

FY 2007 Department of Energy Annual Occupational Safety and Health Report to the Secretary of Labor

Name of Department/ Agency: **U.S. Department of Energy**

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Number of Federal civilian employees this report covers: **14,668**

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Executive Summary

The FY 2007 Federal Employee Occupational Safety and Health (FEOSH) Report provides an overview of Department of Energy (DOE) accident, injury and illness data, and initiatives DOE is undertaking to improve worker safety and health. It provides insight into DOE safety and health issues, and highlights diverse tools DOE is developing to promote worker protection. In this report, DOE utilized the format specified in the September 11, 2007, U.S. Department of Labor (DOL) Memorandum to Designated Agency Safety and Health Officials, from the Assistant Secretary for Occupational Safety and Health.

This year, DOE continued its safe performance record, providing a workplace that is approximately one half the Federal Government average rates for total cases and lost production days. This record is maintained through a system of directives and guidance documents that exceed Occupational Safety & Health Administration (OSHA) requirements. Commitment to the Voluntary Protection Program (VPP), sharing lessons learned, participation in committees, sponsoring worker safety workshops, and program reviews are all contributors to the safety performance at DOE. The newly created Office of Health, Safety and Security (HSS) provides corporate level leadership and strategic vision to coordinate and integrate health, safety, environment, security, enforcement, and independent oversight programs at DOE. However, DOE has not demonstrated improvements in its federal employee rates since the SHARE program's inception in 2003. DOE's overall safety record for Federal employees over the past four years has been one of maintenance, not of continuous improvement.

Recognizing the challenge of improving safety performance, DOE-HSS led four new Department-wide initiatives in FY 2007. These are Integrated Safety Management Systems (ISMS) for DOE Federal workplaces, FEOSH training for all DOE Federal workers, revisions to performance appraisals to include safety criteria, and monthly Deputy and Under Secretary briefings. It is too early to measure the positive impacts that these initiatives are expected to produce.

The DOE National Nuclear Security Administration Kansas City Site Office was recognized for its outstanding safety performance by OSHA in awarding it the VPP Star designation in February 2007. This is the first DOE Federal employee workplace to earn this distinction.

Statistics

Injury and Illness Trends – In FY 2007, out of 14,668 Federal employees, DOE had 331 new cases; 119 of those resulted in lost work days. Continuation of pay costs were \$220,472 for new claims. DOE has a case rate of 2.26 cases per 100 employees, compared to the average Federal employee injury/illness rate of 4.26 cases per 100

employees. The DOE lost time case rate of 0.81 compares favorably with the Federal Government average of 1.79 lost time cases per 100 employees. The DOE Power Marketing Administrations (PMA), with electric power generation, transmission and distribution work, and the Office of Secure Transportation (OST), with physical security paramilitary operations, have the highest injury/illness rates within DOE. The PMAs represent 32 percent of the DOE Federal workforce, but contributed 41 percent of its total cases, while OST encompasses just 3 percent of the workforce, but contributed 28 percent of total cases.

The workers' compensation charge-back cost to DOE for current and prior claims was \$9.85 million in FY 2007. The FY 2007 total costs are less than last year's total of \$10.59 million, but costs for current cases increased. DOE is working to reduce the frequency and severity of current injuries and illness, but the legacy of past injuries and illnesses, and the increasing costs of medical care and salary replacement, continue to raise the DOE annual workers' compensation costs. More aggressive case management by each Secretarial Office, targeted return to work, and injury reduction efforts are needed, especially in those DOE organizations with the highest lost work day and injury rates. In coordination with OSHA, line programs will develop procedures for specific case management improvement.

Fatalities and Catastrophic Accidents – There were no fatalities for DOE Federal employees in FY 2007, and no catastrophic accidents impacted DOE Federal employees.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Initiative – DOE met one of its four SHARE goals: Timely Filing of Claims. DOE has an ongoing emphasis on timely occurrence reporting, has online systems to manage these reports, and reports and tracks timeliness trends. DOE had an 11.7 percent improvement in timeliness over the prior year and met its SHARE goal.

DOE performed less well on the other three goals: total case rates, lost time case rates, and lost production days. The Department is examining its record and has already initiated programs to address these SHARE goals. One initiative is annual safety-orientation training, which was mandated in August 2007, and required training completion by every Federal DOE employee by the end of September 2007. Also, at the end of FY 2007, DOE revised the personnel appraisal forms to include safety performance measures. A longer-reaching program is the Integrated Safety Management System (ISMS) that was applied to Federal DOE workplaces for the first time in FY 2007. This program has produced impressive injury reductions for DOE contractors since being introduced in 1996. For FY 2007, each DOE Federal Secretarial and Field Office prepared and submitted their program descriptions. Top management attention to injury/illness rates is beginning to produce plans to improve organizations

with rates that are higher than DOE average injury rates, with Bonneville Power Administration (BPA) improving from 3.45 in FY 2006 to 2.70 in FY 2007.

Motor Vehicle/Seat Belt Safety – DOE Federal workforce experienced 14 motor vehicle injuries in FY 2007. The incident investigation records show that all injured personnel were wearing seat belts. DOE requires seat belt use in government vehicles and on DOE property.

Recordkeeping Requirements – The DOE Computerized Accident Injury Recordkeeping System (CAIRS) collects the DOE Federal employee data, including data required to meet DOE recordkeeping and reporting requirements. Information on the DOE CAIRS system may be found at <http://www.hss.energy.gov/csa/csp/cairs/>. A new DOE Federal regulation, 10 C.F.R. 851, requires onsite contactors and their onsite subcontractors to report data into CAIRS.

HSS has been highlighting the timeliness of reporting and recording occupational injuries and illnesses in its monthly and quarterly Corporate Safety Indicator briefings at the Deputy and Under Secretary level. Also, the DOE-wide safety-orientation training required of every DOE Federal employee in FY 2007 provided clear instruction in each employee's reporting duties. This emphasis on timely reporting is beginning to show results, with a dramatic improvement in the timely filing of Office of Workers Compensation Programs (OWCP) claims in the fourth quarter of FY 2007. HSS will continue to monitor and report on the timely filing of claims and injury/illness records to further drive improvement and will report results to top management.

Workplace Violence – DOE has not had any reports of workplace violence injuring its Federal employees in FY 2007. DOE provides one of the most secure work environments in the Federal government by strictly limiting access to DOE properties and by performing background security checks on DOE Federal employees and onsite contract workers. Security guards are nearby in most DOE workplaces, and their presence is both a deterrent and potential means of control.

Employee Support

DOE initiated Department-wide FEOSH orientation training for all of its Federal employees in FY 2007. This 1- to 2-hour online training course covers regulatory requirements; DOE FEOSH program; rights, roles, and responsibilities; safety and health hazard recognition; and sources of additional information. HSS will update the content annually. Comprehension and course completion are assessed with an online quiz. All employees were directed to complete this training by September 30, 2007 and annually, thereafter. Two DOE organizations provide and track employee safety training: the National Training Center (NTC) and the Office of Human Capital Management with the Corporate Human Resource Information System (CHRIS).

Detailed Report

I. Statistics

A. Injury and Illness Statistics

a. Injury and illness rates

DOE had a total case rate of 2.26 in FY 2007 and a total lost time case rate of 0.81. The total lost time case rate is an improvement over the FY 2006 rate of 0.86, but DOE's total case rate increased over the FY 2006 rate of 2.03. These rates represent 331 employees who were injured or became ill due to work related circumstances. One hundred nineteen of them were unable to work for one or more days.

	FY 2006	FY 2007	Change
Number of Federal Civilian Employees (including full-time, part-time, seasonal, intermittent workers)	14,844	14,668	-176
Total Cases Injury/Illness (number of injury/illness cases—no lost-time, first aid, lost-time and fatalities)	301	331	+30
Total Case Rate (rate of all injury/illness cases per 100 employees)	2.03	2.26	+0.23
Lost Time Cases (number of cases that involved days away from work)	127	119	-8
Lost Time Case Rate (rate of only the injury/illness cases with days away from work per 100 employees)	0.86	0.81	-0.05
Lost Work Days (number of days away from work)	3473	4444	+971
Lost Work Day Rate (per 100 employees)	23.4	30.3	+6.9

b. Facilities with high injury and illness rates

The four DOE facilities with the highest injury case rates are displayed in the following Table. They are contrasted with their respective FY 2006 rates.

DOE Facilities with Highest Rates	No. Cases Reported in OWCP with Injury Dates in FY 2007	# Employees (% DOE)	Total Case Rate FY 2007	Total Case Rate FY 2006
Albuquerque OST	92	471 (3.2%)	19.53↓	20.14
Southwestern PA	7	172 (1.2%)	4.07↓	5.85
Western Area PA	46	1342 (9.1%)	3.43↑	3.05
Bonneville PA	84	3109 (21.2%)	2.70↓	3.45

The Albuquerque Office of Secure Transportation (OST) is part of the National Nuclear Security Administration (NNSA) organization. OST, based in Albuquerque, NM, provides an elite force of paramilitary security guards to secure the transportation of special nuclear materials for DOE. It convened a Command Safety Team in response to its increasing injury rates. This year it will improve its OWCP reporting and review processes to speed the submission of claims. The team is also working on developing a return-to-work program. HSS will be working directly with the Office of the Administrator, NNSA and OST to review opportunities for improvement and will observe one of the joint training exercises in FY 2008.

Three of the four PMAs have total case rates higher than the DOE overall rates, but the two largest are below the National average for the NAICS Electric power generation, transmission and distribution industry case rate of 3.8 for 2006. BPA analyzed its injury trends and identified slips, strains, and sprains as major contributors to its injury rates. Many of the incidents occurred during the winter months due to icy conditions. An awareness program was initiated to reduce the number of weather-related incidents. In FY 2007, BPA initiated the SAFE (Strength and Flexibility Exercise) program, a stretching program to reduce soft tissue injuries. Managers and supervisors are highly encouraged to facilitate making this stretching and warm-up process part of their teams' daily work strategy. BPA has experienced a drop in OWCP cases, but it is too early to determine if this may be attributed to these programs. Although the BPA rates are still higher than the DOE average, they are 29 percent below the rates of its industry peer, the electric power transmission, control, and distribution industry.

The Western Area Power Administration (WAPA) receives and analyzes its injury experience monthly, by region. One effort to reduce Federal employee injuries is contracting out more of its high-hazard work of tree cutting and

clearing to maintain right of ways for its power lines to specialty contractors. Also, selected regions recently implemented SafeStart™, a behavior-based safety program.

B. Fatalities and Catastrophic Incidents

There were no DOE Federal employee fatalities in FY 2007. One DOE contractor was killed in a motor vehicle accident while on official travel; another contractor died onsite by suicide; and a third contractor security police officer died of a heart attack shortly after completing an on-shift fitness conditioning exercise.

There were no catastrophic events at DOE during FY 2007. DOE has many highly hazardous operations that involve nuclear material handling, research with high energy sources and toxic substances, clean-up of hazardous wastes, decontamination and demolition, and electric power generation. Many of these operations pose the potential for a catastrophic event.

Fatalities/ Catastrophic Events	Cause - FY 2007
1	None
2	N/A
3	N/A
4	N/A

Fatality and Catastrophic Accident Investigations

DOE conducts independent comprehensive investigations of serious events that occur at its sites and meet specified criteria. The most serious of these are led by HSS. Because no fatalities were of Federal employees and no catastrophic events occurred in FY 2007, no accident investigation reports are attached to this annual report.

HSS recognized the heart attack death of a contractor security police officer as having potential significance with regard to the Department's protective forces physical fitness programs. Within days of the event, HSS initiated an investigation, independent of the contractor's own investigation. The HSS investigative team was tasked to focus on four areas:

- Effectiveness of emergency response and first aid capabilities;
- Implementation of protective force fitness and medical requirements;

- Prior similar occurrences within the Department, as well as other military and police forces experience; and
- Implementation of program and management systems interfaces within and between protective forces and worker safety programs.

The HSS investigative team was comprised of seven senior DOE experts, representing the safety, security, human performance, and medical professions. Their report made four recommendations to the Department in a report that was published in July 2007, less than one month after the event.

C. Office of Workers' Compensation Programs Costs

OWCP reported the Workers' Compensation Chargeback costs, as shown in the tables below. Legacy costs from before 2000 clearly dominate the distribution of chargeback costs to OWCP. The chargeback year (CBY) is based on the July-June period.

	CBY 2006	CBY 2007
Total Chargeback	\$10,548,257	\$9,924,641
Total Continuation of Pay (COP)	\$247,595	\$220,472
Total Chargeback + COP	\$10,795,852	\$10,145,113
Chargeback for Cases that occurred in the CBY	\$313,812	\$508,276

Cost Distribution for CBY07	Costs
Total CBY07 costs	\$9,924,641
Costs for cases that occurred before 1970	\$146,360
Costs for cases that occurred 1970-1979	\$1,825,569
Costs for cases that occurred 1980-1989	\$2,510,996
Costs for cases that occurred 1990-1999	\$2,404,072
Costs for cases that occurred 2000-2004	\$1,692,495
Costs for cases that occurred 2005-2007	\$1,345,148

D. Significant Trends and Major Causes or Sources of Lost Time Disabilities

a. Tracking accidents

The OWCP data provide limited information about the distribution of the nature and causes of injuries at DOE, as shown in the Tables below. Motor vehicle injuries were significantly higher in cost than other causes of injury. Fractures and back strains were higher in costs than other injury natures. What is most significant about the injuries for FY 2007 is the absence of OWCP claims that involve amputation, brain damage, respiratory disease, infectious disease, cardiovascular/circulatory system, nervous system, vision/sight loss, or radiation. Sprains and strains predominate. The wide variety of injury causes creates a challenge in reducing these injuries.

FY 2007 Major Trends			Description
Nature (i.e., sprains, contusions, etc.)	% of Total	% of Cost	
Traumatic, unclassified	23	17	The data reported by DOE to OWCP fail to identify the nature of 23 percent of traumatic injury types.
Strain, not back	22	10	
Back strain	13	17	
Contusion, bruise	6	2	
Fracture	5	25	
Cause of Injury (e.g., slips, handling tools, etc.)	% of Total	% of Cost	Description
Unclassified	30	21	DOE failed to report Cause of Injury in 30 percent of the claims.
Other falls	13	7	These are slips, trips and falls on a level surface.
Other material handling	5	4	
Handling unpackaged tools, instruments	5	5	These were primarily associated with Bonneville Power Administration.
Striking against material equipment	4	1	
Motor vehicles	4	9	Three of the ten most costly FY 2007 claims were for motor vehicle-related injuries.

b. Controlling Trends

DOE has taken note of the incomplete reporting of the case nature and cause of injury information into OWCP and into CAIRS and realizes that this missing information hampers trend analysis. Efforts are planned in FY 2008 to upgrade the quality of the data inputted to these recordkeeping systems to improve the ability to detect and measure trends. Additionally, efforts will

address a comprehensive plan to enhance CAIRS data input quality at Field Federal activities and ensure that quality practices are working effectively. For example, routinely supplying support to the Office of Oversight to assist in evaluating record keeping, the use of results to target training on recordkeeping, and holding recordkeeping workshops to advance staff knowledge.

DOE has directed its overall attention to the Department-wide combined contractor and Federal employee progress in reducing overall total case rates. Recently however, DOE analyses have examined these overall rate reductions in the context of contractor and Federal employee injury/illness rates. It is now apparent that recent overall DOE rate reductions were the result of the improved safety performance by DOE contractors and not by any recent improvements in Federal worker safety performance. When DOE contractor and Federal worker rates were compared, FY 2006 was the first year that contractors outperformed the Federal workforce in total case rates and days away, restricted or transferred (DART) rates. The Federal worker rates have remained virtually unchanged in the past five years, while contractor worker rates have continued to improve. Factors that contribute to the contractor improvements are full-scale implementation of ISMS and contract incentives to reduce case rates. DOE has recognized its own shortcomings and mandated ISM for its Secretarial and Field offices, covering all Federal employees. The ISM manual was issued in November 2006, and DOE offices were required to submit their ISM descriptions on either May 1, 2007, or November 1, 2007. Another initiative has been revising Federal worker performance appraisals to incorporate safety goals and performance measures. These initiatives will improve Federal worker safety over the long run, but did not impact performance in FY 2007.

E. Contract Workers and Volunteers

a. Contractors

DOE onsite contractors and their subcontractors worked 217,656,378 hours in FY 2007, which is equivalent to 108,829 full-time-equivalent employees. FY 2007 contractor OSHA-recordable injuries and illnesses totaled 1,429 cases, including 570 DART cases. These contractors are not regulated by OSHA, but are instead regulated by DOE under the provisions of Paragraph 4(b)(1) of the OSH Act, which references the authority of the Atomic Energy Act of 1954. In addition to these 108,829 contractors, the four DOE PMAs hire contractors, but do not have regulatory authority over their contractors' occupational safety and health because their contractors are regulated by OSHA and maintain their own injury/illness logs.

New DOE regulations aimed at contractor safety and health were promulgated in FY 2006 as 10 C.F.R. 851, and implementation was achieved in FY 2007, with each onsite contractor submitting a comprehensive Worker Safety and Health Plan for DOE approval in February 2007. Contractors must perform work on DOE sites in conformance with 10 C.F.R. 851. Enforcement activity will commence in FY 2008. Under this regulation, DOE has legal authority to issue fines under the Price-Anderson Act for violations of occupational health and safety violations. Implementation of 10 C.F.R. 851 was preceded by an extensive outreach program that included contractor surveys, face-to-face and video conferences, a dedicated web site, and issuance of a guidance manual and frequently asked questions to ensure that contractors understood the new requirements and were provided opportunities to ask questions and request interpretations. The regulation requires contractor compliance with OSHA standards, as well as additional safeguards. This new regulation, 10 C.F.R. 851, codifies into law the then-existing DOE Order 440.1A, which previously regulated contractor safety and health onsite. DOE Order 440.1A, in turn, was revised to reflect application to Federal employees only and was updated to bring its requirements in line with 10 C.F.R. 851 and was approved as DOE Order 440.1B in May 2007.

Contractor initiatives in Return-to-Work and the VPP reduce workers' compensation costs and ultimately save DOE money. The significance of the contractor occupational safety and health performance record cannot be underestimated. DOE contractors and their subcontractors account for approximately 90 percent of the DOE hours worked, and improvements made by contractors at Contractor-Operated DOE sites directly impact DOE Federal employees. DOE Federal employees visiting, inspecting or performing design reviews and analyses in contractor-controlled areas, are covered by the contractor safety and health provisions. For example, DOE Federal employee use of contractor onsite clinics for their occupational medical and wellness needs promotes Federal employee health and safety and provides onsite medical response in the event of injury or illness.

DOE contractor injuries have been steadily decreasing over the past 10 years, as shown in Figure 1. These data were extracted from the DOE CAIRS database on November 16, 2007. The Total Case and DART Rates are OSHA-recordable cases. DOE believes that the impressive contractor achievement in reducing injuries is attributable in part to their implementation of ISM. The ISM initiative was launched by DOE in 1996, and as contractors became familiar with it and began implementing it, their injury and illness rates began to significantly decrease. ISM principles are now imbedded in 10

C.F.R. 851 and will continue to provide a management system for continuous improvement. DOE provides contract oversight, offers the DOE-VPP incentive, and enforces contractor safety.

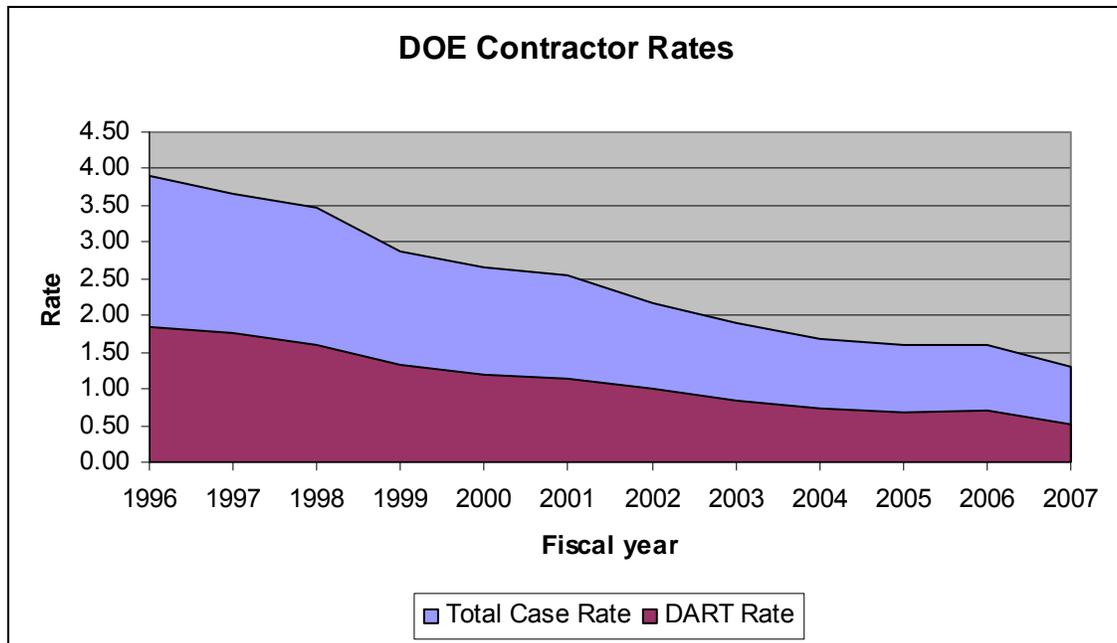


Figure 1. DOE Contractor Rates, 1996-2007

In addition to providing regulations, standards, and management systems for contractor safety, DOE supports contractor safety by encouraging the Energy Facility Contractors Group (EFCOG), a volunteer organization that promotes the exchange of ideas and recommends solutions for common problems. DOE-EFCOG workshops tackle complex-wide issues, such as chemical safety, ISM, and occupational medicine. In FY 2007, EFCOG activities included a workshop on occurrence reporting in May 2007; a subcommittee meeting on occupational medicine in April 2007; planning for deployment of EFCOG medical assets in the event of a national radiological or nuclear emergency (a Joint EFCOG/DOE Chemical Management 2007 Workshop) in March 2007; and an EFCOG working group meeting at the Human Performance conference in August 2007, as well as an annual members meeting in August 2007. Active FY 2007 EFCOG working groups included:

- Acquisition Management
- Contractor Assurance
- D&D and Facility Engineering
- Engineering Practices
- Environmental Safety and Health

- Human Capital
- Infrastructure Management
- Integrated Safety Management
- Price-Anderson Amendments Act
- Project Management
- Safety Analysis
- Security

b. Volunteers

DOE headquarters does not track the numbers or the safety performance of its volunteers.

II. OSH Initiatives – SHARE, Motor Vehicle and Seat Belt Safety, Recordkeeping, Workplace Violence, and Establishments

A. SHARE – Safety, Health, and Return-to-Employment Initiative

a. SHARE Analysis

1. Reduce total injury and illness case rates by 3% per year
2. Reduce lost time injury and illness case rates by 3% per year
3. Increase the timely filing of injury and illness claims by 5% per year
4. Reduce the rate of lost production days due to injury and illness by 1% per year.

DOE met only one of its SHARE goals: the Department improved the timely filing of injury and illness claims by 6.7 percent over the prior year. The Department improved its timely filing rate from 62.4 percent to 66.6 percent, exceeding the SHARE goal of 57.7 percent. Most of this improvement occurred in the final quarter of the year, and may be the result of increased management attention to timely reporting. HSS will continue to monitor and report on timeliness to DOE senior management to encourage this improving trend. DOE failed to meet the other three goals. The following summary charts present DOE’s SHARE performance.

● Goal 1: Total Case Rates (TCR)

FY03 Baseline	FY04 Perf	FY05 Perf	FY06 Perf	FY07 Target	FY07 Perf	FY07% Change
2.14	2.37	1.96	2.03	1.89	2.26	+11.3%

● Goal 2: Lost Time Case Rates (LTCR)

FY03 Baseline	FY04 Perf	FY05 Perf	FY06 Perf	FY07 Target	FY07 Perf	FY07% Change
0.73	0.73	0.73	0.86	0.65	0.81	-6.1%

● Goal 3: Timely Filing of Claims (TFC)

FY03 Baseline	FY04 Perf	FY05 Perf	FY06 Perf	FY07 Target	FY07 Perf	FY07% Target
47.5%	56.4%	61.3%	62.4%	57.7%	66.6%	+6.7% Met goal

● Goal 4: Lost Production Days (LPD)

FY06 Perf	FY06 New Baseline	FY07 Target	FY07 Perf	FY07 % Target
23.4	22.1	21.9	30.3	+38.4%

Source: <http://www.dol.gov/esa/owcp/dfec/share/getxls.asp?id=0160>

DOE did not improve its total case rate, lost time case rate, or lost production days rate. Nevertheless, DOE's rates are below those of the total Federal government and below many Federal Departments and Agencies, as displayed in Figure 2.

TRC Rates as Reported by the Office of Workers' Compensation Programs

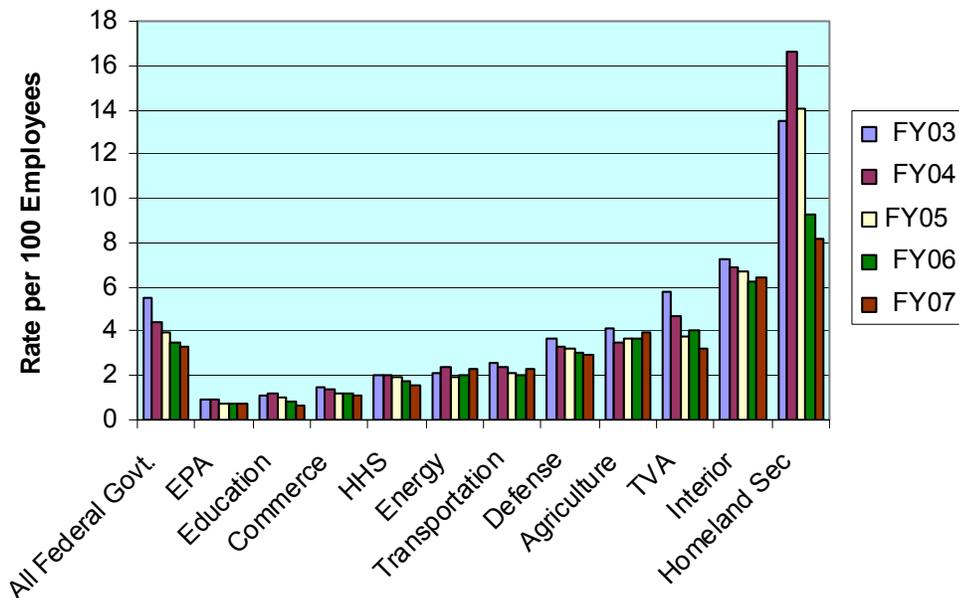


Figure 2. Comparison of DOE with other Federal employers over the time period FY 2003 – FY 2007 (Source: OWCP)

Overall, the DOE combined contractor and federal workforce reduced the total recordable case rate from 3.5 in 1997 to below 1.6 in 2007, effectively reducing the injury rate by over 50 percent in 10 years. Thus, the “big picture” numbers of continuous improvement over the past 10 years hid the Federal employee trends. DOE has concentrated on making its highly hazardous operations safer, and management attention has been focused on improving procedures and increasing accountability for safety. In the large Program Secretarial Offices (PSO), where Federal employees are geographically spread across the country, injuries are perceived by management as isolated single events and until recently the cumulative impact of these isolated events was not examined.

b. SHARE Programs/Initiatives

The reorganization of the HSS began in August 2006 and continued into FY 2007. The major focus of HSS in FY 2007 was implementation of 10 C.F.R. 851 for the safety of DOE contractors. DOE contractors number 10 times the number of Federal DOE employees and perform the majority of the hazardous work. Efforts to improve contractor safety positively impact Federal worker safety by making field locations at DOE safer places to work. In addition, DOE Federal employees may use contractor onsite occupational medicine clinics for their own medical surveillance, emergency treatment and wellness programs and participate in contractor-led safety training

The ISM initiative was expanded to DOE Federal workers in FY 2006; and, in January 2007, the Deputy Secretary ordered Secretarial and Field Offices to develop their site-specific ISM descriptions for submittal by May 1, 2007, and November 1, 2007, respectively. The impacts of this effort will not be felt immediately; but, as this initiative grows within each Office, improvement is expected. This is part of a strategic plan by HSS to align safety responsibility with line management and position the FEOSH Office as a technical resource and champion. In August 2007, HSS announced that it will sponsor an ISM workshop for DOE and contractor personnel in November 2007 at Brookhaven National Laboratory. Of particular note is the opening video address scheduled for delivery by the Deputy Secretary, demonstrating top-level commitment to this process.

HSS is increasing efforts to inform top management of safety performance and to provide analytical support in detecting and understanding trends. Recently, contractor and Federal worker safety performance trends were

contrasted in top-level briefings to inform senior management that while DOE as a whole was showing significant improvements, the Federal employee record was not improving. Also briefed were the impacts of tardy case reporting. Additionally, HSS now meets regularly each quarter with the Deputy Secretary and the Under Secretaries and provides safety updates. Interest is growing, with the Under Secretaries now requesting specific types of analyses by HSS of their safety performance for successive quarterly briefings.

Likewise, HSS has been highlighting the timeliness of reporting and recording occupational injuries and illnesses in its monthly and quarterly briefings to top DOE officials. These briefings report on timeliness deficiencies by each major DOE organization. Also, the DOE-wide safety-orientation training required of every Federal employee of DOE in FY 2007 provided clear instruction in each employee's reporting duties. This emphasis on timely reporting is beginning to show results, with a dramatic improvement in the timely filing of OWCP claims in the fourth quarter of FY 2007. HSS will continue to aggressively promote safety for Federal and contractor employees in support of the Program Secretarial Offices' (PSO) efforts by monitoring and reporting on the timely filing of claims and injury/illness records and performance trends to further drive improvement. Further, HSS will encourage the PSOs to develop case management initiatives, in coordination with the Office of Management and Administration and OSHA. Improved case management is a goal for 2008.

B. Motor Vehicle / Seat Belt Safety

a. Number of motor vehicle accidents experienced by employees in FY 2007

Fourteen DOE Federal employees suffered injuries in motor vehicle accidents. One accident that involved three employees was the result of another (not DOE) vehicle driving into the side of a DOE vehicle.

	FY 2006	FY 2007	Change
Number of motor vehicle accidents experienced by employees	0	14	+14
Number of accidents resulting in personal injury	0	12	+12
OWCP costs of accidents	0	\$23,563	+\$23,563
Vehicle repair costs due to accidents	N/A	N/A	N/A
Amount of liability claims against the agency due to accidents	N/A	N/A	N/A

b. Mechanisms in place to track the percentage of seat belt usage by employees

DOE requires seat belt use on DOE property and also requires use of seat belts in government-owned vehicles. DOE, in general, does not track seat belt use compliance. However, OST checks seat belt use when it sends a verification team to monitor driving, for both exercise and operational convoys, on a random basis. At the Savannah River site, onsite security forces are authorized to ticket violators of the seat belt requirement. Eight warnings and eight tickets were issued for the 9000+ employees at the site in 2007, including about 320 DOE Federal employees. No federal employees were ticketed. The DOE reporting system, CAIRS, contains data fields for reporting seat belt availability and usage when recording motor vehicle injuries, but provision of this information is optional. Bonneville and Western Power Administrations, each with two motor vehicle injuries, reported that all of their employees who were involved in motor vehicle accidents in FY 2007 were wearing their seat belts.

c. Efforts taken to improve motor vehicle safety and seat belt usage

DOE Order 440.1B requires the use of seat belts onsite and when traveling in Government-owned or -leased vehicles and directs each facility to develop its own tailored Motor Vehicle Safety Program. WAPA requires defensive driving courses be taken by employees before driving a GSA vehicle. Some DOE sites, such as Y-12 at Oak Ridge, Tennessee, ban handheld cell phone use while operating a motor vehicle onsite. OST conducts formal briefings on every mission/exercise, conducts a safe driver award program, reviews every motor vehicle mishap, requires the additional training requirements for DOT commercial drivers' licenses and provides special training in tactical operations and inclement weather operations.

C. Recordkeeping Requirements

CAIRS was implemented almost two decades ago to collect DOE-wide data on occupational injuries and illnesses occurring to both DOE and DOE contractor employees. The information collected includes data required to meet DOE recordkeeping and reporting requirements, which includes OSHA F 300, OSHA F 301 and other data. DOE is updating the CAIRS structure to add new codes in data capture for achieving greater specificity in work activities and job groupings for the federal employees in security roles to allow a more finite analysis of accident injury performance in order to identify areas where we can achieve greater control to reduce our associated rates. It will take time to collect data to allow to process to bear success, but it will commence in early FY 2008. The Office of Corporate Safety Analysis, within DOE, routinely analyzes and reports the data for DOE Federal workers. Information on the DOE CAIRS system may be found at <http://www.hss.energy.gov/csa/csp/cairs/>

COMPONENT	YES	NO	PLEASE DESCRIBE IF YOU CHECKED "YES."
Agency Wide	X		CAIRS is used throughout DOE, except by the Bonneville Power Administration. It includes case information for both Federal and contract workers.
Web based	X		Limited access system that requires user registration and authentication.
Excel based		X	N/A
Access based		X	N/A
Paper only		X	N/A
Includes no injury and near-miss accidents	X		CAIRS does not collect near miss and no-injury data. DOE operates a separate data base that collects some information that would be classified as near miss accidents and accidents that did not involve injuries. This system, ORPS, is also a limited access system that requires registration and authentication.
Includes OWCP data		X	
Generates OSHA 300 forms	X		CAIRS does not generate the OSHA F 300. The capability to generate this report is included in pending changes to the database. Currently, the OSHA F 300 is maintained by each DOE office.
Generates OSHA 300A forms	X		CAIRS does not generate the OSHA F 300A. The capability to generate this report is included in pending changes to the database. Currently, the OSHA F 300A is maintained by each DOE office.
Generates OSHA 301 forms		X	CAIRS does not generate the OSHA F 301. The DOE equivalent form, DOE F 5484.3, "Individual Accident/Incident Report," can be generated by CAIRS.
Generates multiple reports	X		CAIRS includes Standard Reports, Basic Reports and Ad Hoc reports. The Standard reports are static preformatted reports, which are generated once a quarter to coincide with reporting requirements. CAIRS Basic Report includes both incidence rates and number of cases and provides both real time and daily updates to cases, work hours and incidence rates. CAIRS Ad Hoc Reports provides the capability of performing detailed searches of the CAIRS data and displaying the results in user-defined reports.
Other	X		CAIRS allows users to enter case information in either of two formats and track changes and approvals by users.

The DOE Occurrence Reporting and Processing System (ORPS) provides timely notification to the DOE complex of events, including near misses, that could adversely affect public or DOE worker health and safety, the environment, national security, DOE's safeguards and security interests, functioning of DOE facilities, or the Department's reputation. Daily Occurrence Reports and Weekly Summaries are prepared from these data. The Daily Occurrence Reports are disseminated via e-mail and a password-protected website to managers throughout the Department. The Weekly Summaries are disseminated via e-mail and a public website found at

<http://www.hss.energy.gov/csa/analysis/ll/occurrences.html>. Lessons Learned are also prepared and posted on a password-protected website.

D. Workplace Violence

a. Workplace Violence Incidents

The OWCP database revealed no injuries due to violence, but the CAIRS system identified three cases of assaults and violent acts, all of which were associated with the training undertaken by the security guard force. Each of these injuries occurred in practice sessions in self-defense and use of force; none were cases of deliberate workplace violence.

Incidents	Cause—FY 2007
1	None
2	N/A
3	N/A

b. Workplace Violence Programs/Initiatives

Secure access to DOE facilities, with uniformed guards at facility entrance gates and building entrances, limits access to authorized personnel. At most sites, non-employees pass through metal detectors, and packages and purses are X-rayed. These measures limit entry of personnel, prevent the introduction of weapons, and deter workplace violence.

Significant workplace violence prevention at DOE is provided by the Department's security clearance process, which requires employees and onsite contractors to be issued a badge. This process deters personnel with criminal records and those with certain mental illness records from entry and deters violent behavior since such behavior would result in termination of the security clearance. The issuance of higher levels of security badges, particularly for those with access to weapons or nuclear materials, involves thorough background checks and interviews.

The PMAs have less secure facilities, but Violence-in-the-Workplace training for employees and supervisors is provided, and there is a strong zero-tolerance policy for violence in the workplace. Supervisors are authorized to place an employee on immediate administrative leave if they are disruptive or represent a threat in some way.

E. Agency Establishments

DOE has compiled its list of establishments and will submit it to OSHA before the end of December 2007, as requested by OSHA.

III. Employee Support

A. OSH Training

DOE provides employee training in numerous safety-related topics and tracks training provided through the DOE National Training Center (NTC), Corporate Human Resource Information System (CHRIS), the Leadership Development Institute (LDI), and the Management Development Institute (MDI). Supervisors are responsible for tracking the training completed by their staff and to assure that all required training is completed in a timely fashion. DOE does not maintain a roll-up list of training completed by levels of personnel or type of training.

	Types of Training Provided in FY2007	Number Trained
Top management officials	1. FEOSH Orientation Training 2. 3.	Mandatory
Supervisors	1. FEOSH Orientation Training 2. 3.	Mandatory
Safety and health specialists	1 FEOSH Orientation Training 2. 3.	Mandatory
Safety and health inspectors	1. FEOSH Orientation Training 2. 3.	Mandatory
Collateral duty safety and health personnel and committee members	1. FEOSH Orientation Training 2. 3.	Mandatory
Employees and employee representatives	1. FEOSH Orientation Training 2. 3.	Mandatory

DOE implemented its first Department-wide safety orientation training for all Federal employees in FY 2007. Offered as a 1 to 2 hour online course, it not only reinforces information that employees may already know, but also provides additional sources of information and a clear message that their safety is important to DOE. Topics covered are regulatory requirements; DOE FEOSH program; rights, roles and responsibilities; safety and health hazard recognition; and sources of additional information. Comprehension is assessed with an

online quiz that must be passed to complete the training. All employees were directed to complete this training by September 30, 2007. The employee response was overwhelmingly positive, with many expressions of appreciation for the straightforward and useful information. The National Treasury Employees Union, which represents DOE employees, reviewed the course and endorsed it. HSS will update the content and test questions periodically to ensure quality and to respond to employee feedback. Further information may be found at: <http://www.hss.energy.gov/csa/csp/feosh/training.html>.

The LDI is a week-long “in residence” event held at the NTC in Albuquerque and is designed to develop leadership skills and abilities through participation in educational sessions presented by Federal experts, industry leaders in management and leadership fields, professional showcase speakers, and seasoned veterans from the Department of Energy. Specific opportunities for improvement are addressed through projects, case studies, facilitated conversations, “think-tanks,” or solutions teams. The specific goals and objectives for each session will vary depending on the makeup, professional affiliation, and background of the student audience. Coursework is based on a foundation of 28 competencies identified by the Office of Personnel Management and includes safety and security technical competence, project management, contract oversight, budget and finance, and risk management. Offerings of the Institute are tentatively scheduled on a quarterly basis.

MDI is designed for Safety and Security managers who have contractor oversight responsibilities. Using a combination of safety and security themed lectures, practical exercises, discussions, and problem solving techniques, the Institute provides participants with an opportunity to learn from DOE experienced managers and leading management experts. The curriculum includes Performance Management, Finance/Budgeting, Risk Management, Communications/Interfaces, and Teambuilding as they relate to contract oversight responsibilities.

The DOE NTC promotes the development, maintenance, and enhancement of a qualified and professional workforce that possesses the competencies necessary to accomplish DOE missions through relevant, effective training and professional development programs in technical disciplines of safeguards, security, and safety. All courses include some portions on safety and its relevance to the main course topics. The Home Page for NTC is <http://ntc.doe.gov/ntc/>. The following is a partial listing of the training offered by NTC.

SAFETY

SAF-101 General Technical Base

SAF-101D0 General Technical Base - web-based

SAF-133V Human Performance Fundamentals
SAF-134V Evaluator Training
SAF-220 Senior Technical Safety Manager Overview
SAF-233V Advanced Human Performance
SAF-234V Managing Maintenance Error
SAF-241V Operational Readiness Reviews
SAF-250 Protective Force Safety Fundamentals
SAF-261V Conduct of Operations
SAF-270 SSO Duties and Responsibilities
SAF-271 Safety System Oversight Assessments

NUCLEAR MATERIALS CONTROL & ACCOUNTABILITY

MCA-110 Basics of Nuclear Materials Accountability
MCA-111 Materials Accounting for Nuclear Safeguards
MCA-112 Nuclear Materials Management & Safeguards Systems I
MCA-212 Nuclear Materials Mgmt & Safeguards Systems II
MCA-230 Statistical Concepts in Safeguards
MCA-241 NDA Techniques for Safeguards Practitioners
MCA-243 NDA of Special Nuclear Materials Holdup

PERSONNEL SECURITY

PER-100DB Introduction to DOE Personnel Security
PER-101 Personnel Security Specialist Adjudication Training
PER-200 Advanced Personnel Security Training

PROGRAM PLANNING & MANAGEMENT

CTA-110 Safeguards & Sec Awareness Coordinators Training
CTA-101DC Introduction to Safeguards & Security
CTA-140 Vulnerability Assessment Fundamentals
CTA-325 VA Explosive Effects Modeling
CTA-330 Chem/Bio Weapons & Radiological Sabotage VAs
MIT-111 Basic Instructor Training
MIT-119DB Introduction to Job Analysis
MIT-120 Job Analysis
MIT-200 Supervisor Development Program
MIT-209DW Introduction to Instructional System Design
MIT-210 Curriculum Development Training
PHY-100DB Introduction to Physical Security Systems
PHY-120 Intermediate Physical Security Systems
PHY-135 S&S Info Management System-Query Only
PHY-136 S&S Info Management System-Data Entry & Query
PHY-202 Survey of Physical Security Systems

PHY-210DB Facility Security Officer Orientation

PROTECTION PROGRAM OPERATIONS

LFR-102 Armorer Certification Course
LFR-201 Live-Fire Range Operations
LFR-301 Performance Testing Controller/Evaluator
PFT-106D Firearms Safety
PFT-110DV SPO Health & Wellness
PFT-112 Safety Officer Practical Training Program
PFT-114 Defensive Shotgun Training
PFT-202 Survey of Protective Forces
PFT-215 Basic Security Police Officer Training
PFT-220 ROWS Operator Course
PFT-310 Security Police Officer III Certification
PFT-320 Precision Rifle/Forward Observer Team
PFT-321 Precision Rifle/Forward Observer Team Instructor Certification
PFT-345DV Chemical/Biological Awareness Seminar
PFT-370 Opposition Force
PFT-401 Firearms Instructor Certification
PFT-402 Advanced Weapons Systems (AWS) Instructor Certification
PFT-403 Intermediate Force Instructor Certification
PFT-405 Basic Tactical Entry
PFT-407 Security Police Officer III Instructor Certification
PFT-408 Ground Control Instructor Certification
PFT-460 Tactical Leadership
TRF-100 Tactical Response Force I
TRF-100D Tactical Response Force 1 Prerequisite
TRF-200 Tactical Response Force II

B. Field Federal Safety and Health Councils

a. Involvement

DOE headquarters was not involved in the interagency Federal Safety and Health Councils during FY 2007. During the initial year of operation of HSS, DOE headquarters was unable to participate. This omission will be corrected in FY 2008. HSS will be an advocate and will also encourage the Field to actively participate in the interagency Councils. The Kansas City Site Office participated in the Greater Kansas City Federal Safety and Health Council.

b. Field Council Support

A manager from the Kansas City Site Office served as Chair for the Greater Kansas City Federal Safety and Health Council in FY 2007.

C. Other Support Activities

The DOE Chemical Safety Topical Committee in cooperation with EFCOG, held their ninth annual Chemical Management Workshop in Washington D.C., in March 2007. This 2½-day workshop provides a forum for DOE and contractor personnel to identify chemical management-related issues of concern to DOE and to pursue solutions. The workshops also provide for the exchange of lessons learned and best practices that promote continuous improvement in chemical safety. Certification Maintenance Points for Certified Industrial Hygienists were approved for participation in this workshop.

DOE was an invited speaker at the 17th Nordic Research Conference on Safety, in Tampere, Finland in June 2007. Dr. Rama Sastry of HSS presented a paper titled, "Design of a Resilient System for Worker Health and Safety," which described DOE's Voluntary Protection Program.

The DOE EFCOG Occupational Medicine Subcommittee Meeting was held for 2 days in Albuquerque, New Mexico, in April 2007. The Medical Directors' Three-Year Plan Recommendations were presented at this meeting.

The DOE and DOE Contractors' Industrial Hygiene Meeting was held in May 2007 in Philadelphia, Pennsylvania, in conjunction with the American Industrial Hygiene Conference and Exposition.

DOE convened a meeting of 150 DOE and contractor personnel at the Voluntary Protection Program Participants Association (VPPPA) meeting in Washington, D.C., in August 2007. Awards were presented to individuals and sites for outstanding achievements in safety performance.

DOE continues to support research on occupational health effects of nuclear energy. In FY 2007, the Department published findings in peer-reviewed journals, such as *Health Physics*, *Radiation Research*, and *Journal of Occupational and Environmental Hygiene*.

DOE co-chairs the Joint Coordinating Committee on Radiation Exposure Research. This committee functions as the clearinghouse of projects on health effects of radiation with the Russian Federation, including promoting joint U.S./Russian workshops; minimizing duplication of projects on the same population; encouraging similar projects on different populations; and

facilitating the integration of projects being funded by different agencies. Jointly conducting radiation research with the Russian Federation provides a unique opportunity to learn more about possible risks to groups of people from long-term exposure to radiation

IV. Accomplishments

A. FY 2007 Accomplishments

- Evaluations

The ISM descriptions that Secretarial and Field Offices were required to complete by May 1, 2007, and November 1, 2007, respectively, are comprehensive self-evaluations that address ISM effectiveness and set goals for performance in the next year. This is the first year that the Offices have been required to undergo this process, and these evaluations are expected to improve over time and drive change within DOE workplaces.

The National Nuclear Security Administration (NNSA) conducted a comprehensive evaluation of its Headquarters locations in Washington, D.C., and Germantown, Maryland, during July 2007 in fulfillment of the annual inspection requirement. The evaluation used the new FEOSH Office Inspection Checklist developed by HSS, which was distributed in April 2007. The evaluation also included interviews with employees and supervisors to assess their knowledge of their FEOSH roles, responsibilities, and rights. A major finding was the need for general safety training, a deficiency that was remedied by issuance of the DOE-wide FEOSH orientation training online the following month. A positive finding was the familiarity of those interviewed with emergency evacuation procedures. Other findings are being followed up.

The NNSA Service Center in Albuquerque, New Mexico, was evaluated during April 2007. Numerous minor discrepancies were documented, and a 90-day goal for correction was established. Discrepancies were corrected within the 90-day timeframe; safety training for all site employees was conducted; and 131 ergonomic surveys were completed. Walking surface upgrades completed include installing stone walking paths in two parking lots, resurfacing external stair treads, patching holes, leveling uneven surfaces, and painting caution yellow on non-reparable surfaces.

FEOSH experts in HSS evaluated the Chief Information Office in August 2007, and provided train-the-trainer training in safety self-evaluations to enable them to manage their own safety program.

- Return-to-work

The OWCP Manager for OST is currently developing light-duty positions within OST for injured employees to facilitate their return to work.

- Performance Standards

DOE revised its personnel performance appraisal process to incorporate safety performance criteria. Implementation was delayed by union challenges to the new criteria, but these were settled by the end of FY 2007. Current annual appraisals include the new safety criteria. This will be the first year these criteria are included.

- Additional Accomplishments

The Kansas City Site Office is the first Federal office in DOE to receive OSHA Voluntary Protection Program (VPP) Star status: its VPP flag was raised in February 2007. Two areas of excellence were noted by the OSHA evaluation team. The first area is the hazards reporting system available to the KCSO employees which includes both an internal reporting mechanism and the on-site contractor (Honeywell FM&T) hazard reporting system. The second area of excellence is the ergonomic office improvements in the employees' office spaces. The DOE Kansas City Plant is now home to three VPP STAR participants, the Federal agency office, its M&O contractor, and sub-contractor. KCSO applied ISM principles under the mentorship of their M&O contractor and worked closely with OSHA Regions V and VIII in preparing to apply for the VPP recognition.

DOE issued the ISM System Manual, DOE M 450.4-1, in November 2006. This manual provides requirements and guidance for both Federal and contractor DOE workplaces to ensure the development and implementation of an effective ISM system that is periodically reviewed and continuously improved. Complementing this document is the ISM Champions Council, which was chartered in November 2006. Their role is to support line management in developing and sustaining vital, mature ISM systems throughout the Department so that work is reliably accomplished in a safe manner.

“The Radiation Protection Programs Guide” was issued in March 2007 to amplify the regulatory requirements of 10 C.F.R. 835 and provide explanations and examples of the basic requirements for implementing the requirements of 10 C.F.R. 835.

The DOE Oversight Policy, DOE P 226.1A, was promulgated in May 2007 to establish a Department-wide oversight process to put responsibility and accountability at the appropriate organizational level (both Federal and contractor) to implement comprehensive, rigorous processes that ensure adequate protection of the public, workers, environment, and national security assets and to facilitate effective and efficient operations.

“Worker Protection Program for DOE (including the National Nuclear Safety Administration) Federal Employees Guide for Use with DOE O 440.1B” was issued in June 2007 to provide suggestions and alternative approaches that DOE elements may consider in implementing their worker protection programs.

HSS published “Practical Approaches to Facility and Activity Walkdowns” in March 2007. This 24-page guide was developed for senior executives with line management responsibilities to enable them to ask relevant safety and procedural questions and obtain a better operational awareness during tours of facilities in the field.

DOE promulgated “Industrial Hygiene Functional Area Qualification Standard”, DOE-STD-1138-2007, August 2007, and “Electrical Systems and Safety Oversight Functional Area Qualification Standards at DOE Defense Nuclear Facilities” DOE-STD-1170-2007, August 2007. The primary purpose of the Technical Qualification Program is to ensure that employees have the requisite technical competency to support the mission of the Department.

DOE updated the *Hoisting and Rigging Manual* and re-issued it as a technical standard, DOE-STD-1090-2007, “Hoisting and Rigging,” in August 2007.

DOE published five Safety Bulletins covering hazard warnings on compressed gas cylinders, hexavalent chromium, lead, tungsten welding rods containing thorium, and unwanted chemical reactions.

- Recognition

DOE presented safety awards to several organizations and individuals for their outstanding performance during an awards ceremony at the VPPPA

meeting in August 2007. Overall excellence, outreach, mentoring, champions, and innovation were among the areas recognized. DOE's biggest award program is its long-established DOE VPP program, which recognizes contractor sites for exemplary programs and performance, using the same criteria as OSHA. DOE is proud of its 26 VPP sites. The DOE Kansas City Office is the first DOE Federal workplace to be recognized with the OSHA VPP Star, which was awarded to the Office in February 2007.

B. Achievements of Fiscal Year 2006 Goals

The FY 2006 goals for FY 2007 included the SHARE goals; establishment of an effective employee safety and health concerns program; comprehensive workplace safety and health inspections; mandatory safety and health general employee training for all Federal employees; revision of DOE O 440.1A, *Worker Protection Management for DOE Federal and Contractor Employees*; continued collection, consolidation, and analysis of OWCP data; and more fully utilizing the CAIRS system to review worker injury and illness data.

As discussed in this report, DOE did not meet three of the four SHARE goals. DOE's performance declined, with increases in total case rates and total lost production days. The slight improvement in the lost time case rate was not sufficient to meet the goal. Only the timely filing of claims improved.

The FY 2007 goal to develop and implement safety orientation training for all DOE Federal employees was fully met. This initiative was successfully completed by the close of FY 2007 and will be refreshed annually.

DOE issued a Policy on *Differing Professional Opinions on Technical Issues Related to Environment, Safety, and Health*, DOE P 442.1, in November 2006. An accompanying Manual was also released in November. This policy supplements the DOE Employee Concerns Program established in DOE O 442.1A, Department of Energy Employee Concerns Program, by providing a specific process for assessing and addressing technical issues related to ES&H.

DOE Order 440.1A was revised and approved in May 2007 as DOE Order 440.1B, *Worker Protection Program for DOE (Including the National Nuclear Security Administration) Federal Employees*. It provides updated requirements for Federal employees, in line with the requirements for its contractors found in 10 C.F.R. 851.

HSS has improved its communication of OWCP data to DOE top management and has highlighted shortcomings in Federal employee safety

improvement. Specifically, DOE's overall safety performance, as measured by total case rates and DART rates, has steadily improved every year since 1996. This good news has overshadowed the recent lack of improvement in the Federal employee population of DOE. With a 10-to-1 ratio of contractors to Federal workers, management has historically focused on the overall record of improvement driven by contractors. Growing management awareness of the lack of improvement in Federal employee safety performance resulted in a directive to implement ISM in Federal DOE workplaces, starting in FY 2007. As this initiative matures, the expectation is that the Federal workforce will benefit, just as the contractor workforce has over the 10 years that DOE contractors have implemented ISM in their workplaces.

Use of CAIRS data allows DOE to have more timely and more complete details about OSHA-recordable injuries and illnesses. CAIRS data updates are regularly presented to DOE management.

V. Resources

N/A

VI. Goals, Objectives, and Strategies

DOE has committed to the SHARE goals. HSS will continue to communicate progress in meeting these goals and to provide technical services to assist line management in improving the safety of their workplaces. DOE believes that greater employee safety awareness gained by the training now required of every employee, ISM implementation, and performance appraisal revisions will help drive safety improvements in the Federal employee sector of the Department.

DOE will look to improve the flow down of FEOSH direction through the chain of command and via the FEOSH committee. With the HSS reorganization at the end of FY 2006, FEOSH has gained opportunities for greater access to DOE's top management. HSS will continue the communications began in FY 2007 to keep management informed and to request their attention in implementing FEOSH programs in their organizations.

DOE will continue the implementation of ISM for Federal employees that was begun in FY 2007. During FY 2008, each DOE Federal employee workplace will begin implementing the ISM goals that were identified in their FY 2007 system

descriptions. This implementation process will progress toward full implementation in FY 2009.

FEOSH will encourage mentoring by various DOE VPP sites, as well as external sites, to assist DOE Federal workplace organizations in learning how to achieve exemplary performance in safety and occupational health. The Kansas City Field Office was the first DOE Federal employee site to earn the OSHA VPP Star, and their achievement is a beacon for other organizations that are willing to commit to change.

HSS will encourage the active participation of DOE headquarters and field elements in interagency health and safety councils.

HSS will provide workshops to improve the quality of injury/illness reporting data into CAIRS, self-assessment, and case management.

DOE will focus efforts on OST to help that organization improve the safety of its operations and training. HSS and DOE top management will provide technical support and onsite evaluations to identify areas that could be improved, while maintaining the rigor needed of this highly trained security force. Examples of support include identifying safety performance goals, education and awareness, categorizing past injuries to facilitate analysis, and process study analysis.

DOE will continue to encourage and monitor safety performance of the PMAs to not only sustain the improvements made by BPA recently, but to raise the expectations for all of the PMAs to improve their safety performance.

HSS will offer support to the PMAs in developing FEOSH champions at each geographic location, developing site-specific training and awareness activities, identifying and addressing safety deficiencies, and creating mentorship opportunities with DOE VPP Star sites.

PSOs and NNSA will highlight the importance of case management and encourage the development of initiatives to improve their return to work programs.

VII. Questions/Comments

Appendix I

	Name	Official Title	Telephone	E-mail
Subagency Name:	National Nuclear Security Administration			
OSH Manager:	Doug Abramson	General Engineer	301-903-7328	doug.abramson@nnsa.doe.gov
Other Contact:				
Subagency Name:	Office of Science			
OSH Manager:	Matt Cole	Fire Protection Engineer	301-903-8388	matt.cole@science.doe.gov
Other Contact:	Jay Larson	Safety and Occupational Health Manager	301-903-9869	jay.larson@science.doe.gov
Subagency Name:	Office of the Under Secretary			
OSH Manager:	Cherylynne Williams	Safety and Occupational Health Manager	202/586-1005	cherylynne.williams@hq.doe.gov
Other Contact:				
Subagency Name:	Bonneville Power Administration			
OSH Manager:	Johnny McGhee	Safety and Health Manager	360-619-6726	jbmcghee@bpa.gov
Other Contact:				
Subagency Name:	Western Area Power Administration			
OSH Manager:	Kathy S. Patchell	Safety and Occupational Health Manager	720-962-7295	patchell@wapa.gov
Other Contact:				
Subagency Name:	Headquarters			
OSH Manager:	Cherylynne Williams	Safety and Occupational Health Manager	202-586-1005	cherylynne.williams@hq.doe.gov
Other Contact:				

Subagency Name:	Office of Environmental Management			
OSH Manager:	Terry Krietz	Safety and Occupational Health Manager	301-903-6456	terry.krietz@hq.doe.gov
Other Contact:				

Subagency Name:	Office of Nuclear Energy			
OSH Manager:	John Serocki	Industrial Hygienist	301-903-7999	john.serocki@hq.doe.gov
Other Contact:				

Appendix II

The table below is blank because DOE had no catastrophic events that impacted Federal employees.

Fatalities/ Catastrophic Events	Cause—FY 2007
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