

NRC Initial Definition/Traits November, 2009

- **Definition:** Safety Culture: that assembly of characteristics, attitudes, and behaviors in organizations and individuals, which establishes that as an overriding priority, nuclear safety and security issues receive the attention warranted by their significance
- **Problem Identification and Evaluation**
The organization ensures that issues potentially impacting safety or security are promptly identified, fully evaluated, and promptly addressed and corrected commensurate with their significance.
- **Work Practices**
Personnel demonstrate ownership for nuclear safety and security in their day-to-day activities.
- **Work Planning and Control**
Process for planning and controlling work activities are implemented such that safety and security are maintained.
- **Continuous Learning Environment**
The organization maintains a continuous learning environment in which opportunities to improve safety and security are sought out and implemented.
- **Licensee Decision Making**
The organization's decisions ensure that safety and security are maintained.
- **Safety Conscious Work Environment**
The organization maintains a safety conscious work environment in which personnel feel free to raise safety and security concerns without fear of retaliation.
- **Accountability**
Roles, responsibilities, and authorities for safety and security are clearly defined and reinforced.
- **Resources**
The organization ensures that the personnel, equipment, tools, procedures, and other resources needed to ensure safety and security are available.

Workshop Definition/Traits February 2010

- **Definition:** Nuclear safety culture is the core values and behaviors resulting from a collective commitment by leaders and individuals to emphasize safety over competing goals to ensure protection of people and the environment.
- **Problem Resolution and Metrics**
The organization ensures that issues potentially impacting safety or security are promptly identified, fully evaluated, and promptly addressed and corrected commensurate with their significance.
- **Personal Responsibilities and Attitudes**
Everyone is personally responsible for nuclear safety.
- **Processes and Procedures**
Processes for planning and controlling work activities are implemented such that safety is maintained.
- **Continuous Learning**
Organizational learning is embraced.
- **Leadership Safety Behaviors**
Leaders demonstrate commitment to safety.
- **Encouraging Report of Problems**
The organization maintains a safety conscious work environment in which personnel feel free to raise concerns without fear of retaliation.
- **Effective Safety Communication**
Effective communication is essential to maintain focus on safety.
- **Respectful Work Environment**
Trust and respect permeate the organization.

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NRC Revised Definition/Traits July, 2010

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- **Problem Identification and Resolution**
Issues potentially impacting safety or security are promptly identified, fully evaluated, and promptly addressed and corrected commensurate with their significance.
- **Personal Accountability**
All individuals are personally responsible for safety and security
- **Work Process**
The process of planning and controlling work activities is implemented so that safety and security are maintained
- **Continuous Learning**
Opportunities to learn about ways to ensure safety and security are sought out and implemented
- **Leadership Safety Values and Actions**
Leaders demonstrate commitment to safety and security in their decisions and behaviors
- **Environment for Raising Concerns**
A safety conscious work environment in which personnel feel free to raise safety and security concerns without fear of retaliation, intimidation, harassment or discrimination is maintained.
- **Effective Safety Communication**
Communications maintain a focus on safety and security

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NRC Final Definition/Traits September, 2010

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- **Problem Identification and Resolution**
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- **Personal Accountability**
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- **Work Process**
The process of planning and controlling work activities is implemented so that safety is maintained
- **Continuous Learning**
Opportunities to learn about ways to ensure safety are sought out and implemented
- **Environment for Raising Concerns**
A safety conscious work environment where personnel feel free to raise safety concerns without fear of retaliation, intimidation, harassment or discrimination is maintained.
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Preamble for Safety Culture Traits

A trait, in this case, is a pattern of thinking, feeling, and behaving that emphasizes safety, particularly in goal conflict situations, e.g., production vs. safety, schedule vs. safety, and cost of the effort vs. safety. It is the Commission's expectation that all organizations and individuals overseeing or performing regulated activities involving nuclear materials should take the necessary steps to promote a positive safety culture by fostering these traits. Additionally, it should be noted that although the term "security" is not expressly included in the traits, safety and security are the primary pillars of the NRC's regulatory program. Consequently, consideration of both safety and security issues commensurate with their significance, is an underlying principle of the Statement of Policy.