



OFFICE OF
RIVER PROTECTION
United States Department of Energy

Hanford Advisory Board

Health, Safety, and Environmental Protection Committee

Office of Enterprise Assessments Briefing

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Presented by: **Low-Activity Waste Pretreatment System**

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Objective



To provide information on the status of the safety culture at the Waste Treatment and Immobilization Plant (WTP) and determine the progress in improvement since the previous assessment in 2014





Scope and Methodology



The Office of Enterprise Assessment team used five methods to collect information on the organizational behaviors associated with the safety culture traits





Functional Analysis



The Office of Enterprise Assessment team reviewed documents, conducted interviews and observed work to better understand how U.S. Department of Energy (DOE) Office of River Protection (ORP) and Bechtel National, Inc. (BNI) functions





Structured Interviews and Focus Groups

Similar set of interview questions were used to align with the previous independent safety culture assessments



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Behavioral Anchored Rating Scales



“Your evaluation is based on the next 30 seconds. Go!”

A tool that provides the ability to measure data associated with interviewees' perceptions of the organization





Behavioral Observations



An unobtrusive assessment of a particular organization's behaviors and critical processes





Organizational and Safety Culture Survey



Questionnaire focused on the behavioral norms and expectations associated with the values shared by employees





Office of River Protection - Improvements

Employee Expectations

Accountability
We are accountable for our attitudes, actions and work.

Behavior
We treat others with respect and dignity.

Communication
We value open and honest communications.

Trust
We provide a transparent environment fostering trust.

Vision
We align our contributions to ORP's vision.

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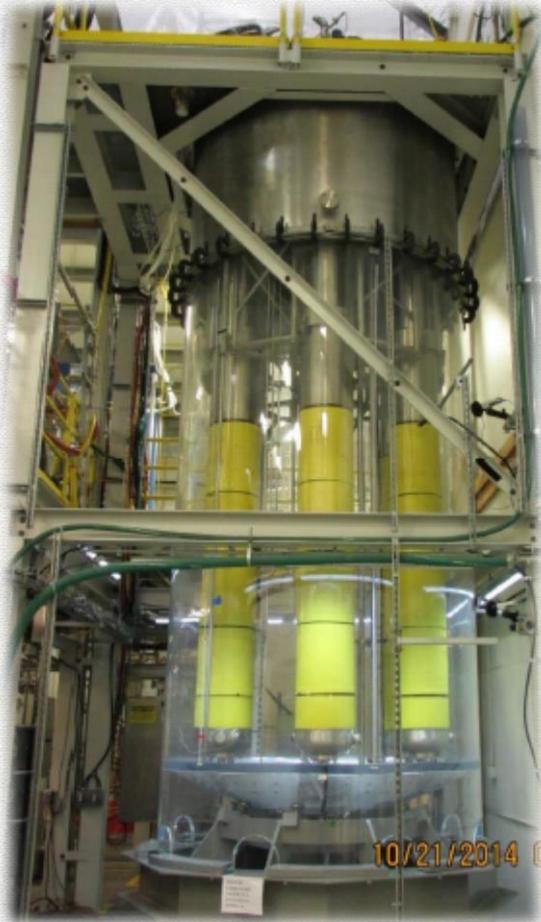


The assessment indicated improvement in how the Office of River Protection personnel perceived the behaviors important for a healthy safety culture





Office of River Protection – Areas for Improvement



Scientific Challenges



Staffing



Technical Issues





Bechtel National, Incorporated - Improvements



Marked improvement in how Bechtel National, Incorporated (BNI) personnel perceived the behavior important for a healthy safety culture





Bechtel National, Incorporated – Areas for Improvement



Concerns about personnel turnover continues





Conclusions

The Enterprise Assessment report provided recommendations to help organizational culture capabilities expand and mature

