



Development of a Program Plan for Workplace Improvement

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Date: 10/14/14 _____

Workplace Improvement History

Background

- Aged facilities
- Limited resources
- Workforce apathy

Expectations

- Culture change at Pantex and Y-12
- General Workplace Improvement (GWI) is an important part of the culture change

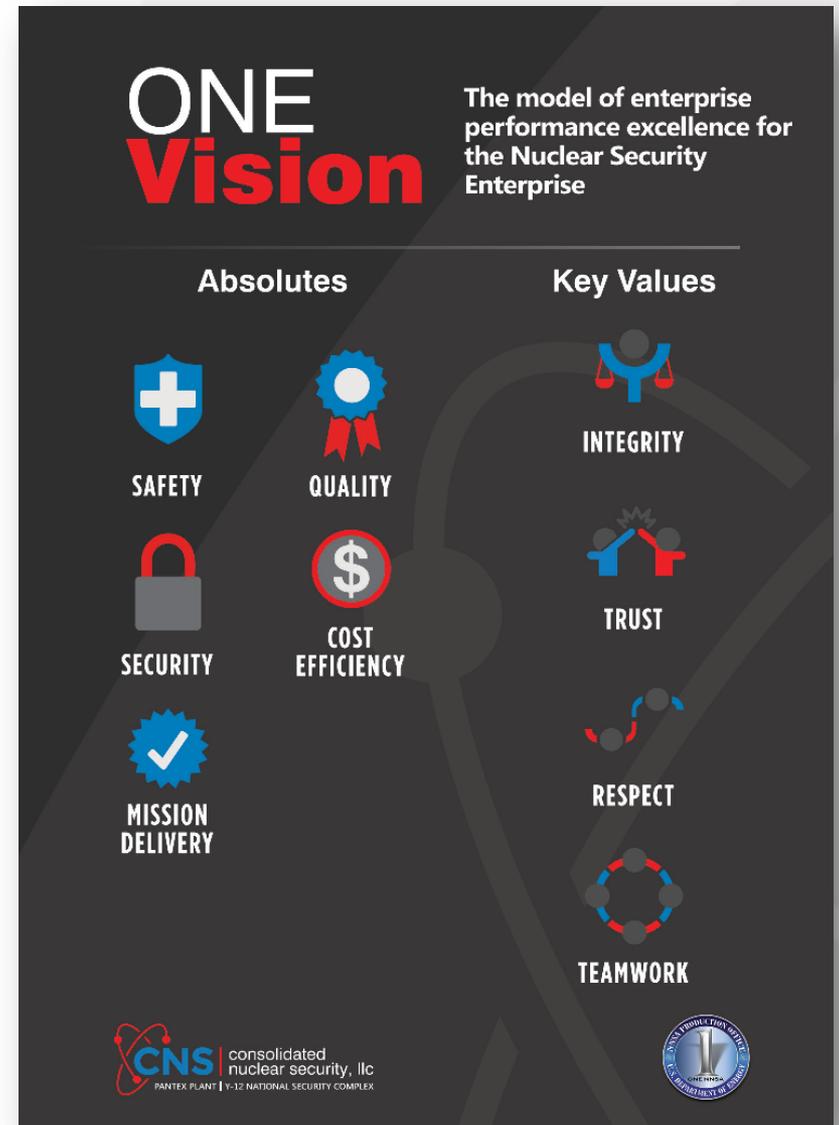


Building 9212 in 1949

General Workplace Improvement Core Principles

Former Department of Energy
Secretary Steven Chu –

“We will pursue a safety culture built on an environment of trust and mutual respect, worker engagement, and open communication, an atmosphere that promotes a questioning attitude with effective resolution of reported problems...”



Developing a Program Plan

What is General Workplace Improvement (GWI)?

- Quality of Life - physical plant improvements to the facilities that can give the employees a more positive or proud feeling about their working environment
- Employee Driven Safety Campaign (EDSC) – Worker identified safety concerns



Employee Driven

Existing policies and procedures

- GWI does not supersede
- Supervisor responsibilities
- Maintenance procedures

Report concerns

- Existing process of reporting to supervision
- Form for submitting concerns
- GWI resources
 - Safety Culture Advocates (Pantex)
 - Safety Culture Monitoring Panel (Y-12)

Feedback

- Was the concern adequately addressed
- Effectiveness questionnaire



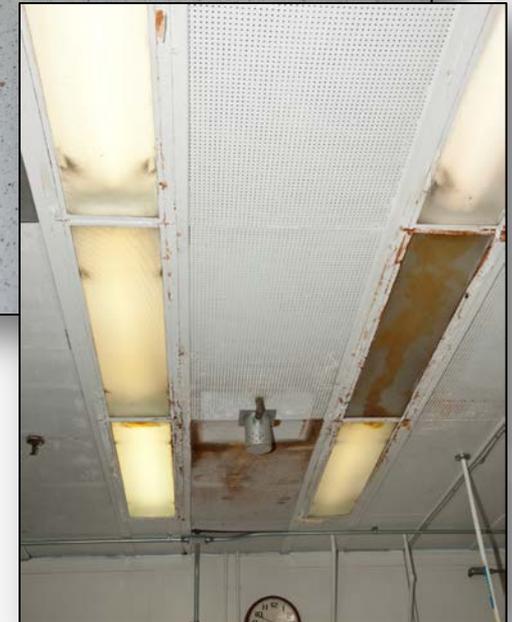
Prioritization and Execution

Prioritization

- GWI Resources
 - Safety Culture Advocates (Pantex)
 - Safety Culture Monitoring Panel (Y-12)
- General Criteria
 - Safety
 - Benefit
 - Future use of facilities
- Enterprise Risk Management
 - Probability and Impact Matrix
- GWI Management Team
 - Transformation Manager; Safety Culture Program Manager; Facilities and Infrastructure Operations Manager; Infrastructure and Projects Manager
 - Periodic review and concurrence of project priorities
 - Communication to Senior Management

Execution

- Use existing policies and procedures



Funding and Planning

Funding

- Direct Funded
- Indirect Funded
- Cost Savings Reinvestments

Planning

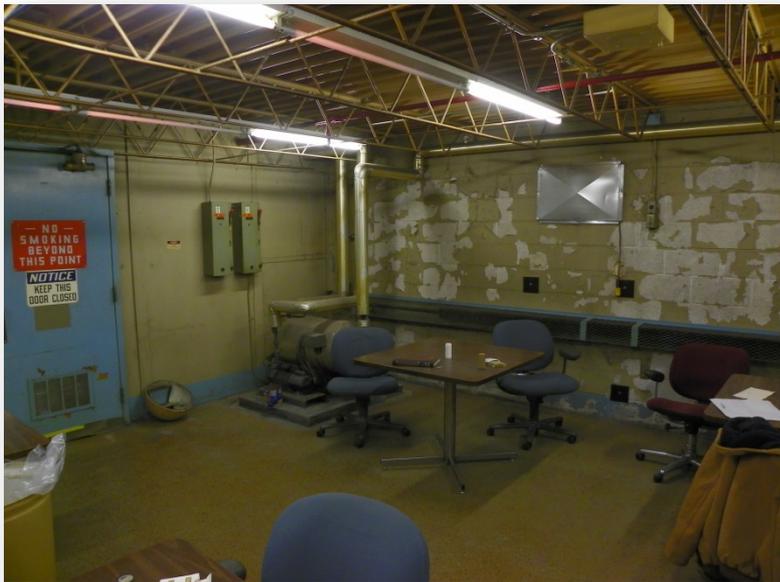
- FY 2015 projected GWI spending plan
 - Pantex
 - Plumbing refurbishments
 - HVAC
 - Y-12
 - Post 8 Enclosure
 - Building 9119 Auditorium



9119 Auditorium Renovation

Communication

- Quarterly communication via Pantex Pulse and YSource web sites.
 - Accomplishments
 - Employee feedback
- Annual report
 - Current year accomplishments
 - Planned activities for upcoming FY
 - Metrics



12-22 Break Area Renovation

FY 2014 Pantex Workplace Improvements

- Completed over 300 activities related to GWI
- FY 2014 cost and commitments \$6.3M
- Projected FY 2015 cost & commitments \$2M
- Completed in FY 2014
 - Outdoor lighting improvements (Six locations)
 - Guard Station refurbishments (Two stations)
 - Plumbing/carpentry renovations (Three locations)
 - Building 12-36 window replacement
 - Building 16-1 plumbing/carpentry refurbishment
- Planned in FY 2015
 - Buildings 12-5, 12-5C, and 12-6 plumbing refurbishment
 - Buildings 12-1 evaporative cooler replacement
 - Building 12-42 HVAC replacement



Building 12-36 Before & After

Pantex continues to enhance the Quality of Life for employees, improve overall industrial safety, and support a strong nuclear safety culture by investing in general workplace improvements

FY 2014 Y-12 Workplace Improvements

- Completed over 170 activities related to GWI
- FY 2014 cost and commitments \$3.3M
- Projected FY 2015 cost and commitments \$7M
- Completed in FY 2014
 - Employee Driven Safety Campaign
 - Break room renovations
 - Bathroom renovations
 - 9201-1 entrance vestibule
- Planned for FY 2015
 - Post 8 enclosure
 - 9119 auditorium



9201-1 Vestibule Before & After

Y-12 continues to enhance the Quality of Life for employees, improve overall industrial safety, and support a strong nuclear safety culture by investing in general workplace improvements



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