

# Personal Commitment to Excellence in Health & Safety



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December 2, 2015

MEMORANDUM FOR HEADS OF DEPARTMENTAL ELEMENTS

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SUBJECT: Personal Commitment to Excellence in Health and Safety

The successful execution of DOE's mission depends on thousands of Federal and contractor employees working across our Nation. We are entrusted with extremely complex and technologically advanced endeavors that advance the national security and energy interests of the United States. Many of our missions pose unique safety challenges. Meeting our responsibilities in a safe and efficient manner requires a rigorous approach to planning, management, analysis, and monitoring of a broad range of activities. We must identify and control a wide array of hazards encountered while carrying out our mission, including nuclear, radiological, chemical, biological, ergonomic, and industrial hazards.

The Integrated Safety Management System provides the overarching framework to safely plan, execute, and monitor mission activities. These are all the basic components of a strong organizational safety culture. DOE's Safety Culture Improvement Panel, established by the Deputy Secretary on May 18, is an important element of the overall strategy to apply sustained leadership, consistent implementation, and an enterprise-wide cross-organizational focus to continuous safety culture improvement.

The Department's ultimate health and safety objective is to experience zero accidents, work-related injuries, illnesses, regulatory violations, and/or reportable environmental releases. The following principles reflect our strong commitment to excellence in health and safety. We ask that you join us in advancing these leadership, employee engagement, organizational, and educational goals in your areas of responsibility:

- We will operate our facilities and conduct work activities in a manner that protects our employees, the public, and the environment. We recognize that meeting minimum requirements merely reflects the starting point in our pursuit of excellence.
- We will strive to ensure that each DOE employee understands his or her role and responsibility for safety and health. Each one of us is responsible and accountable for safety in our places of work.
- We will foster a Safety Conscious Work Environment across all departmental operations. Federal, laboratory, and contractor workers must feel free to identify and raise issues related to the environment, safety, health, security, quality, and/or management of programs and facilities openly, and without fear of reprisal. We must not deter, discourage, or penalize employees for the timely identification of issues; the reporting of illnesses or injuries; or the use of issue management systems/programs (i.e., Employee Concerns or Differing Professional Opinion Programs).
- We will learn from our mistakes and experiences. We will report errors and problems, establish vigorous corrective action programs, monitor performance through multiple means, learn from operational experience, and encourage a questioning attitude.

Thank you for your leadership and commitment to ensuring the safe execution of our Department's vital mission on behalf of the American people.



Leadership

Employee Engagement

Organizational Learning