

History of BBS at Los Alamos National Laboratory

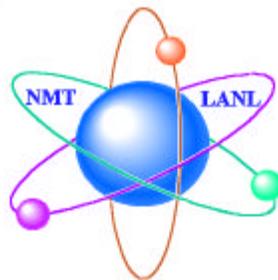
Behavior Based Safety (BBS) at the Los Alamos National Laboratory began in August 1996 with an introduction to BBS by Chemical Sciences and Technology (CST) Division Director Alex Gancarz. CST Division contracted Behavioral Science Technology, Inc. (BST®) to provide an overview to the Chemistry Metallurgy Research (CMR) facilities Safety Committee later that month. An assessment was performed by BST® in October of 1996 and the BOMBS squad (Behavioral Observations Mean Better Safety) was formed and began training in behavioral safety.

In February 1997 the BOMBS Critical Behaviors Inventory (CBI®) was formed and in March 1997 formal behavioral observations began. Over the next two years the BOMBS squad trained 159 observers and made 987 behavioral observations. The overall % safe behaviors for all residents increased from 87% in CY-97 to 91% in CY-98.

In January 1998 Nuclear Materials and Technology Division (NMT) began the integration of the CMR facility from CST Division. In January 1999 NMT Division Director Bruce Mathews contracted BST® to perform an assessment of the safety culture for NMT Technical Area 55 (TA-55) facility. The decision was made to implement a division wide process and Director Mathews charged Bill Zwick, NMT-10 group leader, with the task of managing the BBS for both the CMR and TA-55 facilities. Bill Zwick in an effort to strengthen the integration of CMR and TA-55 facilities decided to merge both into a single BBS initiative. An Implementation Design Team (IDT) was formed for the purpose of identifying the unique challenges faced and charting a path forward. The IDT included managers and employees from both facilities as well as steering committee members from the BOMBS squad. The IDT, working with BST® consultants, planned for an implementation that would serve a division of approximately 1000 employees.

In October 1999 NMT Division again contracted BST® to provide consultation for the division wide implementation of BBS. The current NMT Division Director Tim George serves as the management sponsor for the expanded process known as the ATOMICS. (Allowing Timely Observations Measures Increased Commitment to Safety) The ATOMICS were formed in December 1999 and developed it's CBI® in January 2000. The ATOMICS process chose to review the successes of the BOMBS and build a process using the lessons learned. The ATOMICS steering team began formal observations in January 2000 and began observer training in August 2000.

ATOMICS



Allowing Timely Observations
Measures Increased Commitment
to Safety

Los Alamos National Laboratory

