



# Strengthening Supervisor Safety Leadership Skills

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# Case for Supervisor Training

- Most AMWTP first line supervisors are promoted from the ranks of operators
- Lack of formal supervisory skills
- Many are first time supervisors
- While many are natural leaders, few have had formal training
- Mentoring alone is not adequate meet ISMS expectations



# Case for Supervisor Training

- AMWTP has common industrial hazards coupled with nuclear operations
- Injury experienced was analyzed and determined that additional skills were needed
- National Safety Council (NSC) Training Supervisors Development Program (SDP) address topical areas well in regard to AMWTP
- NSC training customized to build on ISMS training and principles to enhance safety performance at AMWTP



# Approach

- National Safety Council Materials utilized
- Programmatic focused areas developed to align with where safety improvement was needed
- Lessons developed to be highly interactive
- All units presented required successful completion of a written examination



# Program Development

- Site specific information utilized
- DOE requirements incorporated and contrasted to OSHA general industry
- Lessons Learned
- Human Performance incorporated
- ISMS and NSC similarities emphasized



# Program Areas

- Safety Management
- Communication
- Promoting Safety & Health
- Personal Protective Equipment
- Accident Investigation (video shown)
- Ergonomics
- Hazard Communication
- Hand & Portable Power Tools
- Electrical Safety
- Fire Safety (video produced)



# Accident Investigation

- Key area for Feedback in order to improve processes
- Heavy HPI emphasis
- Aimed at “Five Why” process to perform causal analysis
- Constructed simple event
- Integrated DOE and AMWTP processes into exercise
- Two videos used to demonstrate the need to integrate HPI and ISMS principles



# Accident Investigation Video

## Traditional Accident Investigation





# Conducting an Accident Investigation

The video you are now going to see is the same scenario, but will actively involve you in the process utilizing ISMS and HPI tools to identify causes and provide for effective corrective actions and feedback



# Accident Investigation Video Utilizing Feedback



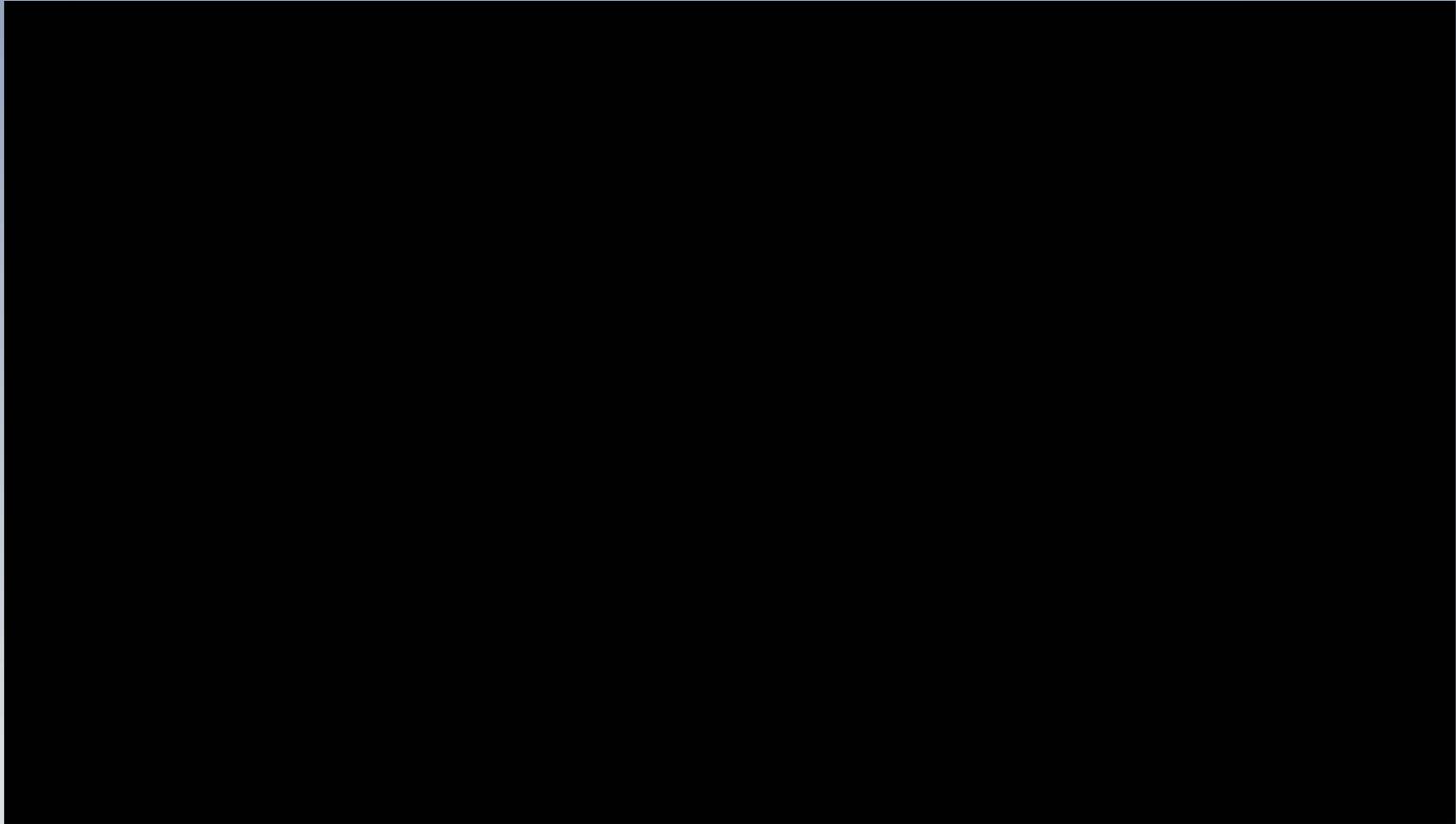


# Ergonomics, Hazard Communication and Power Tools

- Utilized simple event
- Exaggerated scenarios
- Incorporated DOE Lessons Learned
- Addressed ISMS Core Functions
- Utilized pause points for interactive discussion and learning



# Ergonomics, Hazard Communication and Power Tools





# Summary

- Effective mechanism to reach multiple work shifts
- Memorable scenarios to apply for infrequent process use
- Focuses improvement on routine tasks to mitigate injuries
- Ensures engagement and involvement
- Better quality feedback and corrective actions from the line organization