

Safety Culture Definitions

European Strategic Safety Initiative	UK Health and Safety Executive (1993)	U.S. Nuclear Regulatory Commission (NRC) (Draft-2009)	Institute of Nuclear Power Operations (INPO)	International Atomic Energy Agency (IAEA)/International Nuclear Safety Group (INSAG-4; 1993)	Member of the Public Mr. David Collins	Guldenmund (2000)	Mearns, et al (2003)	Von Thaden and Gibbons (2008)
<p>Safety Culture is the set of enduring values and attitudes regarding safety issues, shared by every member of every level of an organization. Safety Culture refers to the extent to which every individual and every group of the organization is aware of the risks and unknown hazards induced by its activities; is continuously behaving so as to preserve and enhance safety; is willing and able to adapt itself when facing safety issues; is willing to communicate safety issues; and consistently evaluates safety related behavior.</p>	<p>The product of individual and group values, attitudes, perceptions, competencies, and patterns of behavior that determine the commitment to, and the style and proficiency of, an organization's health and safety management.</p>	<p>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.</p>	<p>An organization's values and behaviors—modeled by its leaders and internalized by its members—that serve to make nuclear safety the overriding priority.</p>	<p>That assembly of characteristics and attitudes in organizations and individuals which establishes that as an overriding priority, nuclear plant safety issues receive the attention warranted by their significance.</p>	<p>Professional leadership attitudes in a High Reliability Organization that ensure potentially hazardous activities are managed to maintain risk to people and the environment as low as reasonably achievable thereby maintaining stakeholder trust.</p>	<p>Those aspects of the organizational culture which will impact on attitudes and behavior related to increasing or decreasing risk.</p>	<p>Safety Culture ... forms the environment within which individual safety attitudes develop and persist and safety behaviors are promoted.</p>	<p>The enduring value and prioritization of worker and public safety by each member of each group and in every level of an organization.</p>

Safety Culture Traits

European Strategic Safety Initiative	NRC (Draft)	INPO	IAEA/INSAG-4	Member of the Public Mr. Dave Collins	Christian, et al
Commitment	Personnel demonstrate ownership for nuclear safety and security in their day-to-day activities.	Everyone is personally responsible for nuclear safety.	Safety is a clearly recognized value.	Excellence Behaviors:(1) Communicates and models values; (2) Clearly communicates expectations; (3) Focus is on value not cost; (4) Ensures training, resources; (5) Good problem-solver and coach; and (6) Promotes open, deep organization learning.	Management commitment to safety.
Behavior	Process for planning and controlling work activities are implemented such that safety and security are maintained.	Leaders demonstrate commitment to safety.	Leadership for safety is clear.	Integrity Behaviors:(1) Does the right thing (behaves ethically); (2) Communicates openly and honestly; (3) Makes conservative decisions; (4) Addresses issues promptly, properly; (5) Uses failures to learn, not punish; and (6) Ensures appropriate accountability.	Human resources practices.
Awareness	The organization maintains a safety conscious work environment in which personnel feel free to raise safety and security concerns without fear of retaliation.	Trust permeates the organization.	Accountability for safety is clear.	Relationship Behaviors:(1) Listens carefully to suggestions; (2) Welcoming and respectful; (3) Promotes diversity, development; (4) Compliments more than criticizes; and (5) Promotes work/life balance.	Quality of safety systems.
Adaptability	The organization ensures that issues potentially impacting safety or security are promptly identified, fully evaluated, and promptly addressed and corrected commensurate with their significance.	Decision-making reflects safety first.	Safety is integrated into all activities.		Supervisor support for safety.
Information	The organization ensures that the personnel, equipment, tools, procedures, and other resources needed to ensure safety and security are available.	Nuclear technology is recognized as special and unique.	Safety is learning driven.		Internal group processes.
Justness	The organization's decisions ensure that safety and security are maintained.	A questioning attitude is cultivated.			Group boundary management
	Roles, responsibilities, and authorities for safety and security are clearly defined and reinforced.	Organizational learning is embraced.			Risk associated with activities/ environment
	The organization maintains a continuous learning environment in which opportunities to improve safety and security are sought out and implemented.	Nuclear safety undergoes constant examination.			Work pressure
					Leadership