

EFCOG HPI Working Group Monthly Conference Call

February 23, 2023

Meeting started at 11:04 CDT.

Participants:

- Bill Satterfield (ORNL)
- Daniel Gautier (JLAB)
- Daniel L. Hammer (INL)
- Daryl Smoldt (SRNL)
- David Boyce (INL)
- Evaneline D. Clemena (Sandia)
- Gale Voyles (Bechtel)
- Guillaume Laforest
- James Newman (LBNL)
- Joy Fleming
- Katie Gallegos (LANL)
- Lloyd Keith (WRPS)
- Maribel Martinez (Idaho Environmental Coalition)
- Michelle Kirsch (NREL)
- Nancy Van
- Roby Robinson (Hanford) 505-699-9307
- Saprena Lyons (Idaho Environmental Coalition) 208-351-9075
- Shalaine Britain (WIPP) 575-706-8941
- Steven Fontaine (LLNL)
- Suellen Cook (ANL)
- Susan Baumann (ANL)
- Tamara Shokes (INL)
- Tim Snow (NREL)
- Valerie Webb (Sandia)
- Wayne Maynor (SRS)
- William S. Brown (BNL)

1) Task Team Business

a) Review/Update Tasks and initiatives

1. 2023 Activity – Support DOE Rizwan Shah with the revision of HPI DOE-HDBK-2009-1028
 1. In the process of finding his administrative staff to handle the technical writing. When these are lined up, then we can start

building the team. DOE Human Performance Improvement (HPI) handbook update - Meeting 1 was on 02/22/23.

2. Not thinking about what parts you want to change, rather think about what parts of each manual people want to be assigned to.
3. Hold onto feedback for now.
4. Volume I <https://www.standards.doe.gov/standards-documents/1000/1028-BHdbk-2009-v1/@@images/file>
5. Volume II <https://www.standards.doe.gov/files/doe-hdbk-1028-2009-human-performance-improvement-handbook-volume-2-human-performance-tools-for-individuals-work-teams-and-management>

- b) **Challenges** – EFCOG continues to work on the EFCOG website
- c) **Other updates** - none

Human Performance		
Activity(s)	Benefit(s)	Deliverable/Key Milestone(s)
<p>ISM-HPI-23-01</p> <p>Support EHSS-20 revision of DOE-HDBK-1028-2009, Human Performance Improvement Handbook</p>	<p>Human Performance Tools for Individuals, Work Teams, and Management were written in June 2009. They have become the core reference documents for many users both within and outside the DOE complex. These updates will help expand the scope of the Department's HPI programs by encompassing Human and Organizational Performance (HOP)</p> <p>This effort will result in significant revisions to the Handbooks, with an estimated twenty-five percent change to Volume 1 and a fifty percent change to Volume 2. The content and the approach to the topics will be based on concepts and practices found helpful in the commercial nuclear power industry, electrical grid and distribution, national laboratories, and those adopted by other sectors.</p>	<p>The EFCOG HPI Task Team will collaborate with EHSS-20 to select EFCOG team members.</p> <p>EHSS-20 will identify the specific updates that will be made by the team revising the Handbooks. The team will be composed of a Federal Project Lead with academic and technical experts. Team members will include subject-matter experts from DOE M&O contractors and thought leaders from outside the DOE complex.</p>

- d) **Upcoming Meetings and Conferences (EFCOG and other HPI meetings)**
 - o Human Performance in Action Conference (HPAC)

- Identifying and Managing Risk: The Science, Data, and Application of Working Safely
- April 18th & 19th 2023 in Houston – taking early registrations now and will do group reservations.
- <https://whova.com/web/fVFAbLJ1ClzxXbyQgVZT%40fyGoFQPP%40Pm9xK8q4q4S-0%3D/>
- For additional information please contact us at conference@knowledgevine.com.
- Community of Human and Organizational Learning (CHOL)
 - Leveling Up: Success through Learning
 - Renaissance Portsmouth-Norfolk Waterfront Hotel in Portsmouth, VA
 - Conference: Tuesday, June 13th thru Thursday, June 15th
Workshops: Monday June 12th and Friday, June 16th
 - Call for Speakers is NOW open for the 2023 Conference!
 - [Submit an application](#)
 - <https://www.cholearning.org/>
 - Conference Mailing List (<https://www.cholearning.org/professional-development>)
- EFCOG Annual Meeting
 - June 21-22, 2023
 - Hilton Washington D.C. National Mall the Wharf 480 L'Enfant Plaza SW, Washington, D.C.

e) **Webinars: still the same**

- EUCI - Human Performance Community of Practice
 - <https://www.resilientgrid.com/hpcop>
 - Hosted by KnowledgeVine
 - Every other Thursday 4PM EST
 - HP Community of Practice discussions will continue to take place every other Thursday and are free for the HP community to participate. There will be a presentation and discussion by a few select hosts, followed by a question and answer/discussion period for all. We will follow up on the session with a virtual Happy Hour.
 - To join: <https://mailchi.mp/e4274b7f9e84/hpcop>
 - HumanPerformanceCOP@gmail.com
 - Past Presentations: <https://www.resilientgrid.com/hpcop-3>

- CHOL - Community of Human and Organizational Learning
 - Formerly HPRCT
 - <https://www.cholearning.org/>
 - <https://hprct.org> redirects you to the new webpage
 - Monthly Webinars:
 - <https://www.cholearning.org/professional-development>
 - News and Blogs:
 - <https://www.cholearning.org/news>
 - Video Library:
 - <https://www.youtube.com/channel/UCRbkD3m2ro7kCK-uF1X772A>

2) HPI Share

Saprena Lyons – discussed their recent HPI focus on the importance/impact of personal choices and the importance of identifying and eliminating/mitigating those hazards. Stressed that there are numerous HPI error reduction tools to help with this. Questioning attitude can lead to focus on inclement weather, seat belts use, proper personal protective equipment use, etc. while traveling to work. Once you arrive at work you have to use your procedures and focus on the task-at-hand. You have to communicate that anyone and everyone has stop work authority. You don't want to risk safety for yourself or your co-workers. Make sure you express that safe work practices are a management expectation and a condition of employment. Reinforce use of HPI tools/safe work practices; everyone has HPI error precursor lanyard cards.

Her slides were unavailable during the presentation but she will provide them to the group.

Saprena's presentation prompted good discussion through the chat portal. Boyce questioned who determines if the issue was rooted in a personal choice; Brown pointed out that there is a difference between people making bad choices and people having bad choices; Snow questioned whether all choices made by a person are personal choices. Saprena replied that employees self-identify personal choices as an error precursor and that senior management defines the expectations. Newman replied that the less number of in-field decisions (choices) the better; Boyce stated that the emphasis is on procedure compliance, so there are few or no choices needed; avoid choices around critical steps and uncertainty. Kirsch replied that HPI isn't about finding bad apples and Newman replied that HPI is about creating more error-tolerant systems

3) Round Table

Jefferson Lab: no update

Hanford: no update

LBNL: Newman: continuing to observe electrical work; monitoring drift in field work; James met with Division Safety Coordinators to shape/develop future actions. He asked for assistance with self-driven research labs (ex. If you start an experiment and then leave it unattended for a while, how do monitor it?)

LLNL: no update

N3B Los Alamos: no update

NREL: no update

IEC: no update

CNS: no update

SRS: Wayne Maynor replacing Daryl Smoldt

WIPP: focusing on pre-job-briefings, moving towards a graded approach (formal/informal PJB's); using SLAM risk-management system; using HuPerT's for HPI dynamic learning activities.

INL: Focusing on injury reports twice/week (HPI aspects); trying to chunk some of their training efforts; integrating HPI into work environment; using learning teams/management/outside groups; plans to have a learning teams guidance document to share by June.

UCOR: no update

Closing

Next meeting: March 23rd

Meeting concluded 11:47 PM CDT.