

2008 OSCAR Survey
Respondent Comments

The following comments are excerpted from the National Safety Council (NSC) Survey Appendix G. They have been sorted by the following categories: Ergonomics, Housekeeping/Office Safety, Environment, Fire Safety/Emergency Management, Electrical Safety, Safety Awareness, Facility Safety, Misc and Management Perception/Morale. Comments containing content pertaining to more than one category will appear in each category as appropriate.

Ergonomics		
Comment #	Comment	Responsibility
7	Ergonomics. Supply items to make sedentary work safe are sometimes lacking. Setting up computer work stations where monitor, keypad and mouse are placed is dependent on the equipment. There should be correct items available to have the work center ergonomically feasible for individuals.	
69	A more adequate workspace to eliminate the danger of equipment on multiple shelves and/or tripping over numerous cases in a small floor area. This is coupled with the high probability of back and neck injuries from stretching and lifting.	
86	Conduct periodic (suggest two times a year) safety assessments of the office location/environment by all office personnel to identify potential safety hazards and improvements.	
131	There are small monitors on computers. Procure larger monitors There is poor computer and desk design. Get better design and configuration.	
259	It would be helpful to have an ergonomics specialist visit workstations to review proper posture while at the desk and computer.	
292	Provide employees with adequate desk chairs to support sitting at a desk for ten hours a day. Appropriate ergonomic chairs are hard to come by, especially for new employees.	
314	For the administrative staff, there needs to be a program in which they evaluate your workstation. The furniture that is used makes it almost impossible to set up the workstation according to what is recommended. I get major pain in my hand and arm because of this.	
331	Routine yearly ergonomics work station analysis for each employee.	
407	HSS management not only does nothing to improve office ergonomics, they belittle efforts to improve ergonomics. Leadership gives only lip service to safety in the office.	

Ergonomics		
Comment #	Comment	Responsibility
190	Office environment. Not many workplace hazards, but we do have the following: Poor HVAC/noise control systems. No systematic workplace orientation program. Need to have employees take a break and walk around periodically (at least I find myself sitting in a chair more than 7 hours a day, not very good for my health).	
232	More emphasis and opportunity to participate in physical exercise during work. Lower the cost (or subsidize) for gym memberships.	

Housekeeping/Office Safety		
Comment #	Comment	Responsibility
89	The most hazardous activity we encountered this past year was an office move. We could use better support for moving-related activity.	
125	Office moves. More assistance is needed in packing and unpacking boxes.	
303	Administrative program staff never considers safety in doing administrative support. For example, during a recent move from one building to another, "safety" was only mentioned after we were moved. Then unused furniture clogged aisles and hallways for months! Total disregard of safety. Also, no SOPs for support tasks!	
125	Office moves. More assistance is needed in packing and unpacking boxes. We need better soap in bathrooms. There should be more spot checking of heating in the office. And more concern by management is needed.	
103	Renovate the building to eliminate electrical plug-ins that pop up in the floor, causing accidents. Improve lighting. The result would be a reduced chance of falling.	
121	The telephone and computer folks need to tidy up the wires and cables that are under desks. I am frequently getting feet caught up and disconnecting phones.	
131	There is clutter, safes, desks in the halls blocking emergency exits. Clear this immediately.	
192	More effective sound-proofing in offices and hallways. It would make for easier concentration.	

Housekeeping/Office Safety		
Comment #	Comment	Responsibility
18	Remove the clutter from the corridors. Furniture (including safes and other bulky pieces), trash dumpsters, trash cans, boxes, and other debris sits in the halls for months at a time. Recycling bins and trash barrels sit at corridor intersections and sometimes partially block exits or impede hall traffic. In the event of an emergency evacuation in dark or smoke-filled corridors, these obstacles would be life-threatening. On a daily basis, they make navigating the halls a challenge for able-bodied and handicapped staff alike.	
204	There is too much excess furniture/supplies that is left for too long in hallways. This obstructs the traffic flow, presents hazards from sharp comers or low tripping obstacles, and collects trash.	
206	Housekeeping. Keep aisles clear and offices uncluttered. Also, there is a noise problem. We should carpet the hallways and install soundproofing.	
212	Have the movers remove excess tables, chairs, safes from the hallways. This is a fire hazard.	
253	Clear corridors of furniture and trash.	
291	Furniture stacked in hallways is a hazard. Open file cabinet drawers are a hazard.	
365	I have noticed a great deal of clutter in the hallways at GTN (discarded furniture, packing boxes, old equipment). The hallways are narrow and this clutter presents a significant hazard (tripping, impeded access to exits, movement of medical/fire personnel in an emergency). I suggest that this clutter be tagged and not permitted to stay in place for more than two weeks. Hall monitors could be designated to report the status of hallway clearance to a central site.	
229	Getting desks and tables out of the hallways ASAP!	
80	We have had at least seven safes "parked" in the hallway of 3rd Floor C and E wings for over six months, hindering access and movement. If there ever was a medical emergency, these safes would block or hinder a gurney or firefighter's access.	
222	Providing adequate space for all employees. There are too many people crammed into tight spaces. Three or more in a three-bay office, while I see other organizations like HS-1.2 all in individual offices. Excess furniture and equipment is left in hallways. HS-1.2 needs to work with ME on better removal. There is poor response time for issues that have been brought forward, and there is no money to get better power equipment. There is a huge safety issue when power goes out in the building.	

Housekeeping/Office Safety		
Comment #	Comment	Responsibility
287	Clean up office floor space from piles of paper, boxes, cords, etc. Stress that files cabinet drawers should be closed.	
257	Mop floors after hours.	
292	We need to make sure that wet walking surfaces are cleaned and dried promptly, particularly indoors.	
111	Employees need to be trained on being skilled observers of the workplace, and have the ability to detect USQs or other things out of place. We need to be alert in the beginning.	
126	Safety evaluation of workplace utilization. Identification of hazardous work conditions, recommendation of changes, implementation of changes to prevent falls and injuries due to falling equipment.	
281	Add questions to the survey on office safety.	
86	Conduct periodic (suggest two times a year) safety assessments of the office location/environment by all office personnel to identify potential safety hazards and improvements.	

Environment – temperature, air quality, equipment, bathrooms, asbestos		
Comment #	Comment	Responsibility
22	When I reported continuing temperatures over 80° in an enclosed office space, lots of people and the safety committee came up (including building maintenance). Everyone insisted I come up with a solution even though I have no control over the facilities. Building maintenance said all the other places like ours had auxiliary cooling. In the end, nothing happened. Conclusion: lots of programs; not much action.	
353	Developing a standard configuration with per bay occupational limits for vaulted spaces. This would solve some of the ventilation and worker safety issues associated with working in a vault.	

Environment – temperature, air quality, equipment, bathrooms, asbestos		
Comment #	Comment	Responsibility
112	Since this is an office setting, there should be periodic surveys of the office space to ensure proper heating/cooling/ventilation. A major health concern in the FORS building is chronic sinus infections and eye irritation due to the high level of mold, especially at the subterranean level. This has been reported for years but consistently ignored. Why? Because no one cares. It doesn't cost the organization money if it's not corrected.	
125	We need better soap in bathrooms. There should be more spot checking of heating in the office. And more concern by management is needed.	
186	Check outlets, electrical cords, and carpet tiles.	
190	Office environment. Not many workplace hazards, but we do have the following: Poor HVAC/noise control systems.	
222	Providing adequate space for all employees. There are too many people crammed into tight spaces. Three or more in a three-bay office, while I see other organizations like HS-1.2 all in individual offices. There is poor response time for issues that have been brought forward, and there is no money to get better power equipment. There is a huge safety issue when power goes out in the building.	
228	Make offices better equipped with working equipment.	
302	Asbestos: real or imagined?	
230	Recently I have heard of asbestos problems in the building.	
373	There is talk about knocking down wall to reorganize office space. It seems that the GTN building has asbestos in some walls and floors and asbestos abatement should be properly done in order to protect the office employees. This health hazard should be avoided.	
356	There is a need/requirement (DOE 0440.1B) to "provide a place of employment free from recognized hazards". There are numerous locations where there is loose or flaking paint (e.g. B319). Has GTN been fully characterized for lead paint? Has GTN been fully characterized and appropriately marked for asbestos materials?	
234	Cleaning crews leave cords and tools across hallways and floors. Carts are parked at congested comers. Restrooms are unavailable for too long and often adjacent facilities are also closed for cleaning. It would be better to double up on restroom cleaning to minimize downtime. This is especially true during flu season. Fixing the problem would enhance employee morale.	

Environment – temperature, air quality, equipment, bathrooms, asbestos		
Comment #	Comment	Responsibility
292	We need to make sure that wet walking surfaces are cleaned and dried promptly, particularly indoors. Also, provide employees with adequate desk chairs to support sitting at a desk for ten hours a day. Appropriate ergonomic chairs are hard to come by, especially for new employees.	
319	Employee health and safety could be most improved by improved building cooling in the summer and ensuring that exterior pathways are cleared quickly in the case of ice and snow for those walking in. Crossing RT118 is also very hazardous, especially at night.	
301	<p>I don't know much about the <i>DOE/HSS</i> safety program. I didn't even know there was a formal program. I do know there was a contest to name some little squishy toy. I know there is too much paper in inadequate space. Workers have to walk around boxes of paper on a constant basis.</p> <p>This survey seems more directed toward giving <i>DOE/HSS</i> a pat on the back rather than addressing specifics such as an overworked staff stressed from work overload and artificial deadlines. The response to that from management is "there is no money in the budget for additional staff to help with that workload." The same response comes from management when old equipment fails. Surplus used equipment (junk) is substituted for new equipment, and the workforce (at the lower level) is using cast-off equipment and trying to meet artificial deadlines.</p> <p>Too many people are crowded into a workspace already filled with paper. The noise level is far too loud. The heating and air conditioning are bad. Air filtering is questionable, if it exists at all.</p>	
333	Ventilation, heating and cooling could be better. Ventilation should be cleaned. Return vents are full of dust and lint. Better production by employees and possible reduced sick leave could be achieved.	
360	One thing that is very important is the installation of carbon monoxide alarms and smoke detectors. Also, because we are in the lower level, how about radon detectors?	
375	Room E354 in Germantown was once home to an employee that smoked. The room still has a strong smoke odor, which can't be good for employees that enter the room. I suggest the room be decontaminated to remove health risks.	
413	The heat and air system is never calibrated or inspected. The lighting is marginal and outdated. There should be an annual program of inspections/adjustments to ensure proper operation.	

Environment – temperature, air quality, equipment, bathrooms, asbestos		
Comment #	Comment	Responsibility
192	More effective sound-proofing in offices and hallways. It would make for easier concentration.	
122	Co-workers conference calls must be kept in low volume to avoid bothering others.	
458	Update/fix the radio system and provide necessary gear in a more timely fashion.	
467	Invest in a proper facility for weapons/ammunition storage and service.	
468	Invest in a proper facility for storage and maintenance of weapons.	
504	It would be a good thing to have a medical facility available for all the job staff and contractors and allow them free access.	
311	Onsite medical facilities can only be used by feds; we contractors are excluded! Ventilation at DOE GTN is inadequate. The outside vents aren't filtered, so outside pollutants and pollen enter the building. This aggravates my allergies.	
17	Move out of the Germantown facility. It is a "sick" building. The electrical and IT systems are too old for today's office requirements.	
26	Improve the working conditions in the office through better maintenance and housekeeping, i.e. bathrooms, etc.	

Fire Safety/Emergency Management		
Comment #	Comment	Responsibility
18	Remove the clutter from the corridors. Furniture (including safes and other bulky pieces), trash dumpsters, trash cans, boxes, and other debris sits in the halls for months at a time. Recycling bins and trash barrels sit at corridor intersections and sometimes partially block exits or impede hall traffic. In the event of an emergency evacuation in dark or smoke-filled corridors, these obstacles would be life-threatening. On a daily basis, they make navigating the halls a challenge for able-bodied and handicapped staff alike.	
80	We have had at least seven safes "parked" in the hallway of 3rd Floor C and E wings for over six months, hindering access and movement. If there ever was a medical emergency, these safes would block or hinder a gurney or firefighter's access.	

Fire Safety/Emergency Management		
Comment #	Comment	Responsibility
279	I am an inspector, so the following reflects all workplaces, not just my primary one. Annually have workers take turns operating a fire extinguisher. Most of this should be via simulation, i.e. no fire, but after practicing, workers should make at least one sweep (1-2 seconds) involving partially discharging a fire extinguisher. They should observe everyone else in the group that causes one fire extinguisher to be completely discharged, so they understand for example how long it will operate in total seconds and what the last seconds are like.	
346	Regular inspections/spot check to identify potential and obvious problems.	
492	During an unannounced fire alarm, no one went to their designated posts. This "fire alarm" was real! Pro-force officers knew where to go.	
555	One activity that I believe would contribute most to improving safety at this workplace is more training in emergency practices.	

Electrical Safety		
Comment #	Comment	Responsibility
17	Move out of the Germantown facility. The electrical and IT systems are too old for today's office requirements.	
64	We need an upgrade of electrical outlets to avoid running of cords, cords, and more cords, for connection of equipment, and to prevent electrical shutdown of computers and other equipment. 66 Office ergonomics, especially carpal tunnel syndrome. Upgrade electrical wiring, which currently causes tripping hazards and fire hazards. Upgrade and enlarge computer monitors, which currently cause eye and back strain.	
121	The telephone and computer folks need to tidy up the wires and cables that are under desks. I am frequently getting feet caught up and disconnecting phones.	
186	Check outlets, electrical cords, and carpet tiles.	
222	Providing adequate space for all employees. There are too many people crammed into tight spaces. Three or more in a three-bay office, while I see other organizations like HS-1.2 all in individual offices. Excess furniture and equipment is left in hallways. HS-1.2 needs to work with ME on better removal. There is poor response time for issues that have been brought forward, and there is no money to get better power equipment. There is a huge safety issue when power goes out in the building.	

Electrical Safety		
Comment #	Comment	Responsibility
250	Better locate electrical outlets and telephone wires.	
290	Inspection of all electrical, cable, cords, and power strips in all offices.	
304	Upgrade electrical outlets to accommodate equipment being used so there is no interruption in production.	
329	Electrical load capacity and power reliability is a problem. It is a production annoyance due to computer shutdown through power loss. The lack of sufficient workplace outlets for modem office equipment results in stringing extension cords and daisy-chaining power strips to supply power. Safety inspections find extension violations, but don't solve the basic problem.	
332	Evaluate/correct electrical loads vs. outlet capacity throughout GTN building, especially where power strips are daisy-chained.	
348	Install more electrical outlets. Get rid of excess furniture/equipment in the hallways.	
407	Our daisy-chaining of extension cords is ridiculous. Leadership gives only lip service to safety in the office.	

Safety Awareness – meetings, training, communication		
Comment #	Comment	Responsibility
19	Institute and empower a safety committee. Engage the workforce and explain the ISMNPP tenets and expectations. Knowledge and actions will help people communicate and become involved.	
68	Weekly safety standup office meetings. Ten minutes on hazard identification and mitigation. It would keep safety in the forefront of employees' minds.	
77	Develop a more rigorous new employee safety training program. An awareness program for all employees regardless if they are involved in hazardous work duties would be beneficial to all.	
88	Appoint safety POCs and train them.	
97	At an all-hands or similar type setting, include a small chat on workplace safety and hazards. This may show to HSS employees that HSS management has a positive interest in prevention. Current management approach seems to show penalization first, then assess cost for a fine.	

Safety Awareness – meetings, training, communication		
Comment #	Comment	Responsibility
105	Provide an annual safety awareness brief to all headquarters personnel. This would provide a mechanism to enhance safety awareness for all employees.	
108	Periodic safety gatherings highlighting personal safety topics, or even a "safety fair", perhaps twice a year.	
115	Holding regular meetings that discuss safe work practices, workplace hazards, and improving safety awareness in the Forrestal building. This would enhance awareness of safe work practices that apply to the office workplace setting.	
118	Regularly re-enforce safety through written products, procedures and communication from management.	
135	I truly am not aware of any safety programs, meetings, etc. with regard to safety. However, I'm a part time employee so maybe I'm not around when safety is discussed.	
136	More training.	
191	Specification of employees' safety responsibility.	
208	Semi-annual office inspections where both the occupants and safety professionals review areas, including common areas. This would ensure unsafe conditions are kept to a minimum as long as corrective actions are appropriately implemented.	
209	A modest but persistent office safety program would be useful. Active safety committees, walkaround inspections, action lists, follow-up on actions, etc., would be useful as long as they are productive. Avoid activity just to look like something useful is taking place.	
213	Create a learning culture. Insist folks work beyond their old routines through matrixing, cross-organizational assignments. The problem that would be solved is employees would see what other do, develop flexibility, and create depth/breadth to their skill sets.	
239	Engage employees in identifying work hazards, developing procedures, and addressing concerns. Provide training in how to do these actions.	
240	Suggest quarterly meetings for all DOE employees regarding safety.	
263	We need to train supervisors on office safety and provide an inspection checklist.	
270	I believe that having a safety committee that met once a quarter would be useful.	

Safety Awareness – meetings, training, communication		
Comment #	Comment	Responsibility
279	I am an inspector, so the following reflects all workplaces, not just my primary one. Annually have workers take turns operating a fire extinguisher. Most of this should be via simulation, i.e. no fire, but after practicing, workers should make at least one sweep (1-2 seconds) involving partially discharging a fire extinguisher. They should observe everyone else in the group that causes one fire extinguisher to be completely discharged, so they understand for example how long it will operate in total seconds and what the last seconds are like.	
300	We need more safety training on a regular basis, quarterly as a minimum.	
303	Administrative program staff never considers safety in doing administrative support. For example, during a recent move from one building to another, "safety" was only mentioned after we were moved. Then unused furniture clogged aisles and hallways for months! Total disregard of safety. Also, no SOPs for support tasks!	
310	HSS management, starting at the top, should work with other organizations to ensure the Emergency Evacuation Program at GTN really works. My experience is that unannounced evacuations (exercise and real world) are poorly conducted at the facility level. This is a continuing concern of mine.	
312	The safety program should focus more on office safety. HSS's desire for VPP status is all about "organizational image"; not safety.	
346	Regular inspections/spot check to identify potential and obvious problems.	
347	Training through another government agency.	
368	Replace out of date contact information on safety posters. Establish a safety "hotline" for reporting concerns/suggestions. Increase visibility of inspections (if they are occurring) or institute an inspection program. Provide PPE (safety shoes, prescription safety glasses, hard hats, etc.) to technical professionals doing field work.	
369	Safety assessments.	
378	We need to develop and then communicate a DOE headquarters facility health and safety plan for all employees, to include office workers, maintenance, warehouse, and guard force.	
380	I would suggest regular safety checks through FEOSH. This change could introduce everyday safety improvements in the workplace.	
381	HSS needs tools that managers and supervisors can use to quickly implement safety suggestions or actions. MA must provide better support in identifying and correcting legacy hazards in old buildings (particularly asbestos and lead).	

Safety Awareness – meetings, training, communication		
Comment #	Comment	Responsibility
393	I don't think computer-based training is effective. I think hands-on training is better!	
398	Formal assessment of work activities (construction and maintenance) to see if proper safety protocols are followed.	
401	Simulate hostile scenarios.	
423	We should have a "safety awareness bulletin." It can be an on-line publication.	
426	Better management training for supervisors.	
499	More safety training. Get people more involved. Create awards for good behavior and punishment for bad.	
492	During an unannounced fire alarm, no one went to their designated posts. This "fire alarm" was real! Pro-force officers knew where to go.	
520	I believe training should be more considerate of a person's age and gender during physical activities.	
529	Safety reminders or flyers should be put out weekly, bi-weekly, or monthly to give reader friendly safety information regarding new and old problem areas to help people remember the appropriate procedures. We could introduce a promotion like "everyone must participate to make a difference."	
547	Putting together a safety committee would be a start in the right direction.	
554	Emergency drills. Officers can practice performing their jobs safely and it can become second nature.	
555	One activity that I believe would contribute most to improving safety at this workplace is more training in emergency practices.	
420	Communicate the safety plan.	
115	Holding regular meetings that discuss safe work practices, workplace hazards, and improving safety awareness in the Forrestal building. This would enhance awareness of safe work practices that apply to the office workplace setting.	
305	Immediately publicize all safety incidents.	
321	Have more communication. I am unaware of any safety program within HSS. Try to improve morale among contractor staff.	
221	The VPP committee should send out minutes of all of its meetings to employees.	
235	Communicate information regarding specific safety incidents that occur so that persons will consider how to avoid suffering the same events. (Share lessons learned).	
248	There should be a monthly email listing actual safety accidents at headquarters. Also, add items to the survey to reflect HSS workplace environment.	

Safety Awareness – meetings, training, communication		
Comment #	Comment	Responsibility
284	What is the HSS plan for working from home due to pandemic flu or other emergency events?	

Facility Safety – walkways, speed limits, seat belts, lighting		
Comment #	Comment	Responsibility
1	More lights in the parking lots to avoid tripping and falling. This ties to the time of year when we come in early and it's dark or leave late and it's dark.	
518	Repair all inoperable exterior lights around the facility. Highly illuminated areas help to deter criminal activity and make it safer for officers conducting exterior patrols. If all areas are highly/properly illuminated, it will help keep an officer from being surprised by someone hiding in the shadows.	
116	Implement the use of motion detector light switches in offices where the manual light switch is difficult to reach safely when the office is dark.	
3	Improvement of facility conditions. Repair old worn out facilities and equipment, side walk, ventilation, carpet (tripping hazards).	
90	Mandate the use of seatbelts in GOVs and rentals involved in protective/security operations (i.e. the Secretary's detail and other dignitary protection). This is not enforced, and the risk of an auto collision outweighs the perceived risk of not being able to respond to an attack while belted. This is especially important in rural and foreign areas that lack good trauma care.	
137	Relocate to new facilities. Current facilities have poor power distribution, stairs and elevators that create choke points, and windows that offer limited protection.	
195	Improved lighting at crosswalks (can be on timer).	
265	Dominant problems: icy paths, spills in hallways, driving/parking in the road to drop off passengers.	
294	Please stop vehicles from unloading passengers while "parked" on the streets. This mostly occurs near the main gate, just outside of the parking lot in the morning.	
319	Crossing RT118 is also very hazardous, especially at night.	
366	Enforce speed limits.	

Facility Safety – walkways, speed limits, seat belts, lighting		
Comment #	Comment	Responsibility
428	Speed bumps are needed on the property to slow down drivers to address the problem of speeding on the property. Also, there are drivers still running stop signs. We need possibly a fixed camera to verify drivers have slowed down or speed bumps at the line to force the driver to slow down in the stop sign area.	

MISC		
Comment #	Comment	Responsibility
71	HSS has an aging workforce. Additional attention to fitness for assigned duties for those with health problems is an opportunity to improve OS&H protection.	
125	Office moves. More assistance is needed in packing and unpacking boxes. We need better soap in bathrooms. There should be more spot checking of heating in the office. And more concern by management is needed.	
134	Immediate supervisors need to stress safety with their employees.	
216	Reduce stress by increasing the workforce.	
217	I do not consider the workplace hazards I encounter at the Germantown complex to be severe or unmanageable. Current maintenance and housekeeping practices seem sufficient to minimize the hazards that are present.	
244	Safety is important but should not be the driver in job performance. The mission is primary.	
266	We need a program or office that can resolve an issue other than referring you to MA which is useless.	
283	A "Q" cleared bar for conducting business in an informal social networking atmosphere.	
299	If safety programs are in place, I just have not been informed of them.	
301	I don't know much about the <i>DOE/HSS</i> safety program. I didn't even know there was a formal program. I do know there was a contest to name some little squishy toy.	
320	Change the format of your questionnaire. You should have asked workers to suggest questions and choices for you to ask. Your survey is all good, fine, and accurate, but will not measure what you should have asked. Good luck to you. I think you mean well.	
326	I would narrow the focus of the program to office workers only.	

MISC		
Comment #	Comment	Responsibility
328	Future safety breaks should focus on the HQ scenario and field site activities.	
351	Survey questions could have included sections on administrative environment and on personnel who travel.	
354	Safety personal protective equipment (hard hats, safety glasses, and safety shoes) should be purchased for the employee by the department.	
374	Due to the nature of the work and work environment, safety is not a major concern in day-today work. Improvements will need a change in safety culture.	
397	We need efforts to reduce stress in the workplace. Reward people more for good effects rather than focusing on where they need constant improvement. Treat people as if they were your family.	
409	I have no suggestions since I work in an office at headquarters.	
421	My suggestion would be to have the people and equipment to perform your job.	
445	I think that in the future it would be beneficial to employees and management as a whole that when any new safety measures or policies are enacted that the opinions of the security staff should be taken into account.	
446	Having a workplace safety program or officers that are actually available.	
447	An annual bonus check for all employees who make it though the year without any safety violations.	
461	There are too many suggestions to list.	
499	More safety training. Get people more involved. Create awards for good behavior and punishment for bad.	
473	I'm too busy to think of ideas. You get paid to do that so do it.	
545	Management needs to listen to the officers.	
560	We need annual recognition to individuals for accident-free performance.	
101	Being rewarded for good safety practices and preventive measures.	
120	Constant re-enforcement to the employees.	
259	It would be helpful to have an ergonomics specialist visit workstations to review proper posture while at the desk and computer. In an administrative position, there aren't too many safety hazards to deal with. Thanks for taking the time to prepare the demo	
281	Add questions to the survey on office safety.	

Management Perception/Morale		
Comment #	Comment	Responsibility
125	And more concern by management is needed.	
376	This survey is very negative and anti-management.	
442	We need new supervisors who are more professional.	
448	Management should actually listen to employee suggestions and complaints about safety issues. It would make the workplace safer. Right now employees make suggestions and complaints, supervisors send it up, and nothing gets done about it.	
452	Implementing a seminar or teaching class on boosting employee morale.	
454	Management needs to talk to employees on changes that affect the office before they start the changes. And they need to talk to their employees so that morale isn't so low.	
501	We need to have supervisors and upper management support and assist officers and supervisors when a security issue arises until proven to be at fault and the protective force member is proven to be at fault, not belittle nor disrespect the office or supervisors because we're human and we all make mistakes. Treat people the way you want to be treated!	
507	Try asking one of us the solutions to problems that may arise instead of going off of someone who spends the whole day behind a computer. We officers know what works and what doesn't. Higher-ups don't listen to us when we make recommendations. In the end, it will only hurt us and I don't plan on getting hurt. Please do something about this!	
568	Involve employees in identifying the actual and potential safety issues, even though minor, in our workplace. This would hopefully provide employee ownership of existing issues and avoid a management "overkill" where there aren't big problems.	
123	Continue doing the things HSS is doing. This is a good program.	
112	Since this is an office setting, there should be periodic surveys of the office space to ensure proper heating/cooling/ventilation. A major health concern in the FORS building is chronic sinus infections and eye irritation due to the high level of mold, especially at the subterranean level. This has been reported for years but consistently ignored. Why? Because no one cares. It doesn't cost the organization money if it's not corrected.	
407	HSS management not only does nothing to improve office ergonomics, they belittle efforts to improve ergonomics. Leadership gives only lip service to safety in the office.	

Management Perception/Morale		
Comment #	Comment	Responsibility
97	At an all-hands or similar type setting, include a small chat on workplace safety and hazards. This may show to HSS employees that HSS management has a positive interest in prevention. Current management approach seems to show penalization first, then assess cost for a fine.	
117	Management should look around sometime and see and listen to what is happening or going on in their area.	
211	Making supervisors accountable to act upon work safety issues when presented to them by employees.	
301	This survey seems more directed toward giving <i>DOE/HSS</i> a pat on the back rather than addressing specifics such as an overworked staff stressed from work overload and artificial deadlines. The response to that from management is "there is no money in the budget for additional staff to help with that workload." The same response comes from management when old equipment fails. Surplus used equipment (junk) is substituted for new equipment, and the workforce (at the lower level) is using cast-off equipment and trying to meet artificial deadlines.	