

South TX Safety Culture

Survey May 2005  
Management insight. contractor  
~90 participants

Results 8/2005

Questionnaire type survey

~~Key~~ Big Theme

Trust of management  
Forced separations  
outsourcing  
"Resource slaving"  
Adding VPs but cutting  
staff  
Focus on profit with  
questionable regard for  
employees.

Not appear to affect safety  
Not yet  
Safety still seem on  
priority however  
question commitment to  
staff

## Reduction:

Planning seen as poor and then  
executed different than explained  
to staff  
With accelerated schedule knowledge  
transfer not properly conducted  
Also although staff decreased,  
workload not adjusted to  
compensate.

## Site Management response:

No further reduction unless  
attrition/retirements.

No outsourcing

No ~~staff~~ shared resources

Continued monitoring of workload

Overtime policy changes here also upset many of staff, apparently require a number of voluntary overtime hours prior to compensated hours.

Staff seems to feel insulted from executive ~~management~~ management and would appreciate greater interaction with executives in plant.

Many comments regarding supervision lack of commitment to employees.

Again strong theme of more commitment to profit than to workers.

Question whether time will bring more commitment to money than to safety. Does not seem to be case currently but how far will profit drive station.

Employees appear comfortable with approaching NRC.

90% of reporters indicated that they would have no problems addressing issues with NRC.

Additional comments on good access to NRC and confidence in NRC ability to resolve issues.