



WINS Roundtable

Motivating Staff with Accountability for Nuclear Security

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Canadian Nuclear Laboratories | Laboratoires Nucléaires Canadiens

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Motivating Staff with Accountability to Nuclear Security

Introduction to Security at Canadian Nuclear Laboratories (CNL)

There are three different levels of security screening at CNL:

- **Site Access Security Clearance**
- **Level 2** – Secret
- **Level 3** – Top Secret

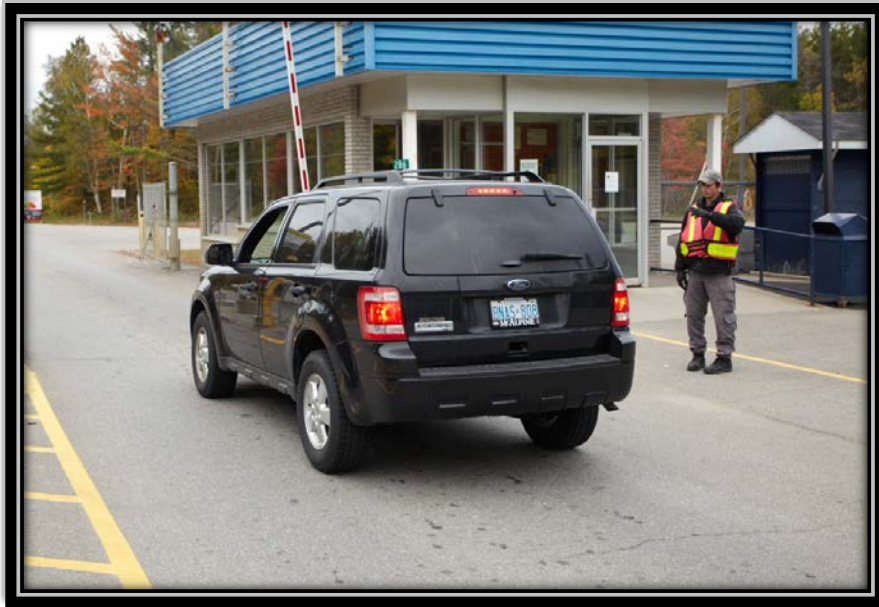
*All levels of security on site have been approved by our Regulator - Canadian Nuclear Safety Commission (CNSC).

*Working with Nuclear Materials Operations requires Level 3 Top Secret Security Clearance.



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Tools and Techniques



- Annual Security Awareness Week
- Monthly security awareness slides in the Operating Experience (OPEX)
All-manager's safety meeting template
- Security postings on internal website bulletins to raise awareness about Security
- Security awareness sessions with employees to teach them what to do in a security emergency



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Security Barriers for Nuclear Materials Operations (NMO)



Security at CNL controls:

- ❑ Entry & Exit of Nuclear Materials Storage Facility(NMSF)
- ❑ Escort of incoming & outgoing transfers from NMSF.
- ❑ Verify all packages that are entering or exiting the NMSF.

Solutions:

- ❑ Advance notice of transfers involving the NMSF are provided to security.
- ❑ Off site shipments verified and sealed by security



Motivating Staff Example: Repatriation Activity Overview

PROJECT - Off Site Shipment of Nuclear Material

- **Step 1** – Material Selection
- **Step 2** – Verification of Material
- **Step 3** – Repackaging of Material
- **Step 4** – Shipment



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Nuclear Material Repatriation Activities

Job Satisfaction

Staff at Chalk River Laboratories being part of the Non-Proliferation Treaty and Global Threat Reduction Initiative for the Government of Canada gives employees reason to be satisfied in their work.

Job Satisfaction begins with Project Planning:

- Meetings with Global Customers
- Pre-job Planning
- Execution of Tasks



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Nuclear Material Repatriation Activities

Staff Engagement

Tasks are divided up among team members:

- Procurement
- Material Characterization
- Package Identification
- Security Requirements
- Shipping Requirements



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Nuclear Material Repatriation Activities

Job Fulfilment

Execution of tasks from staff engagement with positive results:

- Schedule
- Budget
- Safety



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Nuclear Material Repatriation Activities

Pride in Job

- Once project is completed staff can feel good about assisting with Global Threat Reduction Initiative completed for the Government of Canada.
- Canadian Nuclear Laboratories Recognition Awards are handed out monthly for contributions made toward the execution of Safety, Innovation, and Execution of Liability Reductions to Site.



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Summary

AREA FOR IMPROVEMENT

- Processing Times (personnel & equipment)

SUCSESSES

- ✓ Daily Interactions with security group
- ✓ Allow for discussion between groups prior to new processes implemented



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Questions?

