



Department of Energy

Washington, DC 20585

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MEMORANDUM FOR DISTRIBUTION

FROM: ~~GLENN S. PODONSKY~~
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~~OFFICE OF HEALTH, SAFETY AND SECURITY~~

SUBJECT: Corporate Outreach and Awareness Initiative: Title 10, Code of Federal Regulations, Part 851, *Worker Safety and Health Program*

The safety and health of the Federal and contractor workforce is an uncompromising principle. On February 9, 2006, the Department of Energy (DOE) published title 10, Code of Federal Regulations (CFR), part 851, *Worker Safety and Health Program* (the Rule), to codify its regulatory framework for an effective worker safety and health program. With 7 years of implementation experience with this Rule, we are now in a position to reflect on our successes and gather lessons-learned from implementing the rule to identify any areas needing further clarification or improvement. To accomplish that objective, the Office of Health, Safety and Security (HSS) plans to conduct a 10 CFR 851 outreach and awareness campaign.

The Rule applies to the conduct of diverse and complex contractor activities, which encompass a wide range of hazardous activities. The contractor must provide DOE with a Worker Safety and Health Program (WSHP) that describes the methods used to protect workers from these hazards, as well as the mechanisms to involve workers and their representatives in the development of the program and the identification and control of hazards in the workplace. Two key components of the WSHP are management responsibilities and worker rights and responsibilities.

The Rule provides the basic foundation and minimum essential requirements needed to establish effective programs to protect workers from hazards associated with their activities. Coupled with the Rule, the Integrated Safety Management System (ISMS) has served for the last 17 years as the overarching management framework for the Department's safe planning and execution of its diverse missions. There is an expectation that the approved worker safety and health program will be integrated with other related site-specific worker protection activities and with the site ISMS.

Over the last few years, the Department has taken a number of actions to improve implementation of worker safety and health programs, including strengthening the safety culture and processes for work planning and control. Parallel with these initiatives, HSS began an 851 awareness program. This resulted in additional information identifying the need for greater outreach to the DOE complex to ensure that



there is a clear understanding of the requirements, recognition and acceptance of worker rights and responsibilities, and consistent and effective implementation of the Rule.

To further continuous improvement associated with implementation of the Rule, I have assigned Dr. Patricia R. Worthington, Director, Office of Health and Safety, within HSS, as the responsible manager for coordinating HSS' Corporate 10 CFR 851 Outreach and Awareness efforts across the complex.

Specifically, the effort will involve HSS senior managers and staff and multi-disciplinary subject matter experts (SME) from key HSS offices. Their mandate is to reach out to a broad spectrum of internal and external stakeholders that shape and influence effectiveness of site-specific WSHP implementation. This outreach will be focused on policy clarification, subject matter technical assistance, and sharing of lessons learned and experiences.

The 10 CFR 851 Corporate Outreach and Awareness consists of the following key activities:

- Conduct a series of discussions with the Headquarters Program offices and selected site senior managers, SMEs, and workers. These discussions will include one-on-one and small group discussions to hear firsthand of the site-specific 851 lessons-learned and to identify corporate opportunities to assist the sites with the Rule implementation;
- Present 851 training to senior managers;
- Discuss site-specific implementation lessons learned;
- Convene panels to provide forums for discussion with union and worker representatives to better understand any 851 emerging or recurring issues and the extent of worker awareness and involvement; and
- Provide improved web-based dissemination of descriptive literature clearly highlighting the Rule's requirements and implementation expectation.

I am confident that through our combined collective efforts DOE can continuously improve its already notable record of safety and operational excellence.

I plan to personally participate in the discussions at both Headquarters and the selected sites so that I can hear firsthand from managers and workers about the 851 implementation challenges that they are encountering during execution of work. Dr. Patricia Worthington, of my staff, will be following up with each Program Office and their respective sites. Meanwhile, if you have any questions or need assistance, please contact Dr. Worthington at (301) 903-5926 or via e-mail at pat.worthington@hq.doe.gov.

**DISTRIBUTION LIST FOR CORPORATE OUTREACH AND AWARENESS
INITIATIVE: TITLE 10, CODE OF FEDERAL REGULATIONS, PART 851,
WORKER SAFETY AND HEALTH PROGRAM**

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