assessments, etc.)
7. Participate on a DOE/contractor VPP assessment
8. Present a safety topic/presentation at a meeting, all hands, POD, etc.
9. Actively participate in PODs and Pre-Evolution meetings
10. Participate in a safety activity-observations, campaigns, health and wellness initiatives, etc.

- VPP safety system-The DOE VPP Star designation recognizes sites that go above and beyond the ISMS to include safety culture and other program system requirements that enhance and incorporate best practices into the ISMS at all DOE sites. Sites need to understand that additional requirements and system components are required to achieve DOE VPP Star Status.

- Hazard Analysis
  - Failure to analyze all hazards and capture that analysis in a systematic fashion continues to be an opportunity for improvement on nearly all DOE-VPP evaluations.
  - Inadequate hazard analysis continues to be cited in accidents and incidents across the DOE complex, including DOE-VPP sites.
  - There is often pushback from sites on the need to “analyze *all* hazards.
  - DOE policy, orders, contract clauses, and guidance establish a graded approach for work planning and control *based on hazard analysis*. Graded approach to the hazard analysis is inappropriate-if there is a hazard, analyze it effectively.
  - Based upon the analysis, what are the controls in place and are these adequate and effective?
  - Has the analysis for the hazard been captured appropriately?
  - Did you fully answer who, what, where, when, and why and who does the hazard affect in proximity of the job activity?
  - Is engineering fully engaged and communicating? How is this demonstrated
  
- Conference Attendance-DOE HQ VPP will be working with the line programs, field offices, and contractors to prepare early for attendance at both regional and national conferences to get the numbers into the field offices. This number will determine if additional signatures (DOE Field Office vs. HQ) signature approvals. DOE VPP stated that January would be a good target to shoot for to determine the number of personnel attending the conference(s).
  
- DOE VPP Star Transition-panel discussion and useful tips
  - Listen to local knowledge and use it-determine from the previous contractor what went well and use their improvement opportunities to ease the transition. Talk to employees who have transitioned to get a better idea of programs that were just started, on-going, and/or a staple in the VPP at the site.
  - Involve the field office and headquarters immediately-work cooperatively with your regulator. Their support is critical for establishing a positive safety culture and team concept.
  - Involve the union from the beginning in the VPP recertification process. This will unify the troops and provide the direction from both the company and the union.
  - Get started early and develop and publicize a VPP transition plan that includes data/wants/information gathered from talking to the employees. Remember, all persons are employees from the CEO to workers in the field.
  - Develop and implement a Management Control Plan that keeps the process moving despite distractions. Revise and adjust as necessary throughout the process as input from employees is provided and other improvements are needed.