

DSG(2013)C042

**Safety Culture and People Engagement at Dounreay
Summary of research carried out by One Point Three Ltd**

Recommendations

The report recommended that there was an opportunity to improve people engagement, with the opportunity having been created partly by the enduring desire amongst the workforce to engage constructively, partly by the same motivation on the part of the leadership, and also by the transition from the initial year 1 phase of the programme to its next iteration.

Next steps

Following the report the leadership team took stock and have begun the process of improvement people engagement. This has been done by:

- Regular staff talks by the Managing Director highlighting successes and outlining the forward programme.
- Three workshops have been organised, with volunteers from the workforce to consider three separate topics:
 - Vision, Mission and Values
 - Decommissioning Excellence
 - People Plan
- The re-instatement of a weekly team briefing to allow teams to meet to discuss main issues of the site which also provides the opportunity for teams to discuss individual department issues.

Conclusion

- Safety remains the highest priority for the site.
- Safety will continue to be monitored on a regular basis and action will be taken as appropriate.
- The leadership team recognises the need to engage with the workforce in a way that is meaningful to the workforce.
- The leadership team recognises that this is just the start of a process and needs to continue and improve with a structured programme to achieve this.