

**[SOE LETTERHEAD]**

October 29, 1993

The Honorable John T. Conway  
Chairman  
Defense Nuclear Facilities Safety Board  
625 Indiana Avenue, N.W., Suite 700  
Washington, D.C. 20004

Dear Mr. Conway:

In my July 23, 1993, letter to you, I indicated that the Department of Energy had accepted Recommendation 93-3 that deals with improving the technical capability of personnel associated with defense nuclear facilities programs. As part of our acceptance, I indicated we would issue by October 31, 1993, a policy statement that reinforces the Department's commitment to improving the technical excellence of its staff.

With full support and maximum participation of our stakeholders, we developed a policy that expands the appropriate Department of Energy core value statements and, specifically, commits us to improving the capabilities of our staff. Enclosed is a copy of our technical excellence policy.

We consider Recommendation 93-3 a high priority and are hopeful that the issuance of this policy will contribute to achieving technical excellence.

Sincerely,

***Hazel R. O'Leary***

Enclosure

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**TECHNICAL EXCELLENCE POLICY**

The Department of Energy community, in order to successfully accomplish the Department's mission, must be technically competent and must continuously strive for technical excellence. Therefore, today and in the future:

- We will identify where technical expertise is needed and commit resources to support technical excellence.
- We will share technical resources in support of excellence.
- We will develop, maintain, and enhance technical knowledge, skills, and abilities through planned education, training, and other opportunities.
- We will provide a challenging and rewarding environment that is conducive to the retention of technical expertise.
- We will recruit technically capable individuals who share Department of Energy core values.
- We will regularly evaluate our success in achieving technical excellence in the Department of Energy community.