



Status Update: Safety Culture Improvement

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**Laboratory Support Advisory Council Meeting
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SCI Work Group

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Safety is integrated into Lab Culture

Safety Culture is based on a shared belief system where safety is integral in every part of our organization.



Safety at the Lab is not about numbers. It's about people doing meaningful work and going home each day to their families proud about their accomplishments.



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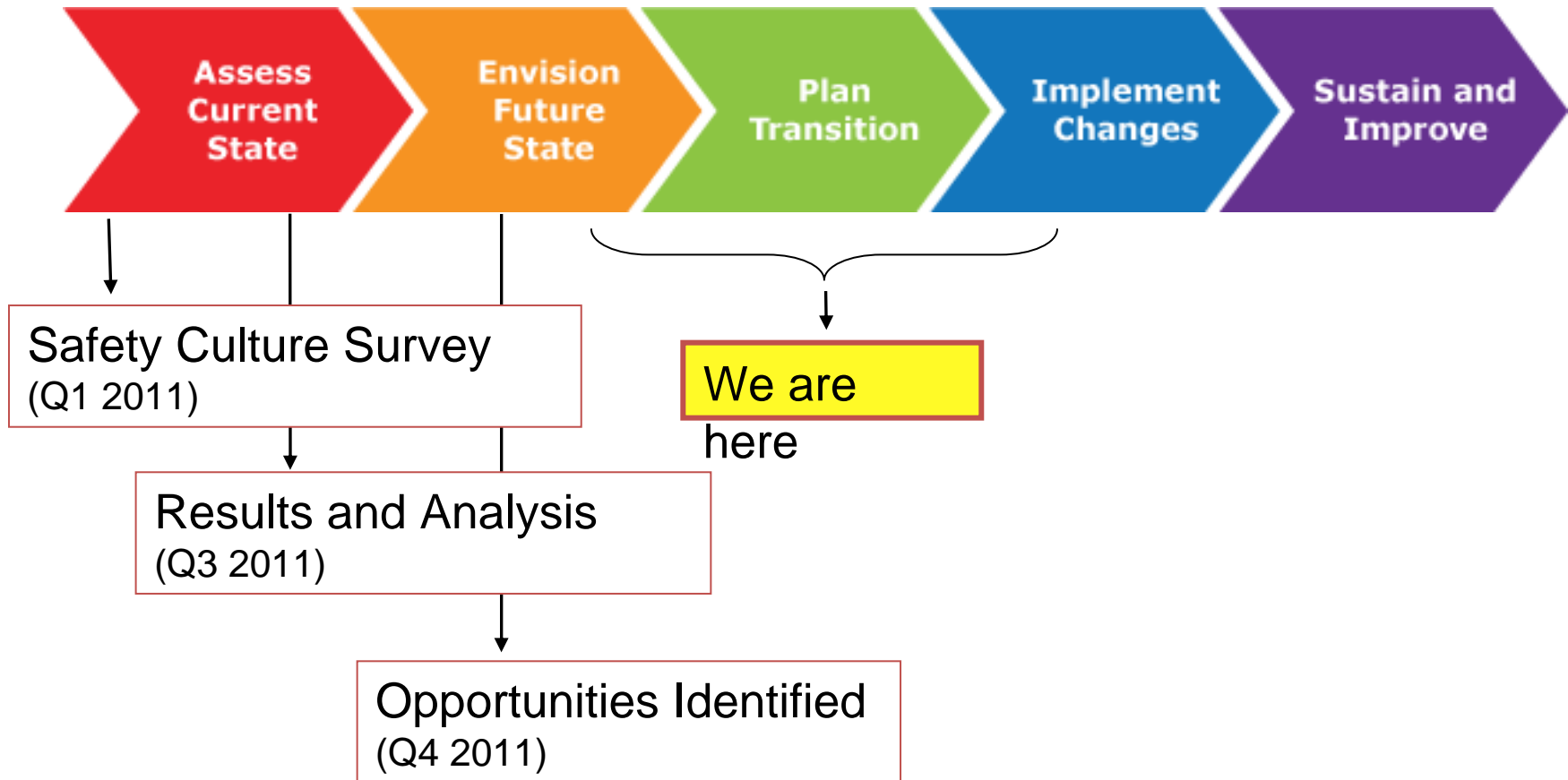
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The SCI Work Group

| Name | Role | Division |
|-----------------|-------------|----------------|
| Doug Fleming | Sponsor | EH&S |
| Mike Ruggieri | Chairperson | EH&S |
| Wade Crosson | Member | HR |
| Joe Dionne | Member | EH&S |
| Susan Lucas | Member | JGI |
| Mike Martin | Task Lead | ALS |
| Scott Robinson | Task Lead | OCA |
| Weyland Wong | Task Lead | Engineering |
| Cait Youngquist | Task Lead | Public Affairs |

Moving into Transition

Safety Culture Improvement Timeline



Safety Culture: Transition



FY 2012 Work Plan

1. Engaging Senior Management
2. Coordination of Division Initiatives
3. Supporting Lab-wide SCL initiatives
4. Designing and Implementing an Outreach Campaign
5. Preparing a Long Term Strategic Plan for SCL



1. Engaging Senior Management



Objectives

- Define the vision for Safety Culture at LBNL
- Increase the visibility of recognizing safety accomplishments
- Assist Senior Management in performing the role of SCI spokesperson to stakeholders: employees, DOE, public.

Safety Culture: Future State



What is our vision for a High Performance Safety Culture at LBNL?

- Safety and performance go hand in hand.
- Safety is recognized and valued at all levels of the organization
- We continuously learn from others and from mistakes.
- We help each other to work safely.

What will be our message?

- *"Everyone works safely, everywhere, all the time"*
(United Airlines)
- *"Good research needs both the genius to make new discoveries and the discipline to do it safely."*
(Charles V. Shank, former Director, LBNL)

Safety Culture: Future State



What are indications of a High Performance Safety Culture?

- Senior Lab Leaders are engaged and show that they care about the safety of their people.
- Line Managers integrate safety into every activity of their groups.
- Safety communication is supportive, proactive and consistent with ISM and other safety activities.
- Employees act safely at work and at home.
 - Safety is an integral part of who they are.

2. Coordination of Division Initiatives



Task Activities

- 50 division-level initiatives have been identified in FY 2012
- Lessons learned and success stories are being shared through the Program web page and at status meetings.
- Non-monetary safety recognitions are being investigated

3. Implementation of Lab-Wide Initiatives



Task Activities

- Identifying Lab-Wide SCI opportunities.
- Selecting and coordinating the implementation of those improvements
- Tracking and monitoring implementation and effectiveness of the improvements.



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4. Outreach Campaign



Task Activities

- Establish systems for conducting SCI communications (presentations, TABL articles, maintenance of web site, etc.)
- Design, expand, enhance SCI web site
- Schedule and publish TABL articles
- Schedule SCI Update presentations

Communications Well Underway



Presentation and Discussion completed with:

- Division Directors
- Safety Advisory Committee
- Division Safety Coordinators
- Division Business Council
- Laboratory Support Advisory Council
- Contractor Assurance Council

Newsletter articles

- Phase 2 announced in Today at Berkeley Lab
- Important milestones publicized.

5. Long Term Strategic Plan for Safety Culture Improvement



Task Activities

- Benchmark LBNL SCI activities to other organizations
- Obtain input (e.g. best practices) from DOE community and industry
- Draft three-year Strategic Plan
- Obtain approval from Senior Management on the final Plan.

Implement Strategic Plan



– Top-down:

- Safety conversations and probes from Senior Management
- Recognition of safety achievements

– Bottom-up:

- Each division working their own priorities
- Cross-divisional initiatives rise to lab-wide goals

– Communications ties it together

- Multi-faceted, deliberate strategy to brand and communicate safety culture at Berkeley Lab.



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