

NRC Safety Culture Update

Per direction from the Executive Director for Operations (EDO) ([ML13170A517](#)), in May 2014 the lead responsibility for internal safety culture activities, including the Open Collaborative Working Environment (OCWE) and Open Door Policy (ODP) activities, transitioned from the Office of Enforcement (OE) to the Office of the Chief Human Capital Officer (OCHCO). Lead responsibility for the Non-Concurrence Process (NCP), Differing Professional Opinions (DPO) program and external safety culture remained with OE. The EDO directed OCHCO, OE, and the Office of Small Business and Civil Rights (SBCR) to continue to work together to build a strong organizational culture.

The OCWE assessment ([ML14290A273](#)) and OCWE project plan ([ML14346A300](#)) implementing the recommendations from the assessment were further informed in 2015 by the Safety Culture and Climate Survey (SCCS) results. OCHCO is reconsidering the recommendations in light of this recent survey data and considering merging efforts to enhance the NRC Safety Culture with the agency action planning efforts being used to address both the annual Federal Employee Viewpoint Survey (FEVS) and the SCCS. Additional assessments of the Non-Concurrence Process (NCP) and Differing Professional Viewpoints Program (DPO) completed in late 2014 provided new information that OE is using to enhance these programs that support the environment for raising concerns. Management Directives for ODP, NCP, and DPO have all been updated over the past year.

OCHCO continues to integrate safety culture as part of the broader NRC organizational culture comprised of our mission, values, and principles of good regulation. An acknowledgment that the nature and purpose of a regulatory body is distinct from that of its licensees validates efforts to ensure a positive safety culture at the NRC that will be slightly different from those efforts used by the licensees that we regulate. Although many similarities regarding safety culture exist in any organization, OCHCO emphasizes and relays the importance of safety culture as an inherent component of the broader NRC organizational culture that is complementary to, but distinct from the NRC's work regulating licensees' safety culture. In this regard, OCHCO efforts to improve the NRC's organizational culture contribute to the advancement of the internal safety culture.