

**TABLE 1**  
**Ranking of Frequency of Informal Safety-Related Activities**  
**(Your Involvement in Safety - Q1 through Q8)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

| Question Number and Activity                                    | Percentile Score <sup>1</sup> | Response Distribution |         |                  |                  |            | Average Frequency Score <sup>2</sup> |
|---|-------------------------------|-----------------------|---------|------------------|------------------|------------|--------------------------------------|
|   |                               | Weekly                | Monthly | 5-6 times a year | 1-2 times a year | Not at all |                                      |
| <b>Positively-Worded Statements</b>                             |                               |                       |         |                  |                  |            |                                      |
| 4. Read or look over job safety rules and procedures            | <b>8</b>                      | 11.3%                 | 16.8%   | 15.0%            | 37.5%            | 19.5%      | 3.37                                 |
| 3. Inspect equipment and work area for hazards                  | <b>1</b>                      | 27.1%                 | 14.4%   | 11.7%            | 29.2%            | 17.5%      | 2.96                                 |
| 8. Discuss job safety with your supervisor                      | <b>1</b>                      | 8.0%                  | 16.0%   | 14.2%            | 33.9%            | 28.0%      | 3.58                                 |
| 1. Discuss job safety practices with coworkers                  | <b>0</b>                      | 17.6%                 | 20.8%   | 18.3%            | 26.9%            | 16.5%      | 3.04                                 |
| 7. Receive communication from management about safety           | <b>0</b>                      | 7.5%                  | 20.2%   | 23.8%            | 36.3%            | 12.3%      | 3.26                                 |
| 6. Hear safety discussed at work group meetings                 | <b>0</b>                      | 11.4%                 | 15.0%   | 17.4%            | 32.2%            | 24.0%      | 3.42                                 |
| <b>Negatively-Worded Statements</b>                             |                               |                       |         |                  |                  |            |                                      |
| 5. Perform work without necessary personal protective equipment | <b>93</b>                     | 2.7%                  | 3.8%    | 2.2%             | 8.0%             | 83.3%      | 4.65                                 |
| 2. Avoid complying with safety rule or regulation               | <b>93</b>                     | 3.2%                  | 1.8%    | 2.5%             | 10.0%            | 82.5%      | 4.67                                 |

<sup>1</sup> A percentile score expresses the percentage of locations in the NSC Database reporting less desirable average frequency scores. The percentile score range is from 0 to 100.

<sup>2</sup> Average frequency score for each item based on the following values: 1.0 At least weekly; 2.0 At least monthly; 3.0 5-6 times a year; 4.0 1-2 times a year; 5.0 Not at all.

**TABLE 2**  
**Ranking of Involvement in Formal Safety Program Activities**  
**in the Last 12 Months**  
**(Your Involvement in Safety - Q9 through Q18)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

| Question Number and Safety Program Activity                  | Percent of Respondents Reporting Involvement | Percentile Score <sup>1</sup> |
|--|--|-------------------------------|
| 13. Participated in an emergency drill                       | 87.4%  | <b>83</b>                     |
| 15. Helped to develop or revise site safety and health rules | 9.8%   | <b>13</b>                     |
| 11. Served on a nonmanagement/management safety committee    | 8.8%   | <b>10</b>                     |
| 10. Assisted in a formal workplace inspection                | 19.5%  | <b>8</b>                      |
| 12. Participated in a job safety/hazard analysis             | 15.6%  | <b>6</b>                      |
| 9. Served on a work group safety team                        | 11.9%  | <b>5</b>                      |
| 17. Participated in an accident investigation                | 7.6%   | <b>3</b>                      |
| 18. Participated in review of workplace or equipment design  | 15.4%  | <b>2</b>                      |
| 14. Helped to develop or revise safe work procedures         | 14.2%  | <b>2</b>                      |
| 16. Trained coworkers in safe job practices                  | 13.8%  | <b>1</b>                      |

<sup>1</sup> A percentile score expresses the percentage of locations in the NSC Database reporting lower involvement  
The percentile score range is from 0 to 100

**TABLE 3**  
**Percentile Scores and Response Distributions for Safety Management Practices**  
**(HSS's Safety Management Practices - Q19 through Q28)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

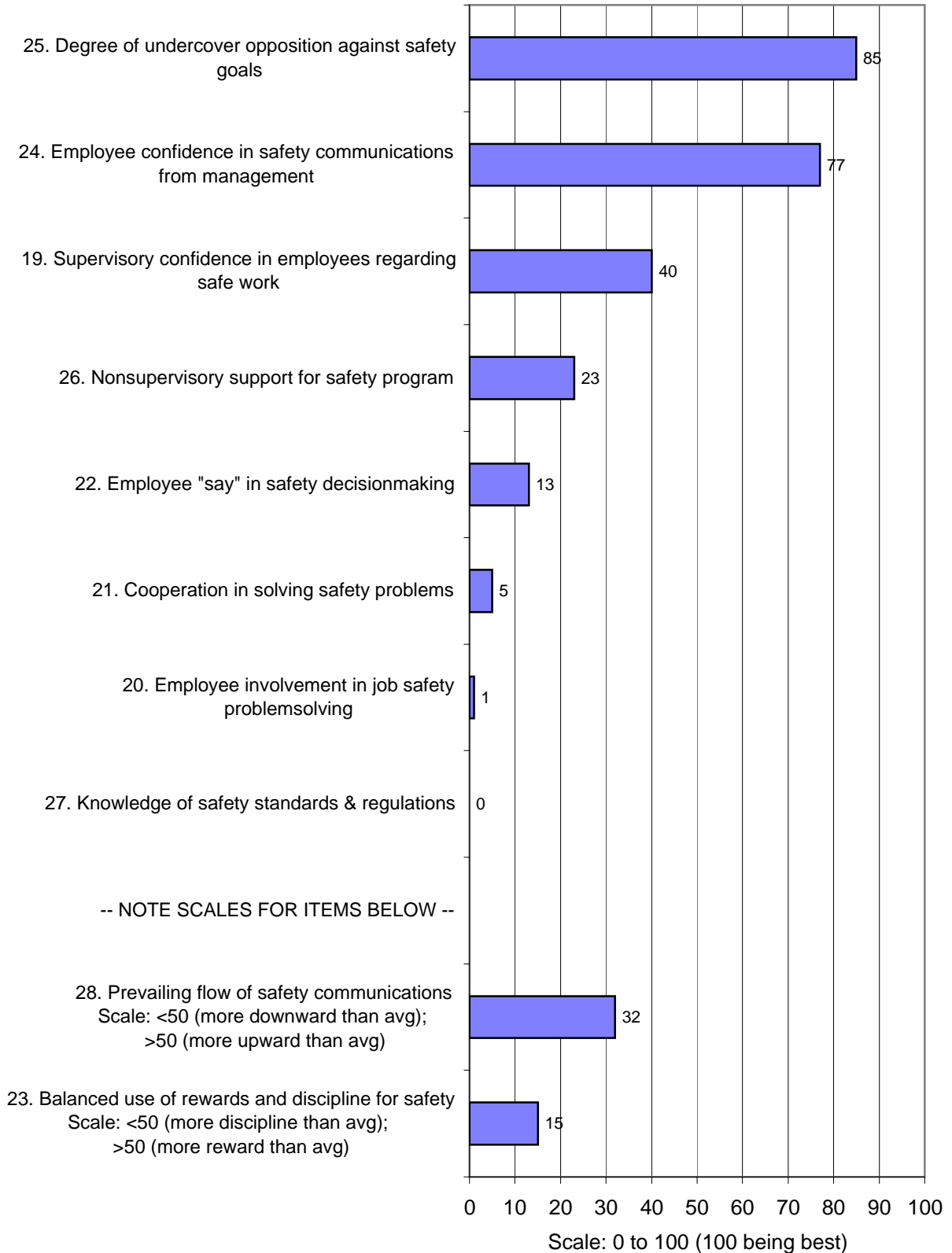
| Question Number and Activity   | Percentile Score <sup>1</sup> | Response Distribution   |                        |                     |                            |                         |
|--|-------------------------------|-------------------------|------------------------|---------------------|----------------------------|-------------------------|
|  |                               | Most Positive           | ←                      | Moderate            | ←                          | Most Negative           |
| 25 How much undercover opposition do workers and supervisors have regarding achievement of safety goals?                   | <b>85</b>                     | None<br>27.2%           | Not Very Much<br>37.6% | Some<br>27.6%       | A Great Deal<br>7.2%       | Complete<br>0.4%        |
| 24 How much do employees doubt the safety communications that come down from management?                                   | <b>77</b>                     | Not at All<br>18.2%     | Not Very Much<br>28.3% | Some<br>38.1%       | A Great Deal<br>12.4%      | Fully<br>3.0%           |
| 19 How much confidence do supervisors show in their employees' ability to do work safely?                                  | <b>40</b>                     | Complete<br>21.8%       | A Great Deal<br>45.2%  | Some<br>25.8%       | Not Very Much<br>5.0%      | None At All<br>2.2%     |
| 26 How strong is the feeling of support for the safety program among nonsupervisory employees?                             | <b>23</b>                     | Very Strong<br>5.9%     | Strong<br>35.8%        | Marginal<br>40.4%   | Weak<br>11.0%              | Very Weak<br>6.8%       |
| 22 How much of a "say" do employees have in decisions that affect their personal safety?                                   | <b>13</b>                     | Complete<br>6.7%        | A Great Deal<br>31.6%  | Some<br>33.4%       | Not Very Much<br>18.9%     | None At All<br>9.4%     |
| 21 How much cooperation exists among work groups in solving common safety problems?  | <b>5</b>                      | Complete<br>6.3%        | A Great Deal<br>22.4%  | Moderate<br>40.9%   | Very Little<br>19.8%       | None<br>10.6%           |
| 20 How much are employees involved in solving job safety problems?   | <b>1</b>                      | Completely<br>5.8%      | A Great Deal<br>24.6%  | Some<br>36.9%       | Not Very Much<br>23.0%     | Not at All<br>9.7%      |
| 27 How well do you know the safety standards and regulations pertaining to your job?                                       | <b>0</b>                      | Extremely Well<br>15.3% | Well<br>49.3%          | Marginally<br>22.5% | Barely<br>7.9%             | Not At All<br>5.0%      |
| <b>Specialty Statements<sup>2</sup></b>  |                               | More Progressive        | ←                      | Balanced            | →                          | More Traditional        |
| 28 How much of the safety communication comes down from management as opposed to being sent up to management from workers? | <b>32</b>                     | All Up<br>2.5%          | Mostly Up<br>11.9%     | Equal<br>36.8%      | Mostly Down<br>40.2%       | All Down<br>8.7%        |
| 23 How do supervisors balance the use of rewards and disciplinary action to get employees to do their jobs safely?         | <b>15</b>                     | All Rewards<br>0.8%     | Mostly Rewards<br>5.6% | Balance<br>47.9%    | Mostly Discipline<br>30.1% | All Discipline<br>15.6% |

<sup>1</sup> A percentile score expresses the percentage of locations in the NSC Database with less desirable average scores. The percentile score range is from 0 to 100.

<sup>2</sup> These statements indicate the company's use of more traditional management-centered practices, more progressive employee-centered practices, or a balance between them. Percentile scores reflect the use of these practices relative to the other establishments in the NSC Database, with higher percentiles reflecting more progressive employee-centered practices.

**FIGURE 1**  
**Percentile Scores for Safety Management Practices**  
**(HSS's Safety Management Practices - Q19 through Q28)**

2008 OSCAR SURVEY RESULTS  
 U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY



**TABLE 4**  
**Ranking of Current Program Component Effectiveness Ratings**  
**(Your Company's Safety Program - Q29 and Q30)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

| Rank      | Program Component   | Response Distribution |                      |                    |                      |              | Current Effectiveness Rating <sup>1</sup> |
|-----------|---|-----------------------|----------------------|--------------------|----------------------|--------------|---|
|           |   | Extremely Effective   | Moderately Effective | Slightly Effective | Not Effective at All | Not Present  |   |
| <b>1</b>  | <b>m. Workers taking personal responsibility for safety</b>         | <b>30.8%</b>          | <b>39.2%</b>         | <b>21.3%</b>       | <b>3.5%</b>          | <b>5.3%</b>  | <b>2.13</b>                               |
| <b>2</b>  | <b>n. Employees reporting workplace hazards</b>                     | <b>29.4%</b>          | <b>36.8%</b>         | <b>20.2%</b>       | <b>6.3%</b>          | <b>7.2%</b>  | <b>2.25</b>                               |
| 3         | b. Management compliance with safety rules/regulations              | 23.5%                 | 40.3%                | 21.9%              | 5.5%                 | 8.8%         | 2.36                                      |
| <b>3</b>  | <b>y. Training in basic emergency practices</b>                     | <b>28.3%</b>          | <b>32.1%</b>         | <b>24.0%</b>       | <b>6.3%</b>          | <b>9.4%</b>  | <b>2.36</b>                               |
| 5         | l. Workers' compliance with safety rules/regulations                | 21.5%                 | 39.0%                | 27.6%              | 4.6%                 | 7.4%         | 2.37                                      |
| <b>6</b>  | <b>mm. On-site medical facilities for treating injuries</b>         | <b>29.3%</b>          | <b>32.2%</b>         | <b>20.7%</b>       | <b>7.1%</b>          | <b>10.8%</b> | <b>2.38</b>                               |
| <b>7</b>  | <b>c. Management restating its support for employee safety</b>      | <b>24.8%</b>          | <b>33.8%</b>         | <b>25.7%</b>       | <b>8.0%</b>          | <b>7.7%</b>  | <b>2.40</b>                               |
| <b>8</b>  | <b>kk. Emergency response program</b>                               | <b>23.9%</b>          | <b>33.0%</b>         | <b>25.0%</b>       | <b>5.8%</b>          | <b>12.2%</b> | <b>2.49</b>                               |
| 9         | t. Maintenance of facilities  | 22.1%                 | 31.1%                | 27.6%              | 9.6%                 | 9.7%         | 2.54                                      |
| 10        | d. Specification of employees' safety responsibility                | 19.1%                 | 36.4%                | 26.0%              | 8.0%                 | 10.5%        | 2.55                                      |
| <b>11</b> | <b>a. Written safety policy from management</b>                     | <b>17.9%</b>          | <b>38.7%</b>         | <b>24.2%</b>       | <b>5.6%</b>          | <b>13.6%</b> | <b>2.58</b>                               |
| 12        | f. Enforcement of safe job procedures                               | 21.8%                 | 33.3%                | 22.5%              | 7.5%                 | 15.0%        | 2.61                                      |
| 13        | cc. Investigation of reportable accidents                           | 21.6%                 | 33.7%                | 21.8%              | 6.7%                 | 16.1%        | 2.62                                      |
| <b>14</b> | <b>g. Maintenance of high safety performance standards</b>          | <b>20.4%</b>          | <b>31.8%</b>         | <b>24.7%</b>       | <b>6.9%</b>          | <b>16.2%</b> | <b>2.67</b>                               |
| <b>14</b> | <b>h. Acting on worker safety suggestions</b>                       | <b>20.9%</b>          | <b>29.1%</b>         | <b>27.0%</b>       | <b>7.8%</b>          | <b>15.2%</b> | <b>2.67</b>                               |
| <b>16</b> | <b>z. Refresher safety training for all workers</b>                 | <b>20.8%</b>          | <b>30.0%</b>         | <b>25.7%</b>       | <b>6.3%</b>          | <b>17.2%</b> | <b>2.69</b>                               |
| 17        | o. Safety staff assistance and advice                               | 17.8%                 | 31.3%                | 24.9%              | 9.3%                 | 16.7%        | 2.76                                      |
| 17        | q. Safety inspections of facilities and operations                  | 18.1%                 | 30.4%                | 25.9%              | 8.8%                 | 16.9%        | 2.76                                      |
| <b>19</b> | <b>u. Maintenance of equipment and tools</b>                        | <b>19.9%</b>          | <b>29.6%</b>         | <b>23.3%</b>       | <b>6.9%</b>          | <b>20.3%</b> | <b>2.78</b>                               |
| 20        | bb. Use of booklets and/or products to promote safety               | 15.7%                 | 31.6%                | 26.6%              | 9.9%                 | 16.1%        | 2.79                                      |
| <b>21</b> | <b>r. Design/guarding of equipment to eliminate hazards</b>         | <b>17.6%</b>          | <b>31.8%</b>         | <b>23.0%</b>       | <b>7.9%</b>          | <b>19.8%</b> | <b>2.81</b>                               |
| 22        | hh. Accessibility of job safety information                         | 16.5%                 | 29.3%                | 27.6%              | 8.5%                 | 18.1%        | 2.83                                      |
| 22        | dd. Manual of safety rules and procedures                           | 17.7%                 | 28.8%                | 26.8%              | 6.3%                 | 20.3%        | 2.83                                      |
| 24        | v. Availability of personal protective equipment                    | 21.6%                 | 25.7%                | 21.4%              | 7.2%                 | 24.2%        | 2.87                                      |
| 24        | p. Design of workplace to eliminate hazards                         | 15.7%                 | 28.2%                | 27.4%              | 10.4%                | 18.3%        | 2.87                                      |
| 26        | nn. Permission to "shut-down" unsafe equipment/process              | 24.7%                 | 23.9%                | 18.0%              | 5.9%                 | 27.5%        | 2.88                                      |
| <b>27</b> | <b>aa. Use of safety audio/visuals for training</b>                 | <b>17.5%</b>          | <b>29.4%</b>         | <b>21.7%</b>       | <b>6.4%</b>          | <b>25.0%</b> | <b>2.92</b>                               |
| <b>28</b> | <b>i. Individual safety contacts by supervisors</b>                 | <b>13.2%</b>          | <b>27.8%</b>         | <b>28.4%</b>       | <b>6.7%</b>          | <b>23.9%</b> | <b>3.00</b>                               |
| 29        | x. Safety training for supervisors                                  | 15.9%                 | 26.7%                | 22.5%              | 7.6%                 | 27.3%        | 3.04                                      |
| 29        | e. Safety discussions at HSS-wide business meetings                 | 12.3%                 | 28.3%                | 26.1%              | 9.3%                 | 24.0%        | 3.04                                      |
| 31        | w. Safety training for new/newly transferred workers                | 16.9%                 | 25.0%                | 21.7%              | 8.1%                 | 28.2%        | 3.06                                      |
| <b>32</b> | <b>ee. Employee/management safety committee</b>                     | <b>10.5%</b>          | <b>26.0%</b>         | <b>27.7%</b>       | <b>10.2%</b>         | <b>25.6%</b> | <b>3.14</b>                               |
| 33        | k. Supervisor's requests of employees for safety ideas              | 12.7%                 | 24.8%                | 24.3%              | 8.6%                 | 29.6%        | 3.18                                      |
| <b>34</b> | <b>ff. Discipline for unsafe job performance</b>                    | <b>10.1%</b>          | <b>25.8%</b>         | <b>25.4%</b>       | <b>13.0%</b>         | <b>25.8%</b> | <b>3.19</b>                               |
| 35        | j. Supervisory recognition of employees for safe work practices     | 14.2%                 | 23.1%                | 21.6%              | 8.5%                 | 32.5%        | 3.22                                      |
| <b>36</b> | <b>s. Use of formal lockout procedures</b>                          | <b>13.8%</b>          | <b>23.5%</b>         | <b>19.0%</b>       | <b>6.0%</b>          | <b>37.7%</b> | <b>3.30</b>                               |
| <b>37</b> | <b>jj. Hazard communication program</b>                             | <b>10.6%</b>          | <b>21.0%</b>         | <b>25.3%</b>       | <b>8.5%</b>          | <b>34.6%</b> | <b>3.36</b>                               |
| <b>37</b> | <b>ll. Return to work program</b>                                   | <b>9.3%</b>           | <b>24.2%</b>         | <b>23.2%</b>       | <b>7.7%</b>          | <b>35.6%</b> | <b>3.36</b>                               |
| <b>39</b> | <b>ii. Work group safety meetings</b>                               | <b>8.3%</b>           | <b>19.8%</b>         | <b>23.8%</b>       | <b>9.8%</b>          | <b>38.3%</b> | <b>3.50</b>                               |
| 40        | gg. Annual recognition of individuals for accident-free performance | 9.2%                  | 15.1%                | 16.8%              | 6.5%                 | 52.3%        | 3.78                                      |

<sup>1</sup> Effectiveness rating for each item based on the following values: 1-Extremely helpful; 2-Moderately helpful; 3-Slightly helpful; 4-Not helpful; 5-Not present.

Note: Based on Q30 responses, scores were computed based on the following values: 3-Most helpful, 2-Second most helpful, and 1-Third most helpful.

Program components with the 10 highest scores are in bold green

Program components with the 10 lowest scores are in bold red

**TABLE 5**  
**Ranking of Program Potential Benefit Ratings<sup>1</sup>**  
**(Your Company's Safety Program - Q31)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

| Rank | Program Component   | Response Frequency |                           |                          | Potential Benefit Rating <sup>1</sup> |
|------|---|--------------------|---------------------------|--------------------------|---------------------------------------|
|      |   | Would Benefit Most | Would Benefit Second Most | Would Benefit Third Most |                                       |
| 1    | gg. Annual recognition of individuals for accident-free performance | 41                 | 25                        | 23                       | 196                                   |
| 2    | p. Design of workplace to eliminate hazards                         | 37                 | 14                        | 15                       | 154                                   |
| 3    | j. Supervisory recognition of employees for safe work practices     | 24                 | 22                        | 16                       | 132                                   |
| 4    | aa. Use of safety audio/visuals for training                        | 24                 | 16                        | 13                       | 117                                   |
| 5    | h. Acting on worker safety suggestions                              | 18                 | 22                        | 14                       | 112                                   |
| 5    | t. Maintenance of facilities  | 17                 | 22                        | 17                       | 112                                   |
| 7    | ii. Work group safety meetings                                      | 16                 | 19                        | 11                       | 97                                    |
| 8    | q. Safety inspections of facilities and operations                  | 14                 | 15                        | 17                       | 89                                    |
| 9    | jj. Hazard communication program                                    | 16                 | 10                        | 13                       | 81                                    |
| 9    | mm. On-site medical facilities for treating injuries                | 15                 | 9                         | 18                       | 81                                    |
| 11   | bb. Use of booklets and/or products to promote safety               | 13                 | 13                        | 15                       | 80                                    |
| 12   | y. Training in basic emergency practices                            | 10                 | 16                        | 15                       | 77                                    |
| 12   | z. Refresher safety training for all workers                        | 10                 | 16                        | 15                       | 77                                    |
| 14   | k. Supervisors' requests of employees for safety ideas              | 10                 | 16                        | 14                       | 76                                    |
| 15   | dd. Manual of safety rules and procedures                           | 11                 | 15                        | 12                       | 75                                    |
| 16   | x. Safety training for supervisors                                  | 11                 | 11                        | 9                        | 64                                    |
| 16   | n. Employees reporting workplace hazards                            | 11                 | 10                        | 11                       | 64                                    |
| 18   | w. Safety training for new/newly transferred workers                | 8                  | 15                        | 6                        | 60                                    |
| 19   | m. Workers taking personal responsibility for safety                | 9                  | 11                        | 9                        | 58                                    |
| 19   | hh. Accessibility of job safety information                         | 8                  | 11                        | 12                       | 58                                    |
| 21   | kk. Emergency response program                                      | 8                  | 11                        | 10                       | 56                                    |
| 22   | ee. Employee/management safety committee                            | 11                 | 8                         | 6                        | 55                                    |
| 22   | ff. Discipline for unsafe job performance                           | 8                  | 7                         | 17                       | 55                                    |
| 24   | v. Availability of personal protective equipment                    | 7                  | 9                         | 11                       | 50                                    |
| 25   | o. Safety staff assistance and advice                               | 5                  | 14                        | 3                        | 46                                    |
| 26   | nn. Permission to "shut-down" unsafe equipment/process              | 9                  | 5                         | 7                        | 44                                    |
| 27   | d. Specification of employees' safety responsibility                | 7                  | 7                         | 7                        | 42                                    |
| 28   | a. Written safety policy from management                            | 7                  | 7                         | 3                        | 38                                    |
| 28   | f. Enforcement of safe job procedures                               | 6                  | 6                         | 8                        | 38                                    |
| 30   | e. Safety discussions at HSS-wide business meetings                 | 6                  | 5                         | 4                        | 32                                    |
| 31   | i. Individual safety contacts by supervisors                        | 6                  | 3                         | 7                        | 31                                    |
| 31   | cc. Investigation of reportable accidents                           | 5                  | 3                         | 10                       | 31                                    |
| 33   | r. Design/guarding of equipment to eliminate hazards                | 4                  | 6                         | 5                        | 29                                    |
| 34   | l. Workers' compliance with safety rules/regulations                | 5                  | 3                         | 6                        | 27                                    |
| 35   | c. Management restating its support for employee safety             | 4                  | 4                         | 6                        | 26                                    |
| 36   | ll. Return to work program  | 4                  | 3                         | 7                        | 25                                    |
| 37   | u. Maintenance of equipment and tools                               | 1                  | 6                         | 6                        | 21                                    |
| 38   | b. Management compliance with safety rules/regulations              | 2                  | 4                         | 3                        | 17                                    |
| 39   | s. Use of formal lockout procedures                                 |                    | 3                         | 3                        | 9                                     |
| 40   | g. Maintenance of high safety performance standards                 | 1                  |                           |                          | 3                                     |

<sup>1</sup> Potential Benefit Rating score for each item based on the following values: 3-Would Benefit Most; 2-Would Benefit Second Most; 1-Would Benefit Third Most.

**TABLE 6**  
**Summary Information for Safety Program Elements**  
**(Your Company's Safety Program - Q29 through Q31)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

| Program Component   | Visibility <sup>1</sup> | Current Effectiveness <sup>2</sup> | Potential Benefit <sup>3</sup> |
|---|-------------------------|------------------------------------|--------------------------------|
| m. Workers taking personal responsibility for safety                | MODERATE                | HIGH                               |                                |
| n. Employees reporting workplace hazards                            | MODERATE                | HIGH                               |                                |
| b. Management compliance with safety rules/regulations              | MODERATE                | HIGH                               |                                |
| y. Training in basic emergency practices                            | MODERATE                | HIGH                               |                                |
| l. Workers' compliance with safety rules/regulations                | MODERATE                | HIGH                               |                                |
| mm. On-site medical facilities for treating injuries                | MODERATE                | HIGH                               | HIGH                           |
| c. Management restating its support for employee safety             | MODERATE                | HIGH                               |                                |
| kk. Emergency response program                                      | MODERATE                | HIGH                               |                                |
| t. Maintenance of facilities  | MODERATE                | HIGH                               | HIGH                           |
| d. Specification of employees' safety responsibility                | MODERATE                | HIGH                               |                                |
| a. Written safety policy from management                            | MODERATE                | HIGH                               |                                |
| f. Enforcement of safe job procedures                               | MODERATE                | HIGH                               |                                |
| cc. Investigation of reportable accidents                           | LOW                     | HIGH                               |                                |
| g. Maintenance of high safety performance standards                 | LOW                     | MODERATE                           |                                |
| h. Acting on worker safety suggestions                              | LOW                     | MODERATE                           | HIGH                           |
| z. Refresher safety training for all workers                        | LOW                     | MODERATE                           |                                |
| o. Safety staff assistance and advice                               | LOW                     | MODERATE                           |                                |
| q. Safety inspections of facilities and operations                  | LOW                     | MODERATE                           | HIGH                           |
| u. Maintenance of equipment and tools                               | LOW                     | MODERATE                           |                                |
| bb. Use of booklets and/or products to promote safety               | LOW                     | MODERATE                           |                                |
| r. Design/guarding of equipment to eliminate hazards                | LOW                     | MODERATE                           |                                |
| hh. Accessibility of job safety information                         | LOW                     | MODERATE                           |                                |
| dd. Manual of safety rules and procedures                           | LOW                     | MODERATE                           |                                |
| v. Availability of personal protective equipment                    | LOW                     | MODERATE                           |                                |
| p. Design of workplace to eliminate hazards                         | LOW                     | MODERATE                           | HIGH                           |
| nn. Permission to "shut-down" unsafe equipment/process              | LOW                     | MODERATE                           |                                |
| aa. Use of safety audio/visuals for training                        | LOW                     | MODERATE                           | HIGH                           |
| i. Individual safety contacts by supervisors                        | LOW                     | LOW                                |                                |
| x. Safety training for supervisors                                  | LOW                     | LOW                                |                                |
| e. Safety discussions at HSS-wide business meetings                 | LOW                     | LOW                                |                                |
| w. Safety training for new/newly transferred workers                | LOW                     | LOW                                |                                |
| ee. Employee/management safety committee                            | LOW                     | LOW                                |                                |
| k. Supervisors' requests of employees for safety ideas              | LOW                     | LOW                                |                                |
| ff. Discipline for unsafe job performance                           | LOW                     | LOW                                |                                |
| j. Supervisory recognition of employees for safe work practices     | LOW                     | LOW                                | HIGH                           |
| s. Use of formal lockout procedures                                 | LOW                     | LOW                                |                                |
| jj. Hazard communication program                                    | LOW                     | LOW                                | HIGH                           |
| ll. Return to work program  | LOW                     | LOW                                |                                |
| ii. Work group safety meetings                                      | LOW                     | LOW                                | HIGH                           |
| gg. Annual recognition of individuals for accident-free performance | LOW                     | LOW                                | HIGH                           |

<sup>1</sup> HIGH: Less than 5% of valid responses indicated "not present" in the Your Company's Safety Program Section (See Table 4)  
MODERATE: Between 5 and 15% of valid responses indicated "not present" in the Your Company's Safety Program Section  
LOW: Greater than 15% of valid responses indicated "not present" in the Your Company's Safety Program Section

<sup>2</sup> Categories of HIGH, MODERATE, and LOW were determined by dividing the components into three approximately equal groups  
HIGH: Average of less than 2.65 in the Your Company's Safety Program Section (See Table 4)  
MODERATE: Average between 2.65 and 2.96 in the Your Company's Safety Program Section  
LOW: Average greater than 2.96 in the Your Company's Safety Program Section

<sup>3</sup> HIGH: Top 10 components from Table 5

NOTE: Items with identical visibility and current effectiveness (HIGH, MODERATE, LOW) are ranked within groups by the Table 4 effectiveness rating value

**TABLE 7**  
**Percentile Scores, Percent Distribution of Responses, and Average Response Scores**  
**(Opinions About Safety and Management Conditions - Q32 through Q81)**

2008 OSCAR SURVEY RESULTS  
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| Category <sup>1</sup> | Statement Number and Component  | Percentile Score <sup>2</sup> | Percent Distribution of Responses |          |         |          |                   | Average Response Score <sup>3</sup> |
|-----------------------|---|-------------------------------|-----------------------------------|----------|---------|----------|-------------------|-------------------------------------|
|                       |   |                               | Strongly Positive                 | Positive | Neutral | Negative | Strongly Negative |                                     |
| SSA                   | 60 Occurrence of emergency response procedures testing                | <b>79</b>                     | 17.9%                             | 48.3%    | 22.5%   | 8.9%     | 2.5%              | 0.70                                |
| SP                    | 43 Supervisors behaving in accord with safe job procedures            | <b>71</b>                     | 37.9%                             | 36.2%    | 18.5%   | 4.5%     | 3.0%              | 1.02                                |
| OC                    | 78 Significance of job stress for workers                             | <b>61</b>                     | 7.3%                              | 21.2%    | 25.8%   | 28.3%    | 17.4%             | -0.27                               |
| SSA                   | 44 Presence of employees well-trained in emergency practices          | <b>57</b>                     | 16.9%                             | 43.0%    | 27.8%   | 9.1%     | 3.2%              | 0.61                                |
| MP                    | 71 Management including safety in job promotion reviews               | <b>52</b>                     | 11.3%                             | 28.6%    | 40.3%   | 13.4%    | 6.5%              | 0.25                                |
| MP                    | 62 Management setting a positive safety example                       | <b>50</b>                     | 11.2%                             | 38.1%    | 37.4%   | 9.9%     | 3.4%              | 0.44                                |
| SSC                   | 34 Priority of safety issues relative to production                   | <b>50</b>                     | 16.9%                             | 33.0%    | 30.2%   | 13.5%    | 6.4%              | 0.41                                |
| EP                    | 77 Workers using necessary personal protective equipment              | <b>50</b>                     | 9.0%                              | 31.4%    | 50.8%   | 6.7%     | 2.2%              | 0.38                                |
| SSA                   | 64 Quality of preventive maintenance system operation                 | <b>49</b>                     | 4.7%                              | 18.9%    | 57.7%   | 13.5%    | 5.3%              | 0.04                                |
| OC                    | 47 Condition of employee morale                                       | <b>48</b>                     | 8.2%                              | 22.9%    | 32.5%   | 21.9%    | 14.5%             | -0.12                               |
| SSC                   | 67 Belief that hazards are fixed in a timely manner                   | <b>47</b>                     | 8.8%                              | 27.4%    | 39.2%   | 19.4%    | 5.2%              | 0.15                                |
| SSC                   | 54 Safety standard level relative to production standard level        | <b>47</b>                     | 7.6%                              | 19.7%    | 44.1%   | 20.0%    | 8.6%              | -0.02                               |
| SP                    | 74 Supervisors reducing workers' fear of reporting safety problems    | <b>46</b>                     | 15.6%                             | 43.2%    | 27.8%   | 10.6%    | 2.9%              | 0.58                                |
| SSC                   | 48 Belief that management does more than law requires                 | <b>46</b>                     | 7.5%                              | 30.5%    | 37.6%   | 18.6%    | 5.8%              | 0.15                                |
| SSC                   | 70 Perception that medical facilities are sufficient                  | <b>42</b>                     | 9.6%                              | 39.8%    | 33.8%   | 10.9%    | 5.8%              | 0.36                                |
| SP                    | 59 Supervisors acting on worker safety suggestions                    | <b>41</b>                     | 12.9%                             | 38.5%    | 34.8%   | 9.9%     | 3.9%              | 0.47                                |
| OC                    | 73 Stability of workforce   | <b>36</b>                     | 11.6%                             | 37.6%    | 36.6%   | 10.6%    | 3.6%              | 0.43                                |
| OC                    | 40 Condition of departmental teamwork                                 | <b>35</b>                     | 8.4%                              | 30.5%    | 35.8%   | 17.1%    | 8.2%              | 0.14                                |
| EP                    | 68 Employees take part when accident or incident investigations occur | <b>32</b>                     | 6.4%                              | 29.5%    | 49.7%   | 10.6%    | 3.9%              | 0.24                                |
| SSA                   | 46 Thoroughness of near-miss accident/incident investigation          | <b>31</b>                     | 9.6%                              | 24.8%    | 51.0%   | 11.0%    | 3.6%              | 0.26                                |
| SP                    | 55 Supervisors understanding workers' job safety problems             | <b>29</b>                     | 14.0%                             | 43.8%    | 33.8%   | 6.0%     | 2.5%              | 0.61                                |
| SSC                   | 58 Belief that management is sincere in its safety efforts            | <b>26</b>                     | 18.0%                             | 44.8%    | 24.5%   | 8.0%     | 4.6%              | 0.64                                |
| SSC                   | 76 Perception that good environmental conditions are kept             | <b>25</b>                     | 6.7%                              | 33.3%    | 22.8%   | 24.5%    | 12.5%             | -0.03                               |
| SSA                   | 53 Effectiveness of award programs in promoting safe behavior         | <b>24</b>                     | 5.7%                              | 16.5%    | 46.2%   | 21.2%    | 10.4%             | -0.14                               |
| SSC                   | 41 Belief that management shows it cares for employee safety          | <b>23</b>                     | 13.2%                             | 42.7%    | 28.2%   | 9.4%     | 6.6%              | 0.46                                |
| SP                    | 50 Supervisors enforcing safe job procedures                          | <b>21</b>                     | 14.1%                             | 43.9%    | 32.5%   | 7.3%     | 2.3%              | 0.60                                |
| SP                    | 63 Supervisors integrating safety into the production process         | <b>21</b>                     | 9.6%                              | 31.4%    | 47.5%   | 8.8%     | 2.7%              | 0.36                                |
| MP                    | 52 Management providing adequate safety staff                         | <b>19</b>                     | 8.9%                              | 27.5%    | 47.6%   | 11.3%    | 4.7%              | 0.25                                |
| SP                    | 36 Supervisors maintaining a high safety performance standard         | <b>18</b>                     | 18.5%                             | 37.9%    | 30.5%   | 8.8%     | 4.3%              | 0.58                                |
| SSA                   | 72 Availability of safety coordinator to provide assistance           | <b>18</b>                     | 9.4%                              | 27.0%    | 45.8%   | 13.6%    | 4.2%              | 0.24                                |
| SSC                   | 79 Belief that management insists supervisors think safety            | <b>15</b>                     | 11.5%                             | 36.5%    | 39.3%   | 9.4%     | 3.4%              | 0.43                                |
| MP                    | 38 Management stressing the importance of safety in communications    | <b>15</b>                     | 7.5%                              | 34.6%    | 28.5%   | 21.9%    | 7.5%              | 0.13                                |
| SP                    | 69 Supervisors providing helpful safety training                      | <b>14</b>                     | 8.8%                              | 31.8%    | 42.3%   | 13.0%    | 4.2%              | 0.28                                |
| SSA                   | 39 Frequency of safety meeting occurrence                             | <b>13</b>                     | 5.3%                              | 19.2%    | 39.1%   | 26.6%    | 9.9%              | -0.17                               |
| SSC                   | 66 Perception that the safety coordinator has high status             | <b>12</b>                     | 5.6%                              | 18.0%    | 52.3%   | 17.2%    | 6.9%              | -0.02                               |
| EP                    | 81 Employees taking part in the development of safety requirements    | <b>12</b>                     | 4.9%                              | 20.5%    | 41.3%   | 24.3%    | 8.9%              | -0.12                               |
| MP                    | 65 Management participating in safety activities on a regular basis   | <b>11</b>                     | 6.9%                              | 27.8%    | 49.8%   | 11.5%    | 4.0%              | 0.22                                |
| OC                    | 33 Frequency of worker/management interactions                        | <b>10</b>                     | 11.2%                             | 36.8%    | 25.9%   | 16.8%    | 9.2%              | 0.24                                |
| EP                    | 42 Employees believing that their actions can protect coworkers       | <b>9</b>                      | 29.4%                             | 49.4%    | 17.4%   | 2.0%     | 1.7%              | 1.03                                |
| EP                    | 51 Workers using standardized precautions for hazardous materials     | <b>9</b>                      | 10.8%                             | 28.6%    | 54.4%   | 4.1%     | 2.2%              | 0.42                                |
| SSA                   | 61 Effectiveness of S&H committee in improving safety conditions      | <b>8</b>                      | 6.7%                              | 27.4%    | 55.1%   | 5.9%     | 4.9%              | 0.25                                |
| MP                    | 45 Management publishing a policy on the value of employee safety     | <b>7</b>                      | 11.5%                             | 37.2%    | 33.6%   | 12.5%    | 5.1%              | 0.38                                |
| SSA                   | 57 Presence of safety training in new employee orientation            | <b>6</b>                      | 12.2%                             | 28.3%    | 34.6%   | 17.5%    | 7.4%              | 0.20                                |
| EP                    | 49 Belief that employees understand safety & health regulations       | <b>5</b>                      | 16.5%                             | 52.8%    | 21.9%   | 6.7%     | 2.2%              | 0.75                                |
| EP                    | 56 Workers following lockout/tagout procedures                        | <b>4</b>                      | 5.3%                              | 14.0%    | 65.7%   | 8.5%     | 6.5%              | 0.03                                |
| SP                    | 75 Supervisors investigating lost workday cases                       | <b>3</b>                      | 4.7%                              | 15.1%    | 63.5%   | 11.2%    | 5.5%              | -0.02                               |
| SSA                   | 37 Frequency of detailed and regularly scheduled inspections          | <b>3</b>                      | 5.0%                              | 21.1%    | 42.2%   | 20.1%    | 11.6%             | -0.12                               |
| MP                    | 80 Management setting annual safety goals                             | <b>1</b>                      | 5.0%                              | 10.6%    | 56.9%   | 18.4%    | 9.1%              | -0.16                               |
| EP                    | 32 Workers identifying and eliminating hazards                        | <b>0</b>                      | 14.8%                             | 36.2%    | 26.7%   | 13.7%    | 8.6%              | 0.35                                |
| EP                    | 35 Employees being involved in safety and health practices            | <b>0</b>                      | 5.4%                              | 19.6%    | 36.1%   | 24.3%    | 14.6%             | -0.23                               |

<sup>1</sup> MP=Management Participation, SP=Supervisor Participation, EP=Employee Participation, SSA=Safety Support Activities, SSC=Safety Support Climate, OC=Organizational Climate.

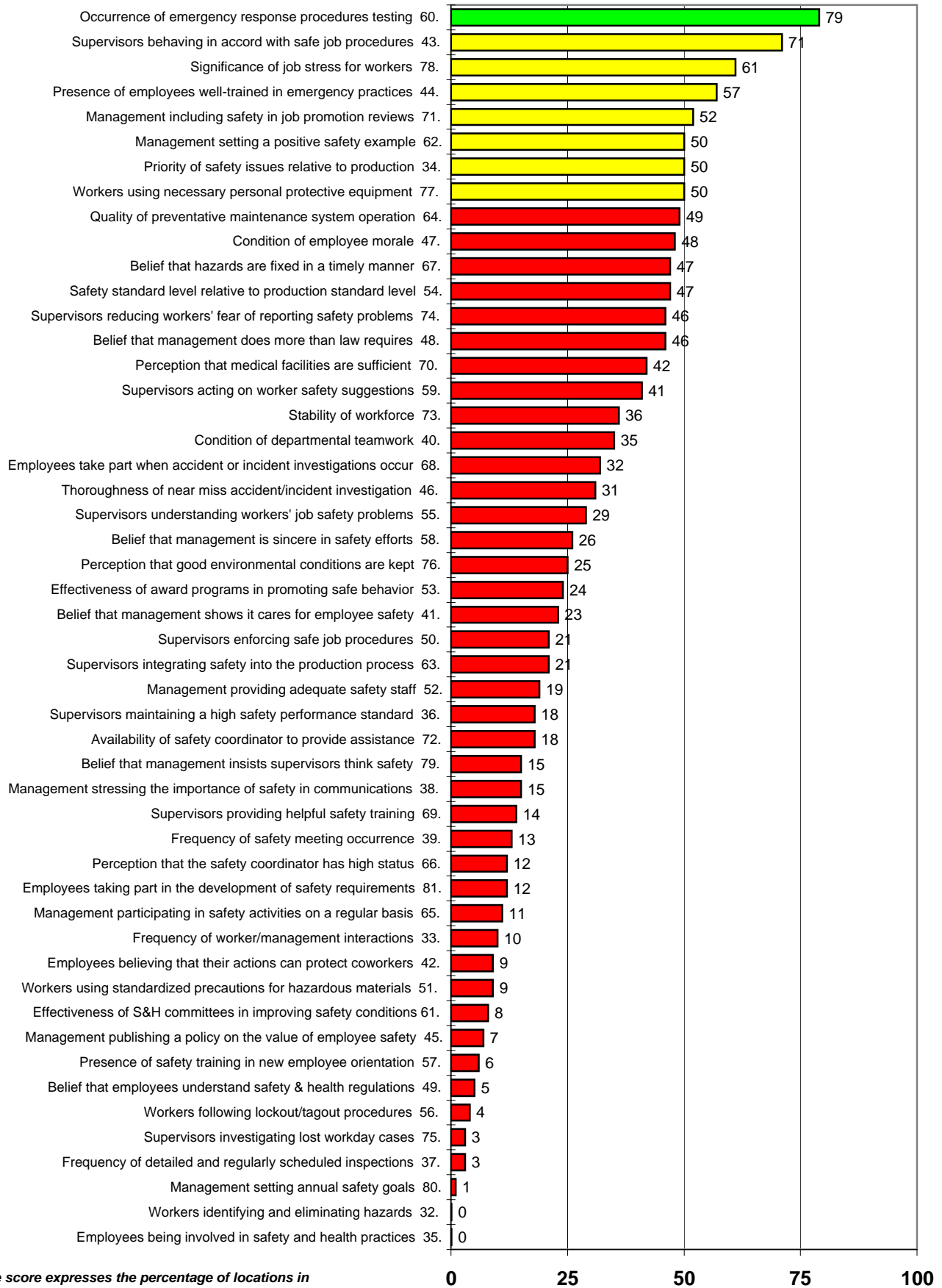
<sup>2</sup> A percentile score expresses the percentage of locations in the NSC Database with lower average responses. The percentile score is from 0 to 100.

<sup>3</sup> Calculated by assigning a value of +2 for strongly positive response; +1 for a positive response; 0 for neutral response; -1 for a negative response; and -2 for a strongly negative response. (See Appendix C for more information regarding methods of analysis)



## FIGURE 2 Percentile Scores of Safety Program Components

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY



A percentile score expresses the percentage of locations in the NSC Database with lower average response. The percentile score range is from 0 to 100.

**TABLE 8**  
**Average Response Scores and Percentile Scores by Program Category**  
**(Opinions About Safety and Management Conditions - Q32 through Q81)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY

| Program Category          | NSC Database <sup>1</sup>           | U.S. DEPT OF ENERGY - HSS           |                               |
|---------------------------|-------------------------------------|-------------------------------------|-------------------------------|
|                           | Average Response Score <sup>2</sup> | Average Response Score <sup>2</sup> | Percentile Score <sup>3</sup> |
| Management Participation  | 0.51                                | 0.21                                | 9                             |
| Supervisor Participation  | 0.67                                | 0.50                                | 23                            |
| Employee Participation    | 0.68                                | 0.32                                | 4                             |
| Safety Support Activities | 0.46                                | 0.19                                | 18                            |
| Safety Support Climate    | 0.41                                | 0.25                                | 27                            |
| Organizational Climate    | 0.18                                | 0.08                                | 38                            |
| <b>OVERALL</b>            | <b>0.50</b>                         | <b>0.27</b>                         | <b>15</b>                     |

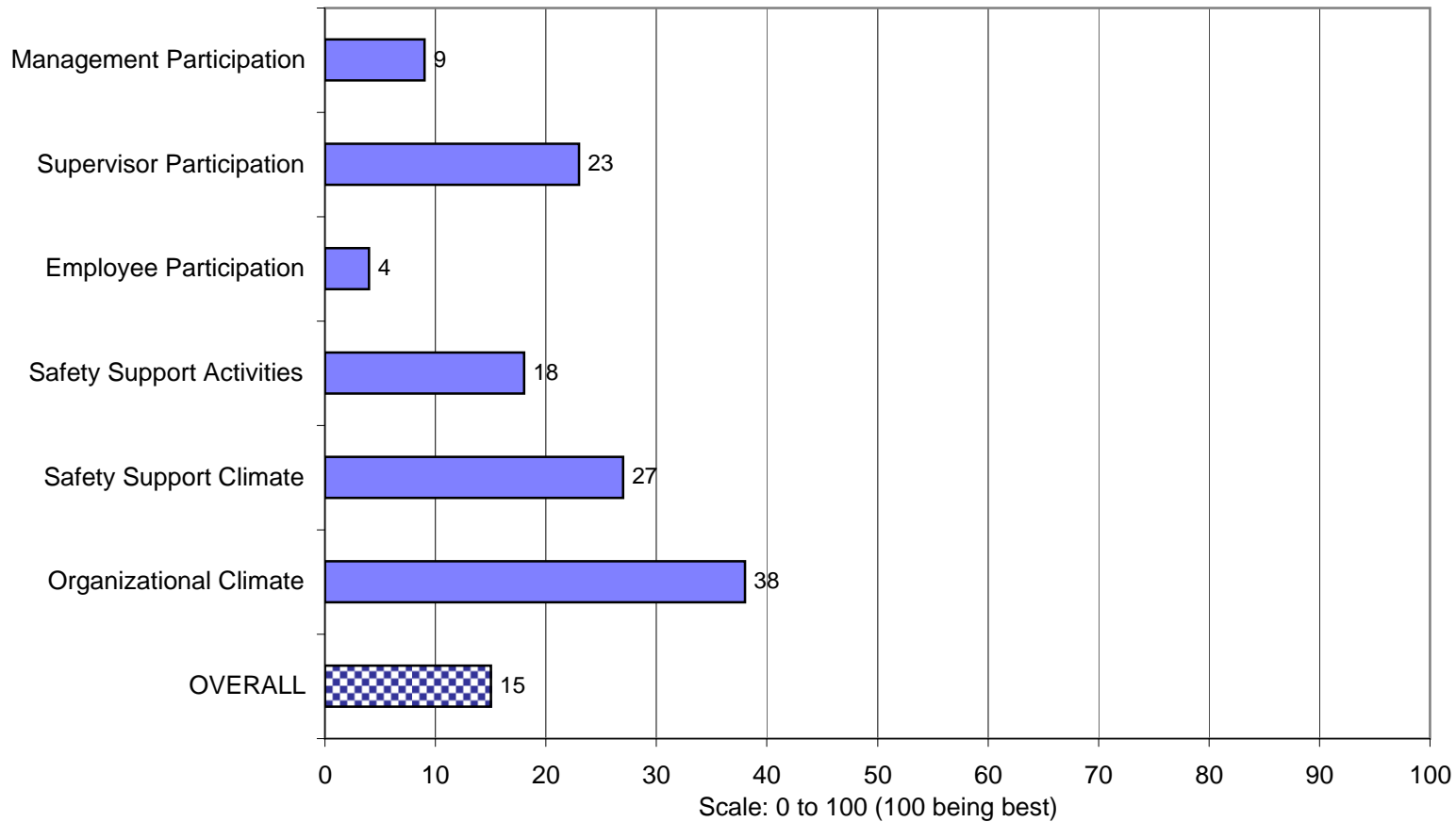
<sup>1</sup> National Safety Council (NSC) Database consists of the 411 locations that have participated in an NSC safety perception survey.

<sup>2</sup> Average Response Scores have a range between -2 and +2 (+2 being best).

<sup>3</sup> A percentile rank expresses the percentage of locations in the NSC Database with lower average responses. The percentile range is from 0 to 100.

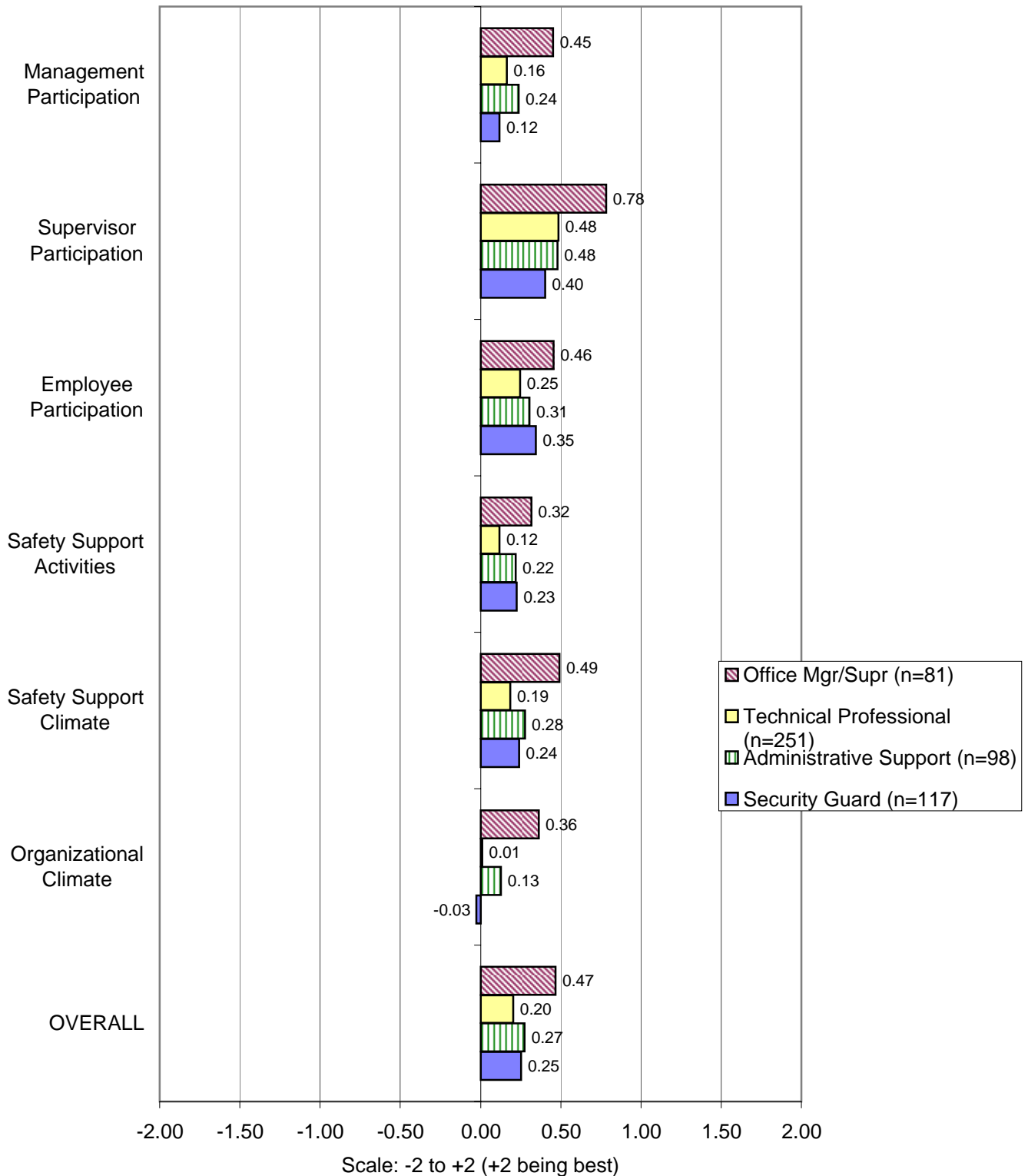
**FIGURE 3**  
**Percentile Scores by Program Category**  
**(Opinions About Safety and Management Conditions - Q32 through Q81)**

2008 OSCAR SURVEY RESULTS  
U.S. DEPT OF ENERGY - OFFICE OF HEALTH, SAFETY & SECURITY (N=570)



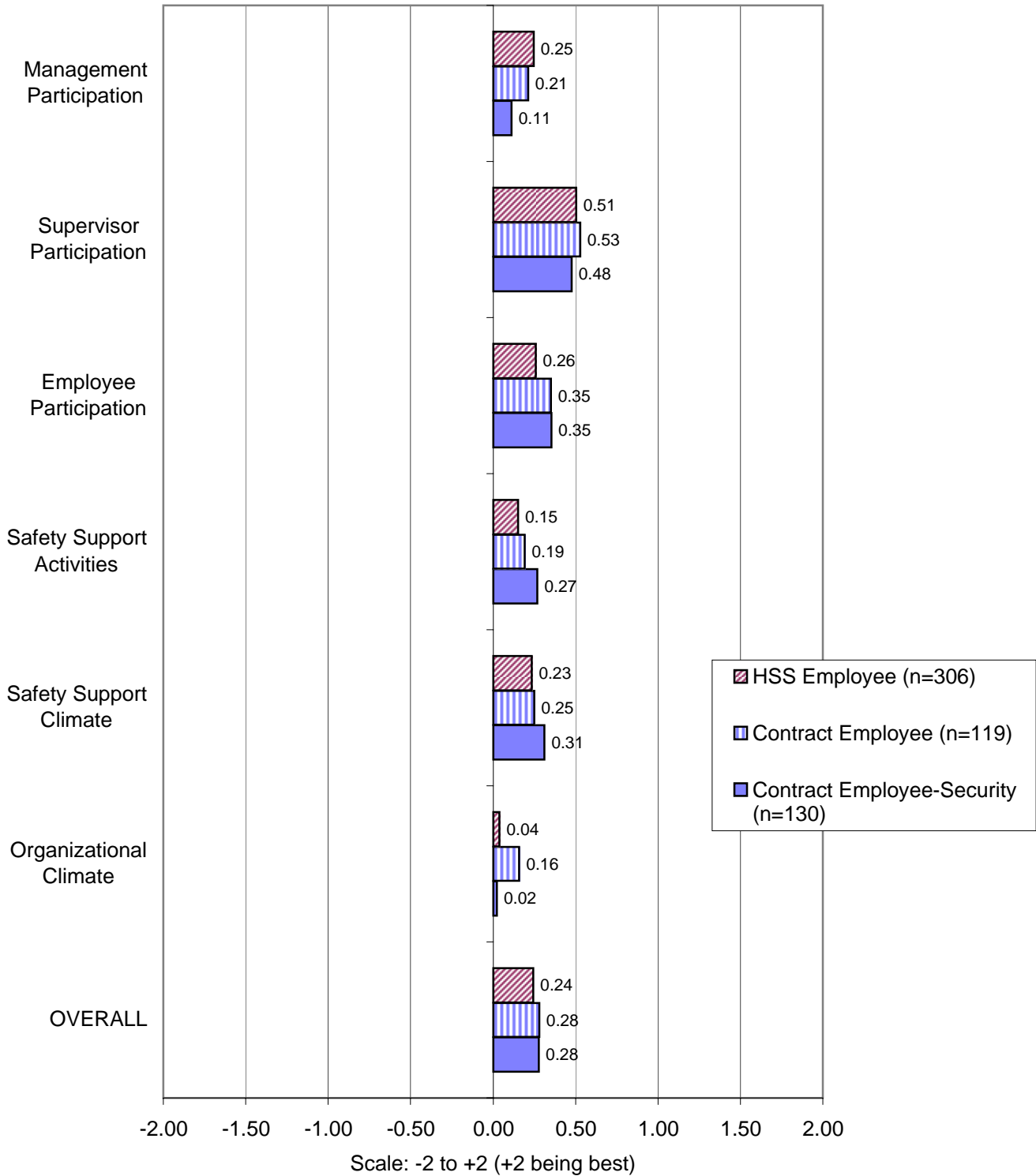
**FIGURE 4**  
**Program Category Average Response Scores by Employment Category**  
**(Opinions About Safety & Management Conditions - Q32 through Q81)**

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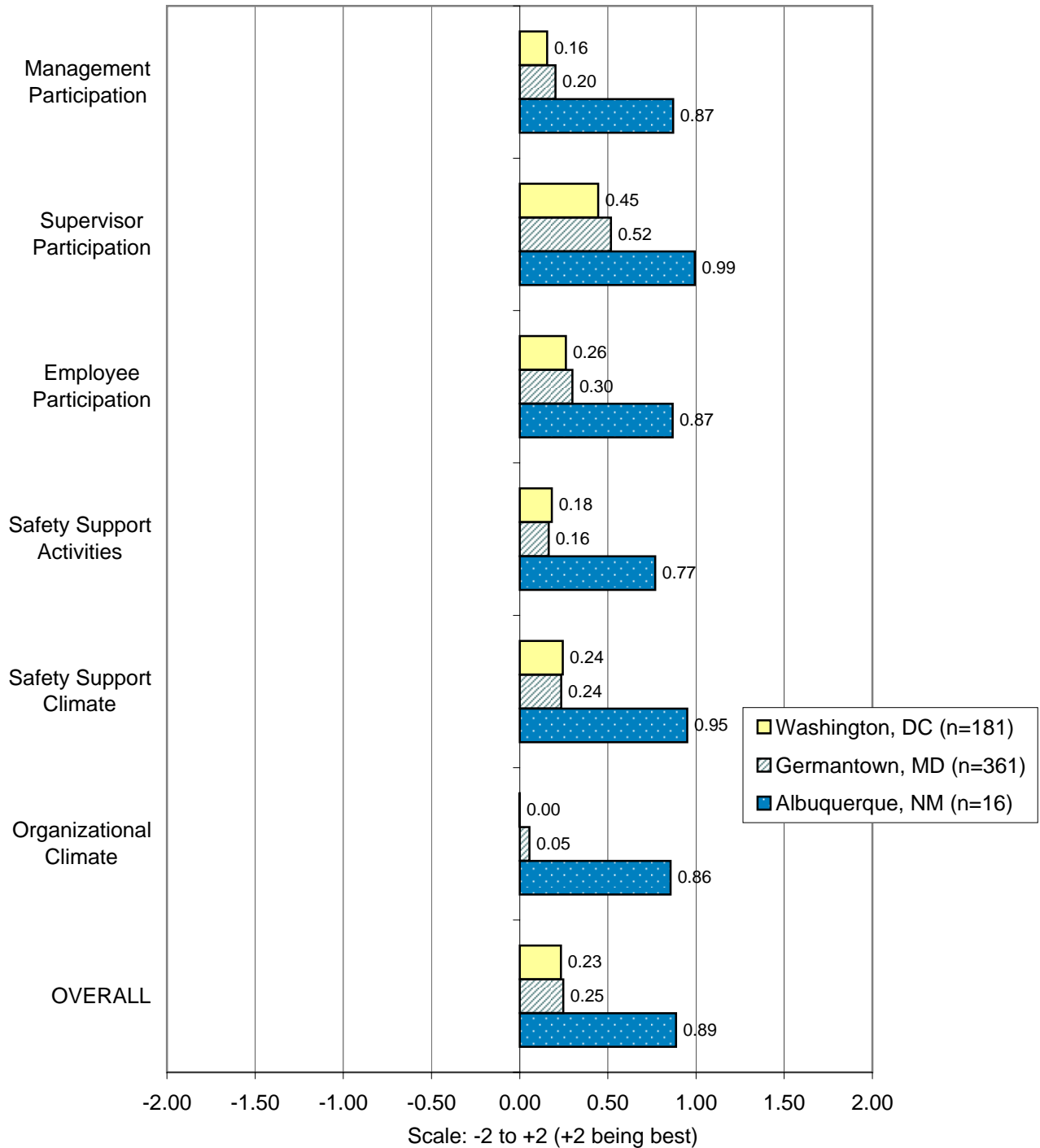
**FIGURE 5**  
**Program Category Average Response Scores by Employment Status**  
**(Opinions About Safety & Management Conditions - Q32 through Q81)**

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**FIGURE 6**  
**Program Category Average Response Scores by Primary Work Location**  
**(Opinions About Safety & Management Conditions - Q32 through Q81)**

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**FIGURE 7**  
**Program Category Average Response Scores by Age**  
**(Opinions About Safety & Management Conditions - Q32 through Q81)**

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