



Department of Energy

Washington, DC 20585

September 26, 2014

The Honorable Peter S. Winokur
Chairman
Defense Nuclear Facilities Safety Board
625 Indiana Avenue, NW, Suite 700
Washington, DC 20004

Dear Mr. Chairman:

This letter is to inform you that the Department of Energy (DOE) Office of Environmental Management (EM) has completed Action 2-10 for EM of the DOE's Implementation Plan (IP) for Defense Nuclear Facilities Safety Board Recommendation 2011-1, *Safety Culture at the Waste Treatment and Immobilization Plant*.

In accordance with Action 2-10 of the IP, DOE EM senior managers have conducted numerous meetings with employees at defense nuclear facilities over the last three years to emphasize the importance of maintaining a strong safety culture and solicit employee input. Although DOE EM is reporting this action complete, I plan to continue this practice in the future in accordance with direction provided to DOE Senior Leaders by the Secretary and Deputy Secretary of Energy on June 30, 2014 (attached).

If you have any questions, please contact me or Mr. James Hutton, Acting Deputy Assistant Secretary for Safety, Security, and Quality Programs, at (202) 586-5151.

Sincerely,

A handwritten signature in black ink that reads "Mark Whitney".

Mark Whitney
Acting Assistant Secretary
for Environmental Management

Enclosures



From: Secretary Moniz

Sent: Monday, June 30, 2014 10:27 AM Eastern Standard Time

Subject: Commitment to a Positive Safety Culture

DOE Senior Leaders:

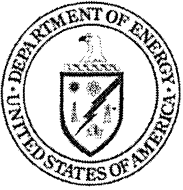
In September 2013, we wrote to you about our personal commitment to health and safety through leadership, employee engagement, and organizational learning (attached). We are writing today to ask that you demonstrate your commitment to a strong safety culture and safety conscious work environment in each visit that you make to the field, including by communicating this message during your meetings with employees and emphasizing the importance of safety culture during walk-throughs of sites.

A positive safety culture requires that we factor safety into the decisions we make every day, the actions we take, how we allocate our resources, the manner in which we respond to individuals, and all our daily interactions and behaviors. Take every opportunity when communicating with your staff (in offices and in the field) to clearly state and reiterate these expectations. Please provide feedback on your conversations with employees to Matt Moury, Associate Under Secretary for Environment, Health, Safety, and Security and contact him if you would like information on best practices or additional support in this area.

Thank you for your continued focus on this important matter, which is integral to the success of our mission. Please distribute this message as appropriate to the leadership in your organization.

Secretary Moniz and Deputy Secretary Poneman

Attachment



The Secretary of Energy
Washington, DC 20585

September 20, 2013

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

FROM:

ERNEST J. MONIZ
SECRETARY OF ENERGY

DANIEL B. PONEMAN
DEPUTY SECRETARY

Handwritten signatures of Ernest J. Moniz and Daniel B. Poneman.

SUBJECT:

Personal Commitment to Health and Safety through Leadership,
Employee Engagement, and Organizational Learning.

We are writing to ask you to join us in reaffirming our personal and professional commitment to safely fulfilling the Department's important mission responsibilities. The Department's thousands of Federal, laboratory, and contractor employees work hard every day in pursuit of energy independence, global scientific leadership, national security, and environmental stewardship. They are the key to our success. We would like to revitalize our efforts to protect the health and safety of our employees, as well as the health and safety of those who reside in the communities in which the Department operates or are otherwise affected by our work. The Department's ultimate safety objective is to have zero accidents, work-related injuries and illnesses, regulatory violations, and reportable environmental releases. The Department's Integrated Safety Management policy is the foundation of our approach to safety and health.

The following precepts reflect our strong commitments to safety and health. We ask you to join us in advancing these leadership, employee engagement, organizational, and educational goals in your areas of responsibility.

- We will pursue a safety culture built on an environment of trust and mutual respect, worker engagement and open communication, an atmosphere that promotes a questioning attitude with effective resolution of reported problems, and continuous learning.
- We will operate our facilities and conduct work activities in a manner that protects our employees, the public, and the environment. We recognize that meeting minimum requirements merely reflects the starting point in our pursuit of excellence and is not the end objective.
- Each one of us is responsible for safety at the Department. We will strive to ensure that every employee understands his or her role, responsibility, authority, and accountability in safely planning, executing, and monitoring work performance.



- We will foster a safety conscious work environment across all Departmental operations. Federal, laboratory, and contractor workers have the right to identify and raise issues that affect their safety and health or that of their co-workers openly, and without fear of reprisal. We must not deter, discourage, or penalize employees for the timely identification of safety, health, environmental, quality or security issues, the reporting of illnesses or injuries, or the use of Employee Concerns or Differing Professional Opinion Programs. Our workers will receive a prompt, professional, and transparent evaluation and resolution of their concerns.
- We will learn from our mistakes and experiences. We will report errors and problems, establish vigorous corrective action programs, monitor performance through multiple means, learn from operational experience, and encourage a questioning attitude.

We greatly value – and depend upon – the service of the men and women working to achieve the Department’s important missions that the American people have entrusted to us. We can only advance these challenging missions if we provide all of our employees a safe and healthy work environment and foster a culture in which workers at all levels are empowered to bring forth problems, participate in the development of solutions, and are considered partners in decisions that affect their work.

Thank you for your leadership in ensuring the safe execution of the Department’s vital and urgent responsibilities.