

September 20, 2019

Amber Kenney
Chief Safety Officer

Mr. Michael J. Weis
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FY2019 PEMP Notable Outcome Goal 5.0 Objective 5.1 – Summary of Achievement

Dear Mr. Weis,

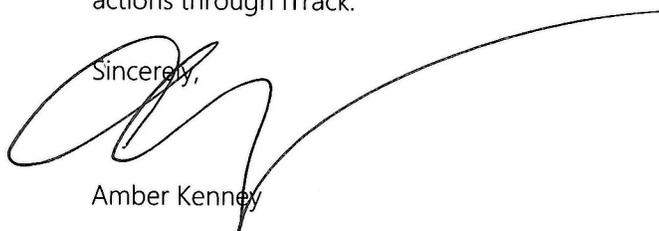
The FY2019 Notable Outcome for Goal 5.0 Objective 5.1 is: *Evaluate the implementation of the Human Performance Improvement (HPI) program by assessing how supervisors set expectations for their teams with respect to avoiding critical mistakes through work planning and controls. Include the level of supervisory engagement, recommendations for improvements, and an implementation plan.*

A strategy was developed to achieve the Goal 5 Notable Outcome using a two-pronged approach, including the DOE Office of Enterprise Assessment (DOE/EA) review of Fermilab's Work Planning and Control (WPC) program and a separate assessment of the Human Performance Improvement (HPI) program implementation. Those two assessments have been completed and their final reports attached.

The combination of these assessments reveals that Fermilab has areas of strength and opportunities for improvement. The DOE/EA review underscored the need for additional rigor and formality in the Fermilab WPC program and its implementation. And the HPI assessment revealed that line management at Fermilab is very effective in areas where HPI principles are utilized.

We have been and will continue to address the results of these assessments and document the corrective actions through iTrack.

Sincerely,



Amber Kenney
Chief Safety Officer

cc:

J. Adetunji, w/o encl.

D. Baird, w/o encl.

M. Bollinger, w/ encl.

M. Bonkalski, w/o encl.

E. McHugh, w/o encl.

N. Lockyer, w/o encl.

K. Gregory, w/o encl.

T. Meyer, w/o encl.

M. Michels, w/o encl.

J. Scott, w/ encl.