



NIST SAFETY UPDATE

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NIST VCAT
Gaithersburg, MD
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AGENDA

Continue to report regularly to the VCAT on NIST's safety improvement efforts, including the actions identified in the safety climate survey.



**Slips, Trips, and Falls
Baseline**



**Shared Standard of
Safety Performance**



**Enhanced Workplace
Inspection Program**



**2014 Safety Climate
Survey**

Planned Actions

01 **EMPLOYEE RIGHTS AND RESPONSIBILITIES**
Improve communication to employees of their safety rights and responsibilities.

02 **UNSAFE CONDITIONS AND PRACTICES**
Provide guidance on addressing unsafe conditions and practices.

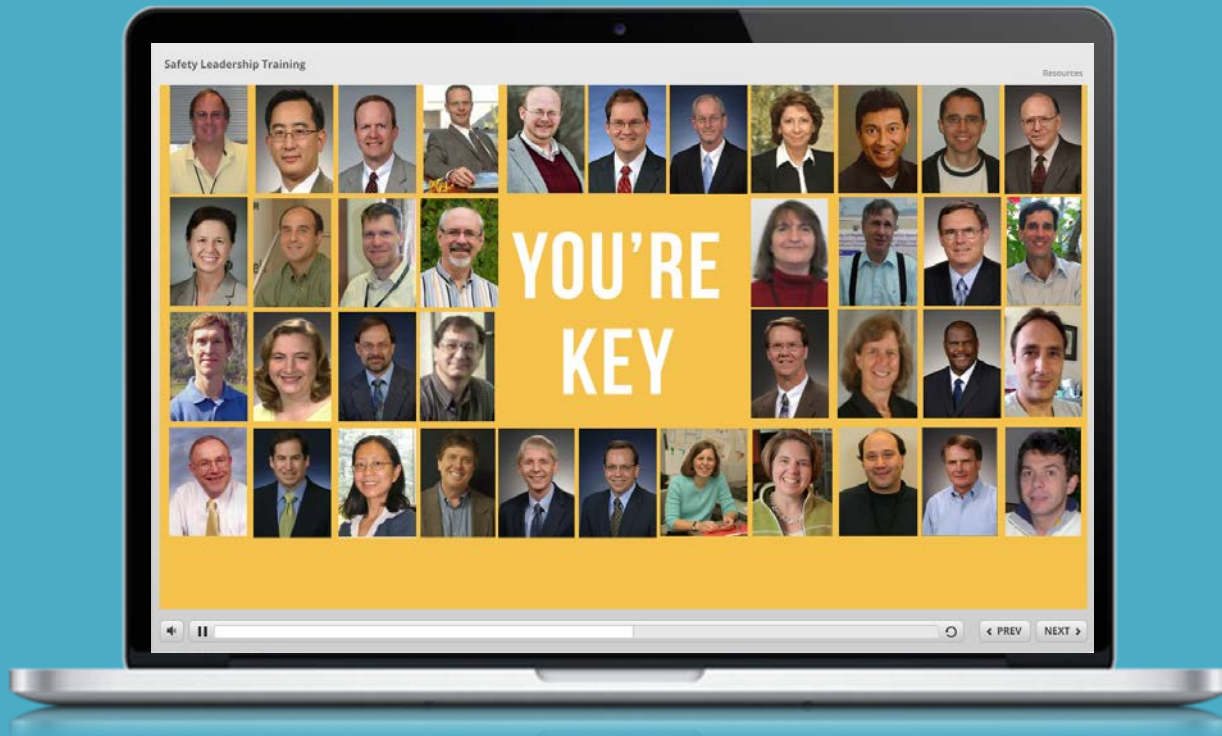
03 **INCIDENT REPORTING & LESSONS LEARNED**
Implement improved incident reporting processes and mechanisms for sharing lessons learned.

04 **SAFETY TRAINING**
Improve the quality of safety training.

05 **MANAGEMENT OBSERVATIONS**
Incorporate discussions of safety culture issues into management observations.

06 **PERFORMANCE APPRAISALS**
Re-emphasize the importance of employees receiving safety performance feedback during performance appraisals.

NIST Safety Leadership Training



Why

To foster a shared understanding and sense of purpose



Who

All managers and supervisors and OU/ OSHE safety personnel



How

Self-paced on-line presentation supported by safety resources

What Was Covered

NIST Safety Leadership Training

Why We
Value Safety

Our Safety Policy

Safety Laws
and Regulations

Safety Management
System



Getting Everyone
Involved in Safety

Managing Risk

Safety Education
and Training

Learning from our
Incidents

Preparing Supervisors to Support Employees' Safety Rights

Colleagues,

Early next week, I will be sending an all-staff email on the safety rights and responsibilities of NIST employees and associates. This email will constitute one of the [planned actions](#) I committed to take in response to the [2014 NIST Safety Climate Assessment](#). The goal is to communicate clearly to every NIST staff member his or her safety rights and responsibilities.

I am providing you with this heads-up because you are a manager or supervisor, OU/Division safety program coordinator, DSR, or OSHE safety professional who recently completed the NIST Safety Leadership Training. As you know from that training, you play a critical role in ensuring that our employees and associates understand and exercise their safety rights and carry out their safety responsibilities.

I am providing a [safety-rights-and-responsibilities flyer](#) with my all-staff email. Please take time to review the flyer and associated information on the [Supervisor Safety Resources](#) page, the [NIST Safety Policy](#), the [Nuclear Regulatory Commission Safety Culture and Responsibilities Suborder](#) of particular interest.

I encourage you to support your staff members in exercising their safety rights in a safe and conscientious work environment in which there is no fear of reprisal. The result will be a safer workplace. It will make NIST

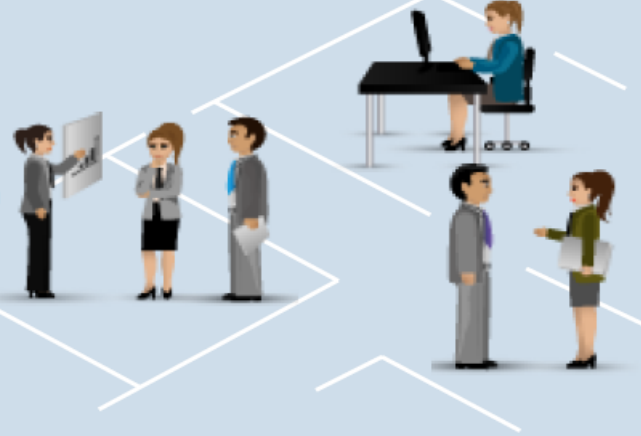
YOUR SAFETY RIGHTS & RESPONSIBILITIES @ NIST

NIST employees, associates, and visitors are entitled to a workplace free of safety and health hazards.

YOUR RIGHTS

1 SAFETY REQUIREMENTS

You have the right to receive information about NIST safety requirements and Occupational Safety and Health Administration (OSHA) standards that apply to your job and the benefits of complying with those standards.



2 HAZARD INFORMATION

You have the right to receive information and training on the work-related hazards you could be exposed to and on the methods to prevent your exposure.



4 SPEAKING UP

You have the right to talk with your management about work-related safety and health matters, to ask safety-related questions, express safety concerns, and receive safety information.

3 DATA AND RECORDS

You have the right to obtain copies of injury and illness statistics, your NIST medical records, and exposure test results.



5 REFUSING TO PERFORM UNSAFE WORK

You have the right to refuse to perform an assigned task when you believe it could seriously harm you.

6 REQUESTING INSPECTIONS OF UNSAFE CONDITIONS

You have the right to request formal inspections of unsafe conditions by NIST's Office of Safety, Health, and Environment or OSHA.

7 EXERCISING SAFETY RIGHTS WITHOUT FEAR

You have the right to exercise your safety rights without restraint, interference, coercion, discrimination, or reprisal.



8 FILING GRIEVANCES

You have the right to file a grievance with NIST's Office of Human Resources Management or a complaint with the U.S. Office of Special Counsel if you believe you have been subject to restraint, interference, coercion, discrimination, or reprisal.



YOUR RESPONSIBILITIES

1 TAKING PERSONAL RESPONSIBILITY FOR SAFETY

You are responsible for your own safety and the safety of others, including visitors. This requires speaking up when you have safety concerns.



2 FOLLOWING SAFETY REQUIREMENTS

You are responsible for following all NIST and OU safety requirements that apply to your work.



3 IMPROVING SAFETY

You are responsible for participating as appropriate in the development, implementation, and continual improvement of NIST's safety program and culture.



Personal Responsibility for the Safety of Others

From the 2014 NIST Safety Climate Assessment



Appreciate when a co-worker points out potential hazards in their work activity.



Believe their coworkers appreciate it when they point out ways they can work more safely.



Say they help others identify and minimize hazards.



Agree that co-workers give tips to each other on how to work safely.



Say they feel comfortable challenging co-workers on safety issues.

Speaking Up

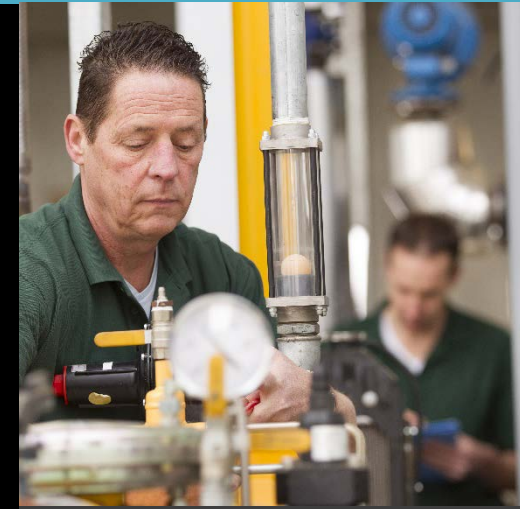
Comments from the 2014 Safety Climate Survey



“Reported numerous safety concerns to my DSR and group leader, only to be accused of picking on people and having my credentials questioned.”



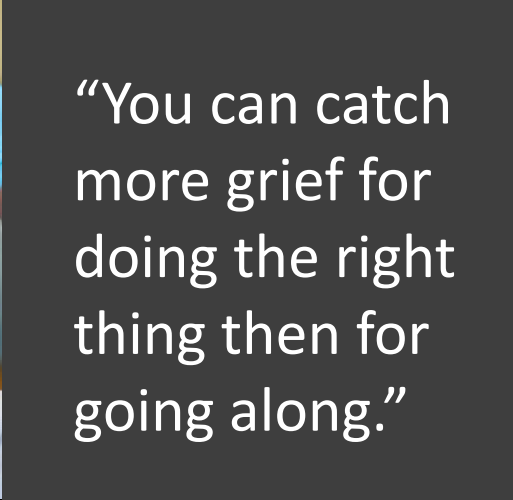
“Some project leaders will lash out at you personally if you bring up a safety concern.”




“Reporting a safety issue can bring repercussions back to the one reporting more times than not.”



“You can catch more grief for doing the right thing than for going along.”



“I stopped reporting safety problems in other areas because nothing changes and management gets irritated.”



What's the ugly
secret behind workplace
injuries?

Someone didn't
SPEAK UP

A CRUCIAL CONVERSATION ABOUT SAFETY
NIST Safety Colloquium

June 10, 2015

Five Crucial Conversations

That drive workplace safety

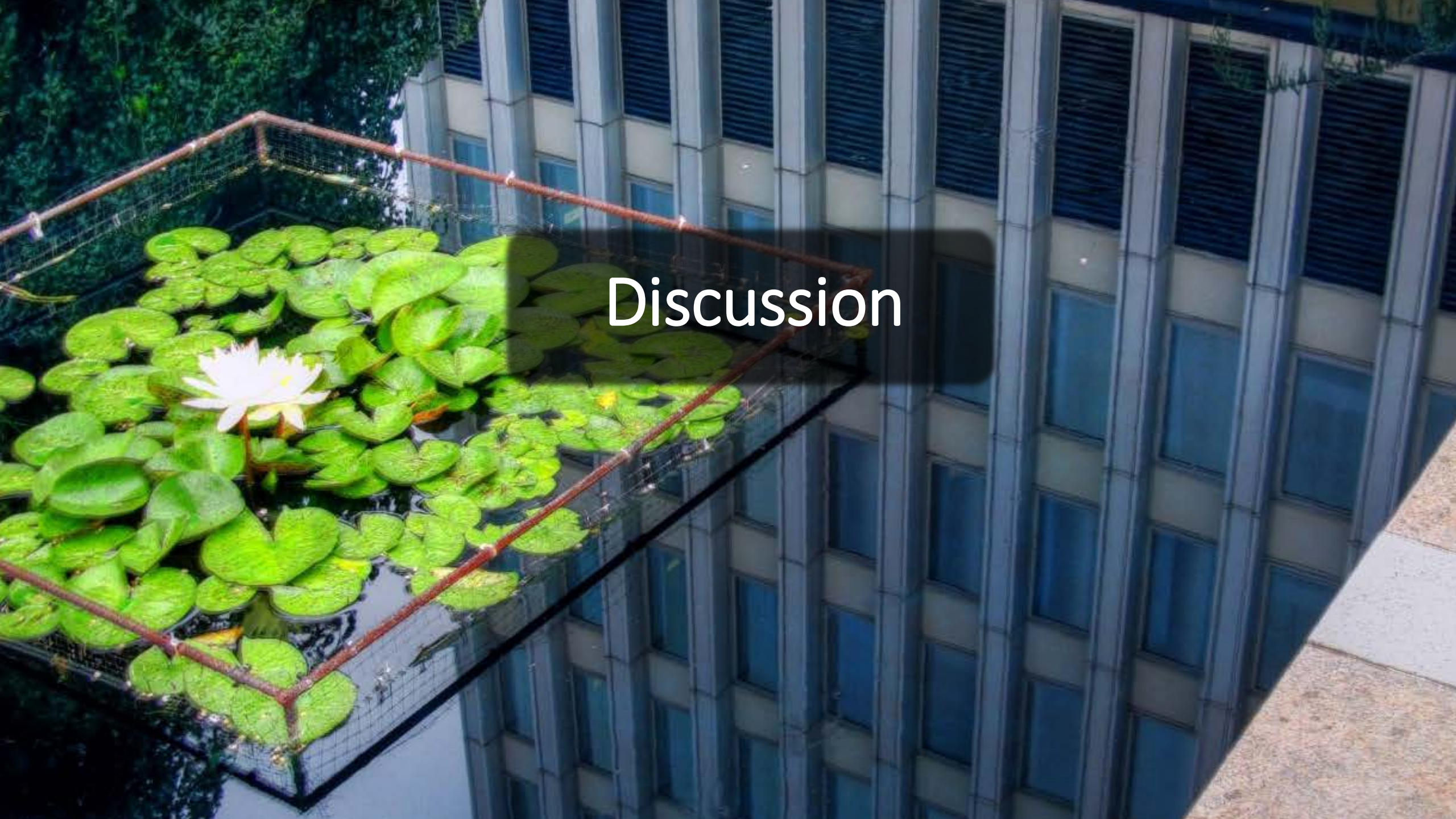
01 **Get it Done.**
Unsafe practices that are justified by tight deadlines.

03 **Just this Once.**
Unsafe practices that bypass precautions considered excessive.

05 **This is Overboard.**
Unsafe practices that bypass precautions considered excessive.

02 **Undiscussable Incompetence.**
Unsafe practices that stem from skill deficits that can't be discussed.

04 **Are You a Team Player?**
Unsafe practices justified for the good of the team, company, or customer.



Discussion



SAFETY FIRST

From Blue Ribbon Commission II

We, the Blue Ribbon Commission II (BRCII), have had the opportunity to visit the laboratories of the National Institute of Standards and Technology (NIST) in Gaithersburg, MD, and Boulder, CO, in the month of October 2010. These visits are just two years after the Blue Ribbon Commission I (BRCI) issued a report highly critical of safety at the NIST laboratories. The progress in the last two years has been both impressive and dramatic. The new NIST Director has led what can be termed a transformational safety initiative.

NIST management has responded effectively to BRCI criticism. The entire NIST organization has been revamped with clearer roles and responsibilities. Resources for safety have been identified and applied. New talent has been attracted to a reorganized safety organization. Hazards analyses have been performed throughout the organization. Major progress has been made in developing a safety culture at NIST.

Despite the extraordinary progress, much remains to be accomplished in order for the new safety efforts to be institutionalized beyond the tenure of the current NIST Director. **The first priority is the need to appoint an Associate Director for Laboratory Programs (and Principal Deputy) who will drive the present successes to the next level.** The second priority will be to address the enthusiasm gap observed at the laboratory director level. In our interviews and focus group sessions with staff members from across the NIST organization, we were amazed at how well the NIST Director has driven the message all the way down to the bench-level scientists, even with a circumspect response of some of the laboratory directors. “Keeping score” is an important part of a robust safety program. It is time for NIST to develop a suite of metrics. The commission strongly encourages NIST not to “reinvent the wheel” but to take advantage of the work of done by other laboratories and by industry.

From Blue Ribbon Commission II

Audit is an important part of a safety assurance program. Self-assessment is not an audit; rather, it is an important part of an audit. Because the Department of Commerce has no such function, another source will be needed. Some possibilities are a reciprocal relationship with the National Oceanic and Atmospheric Administration (NOAA) or the Department of Energy (DOE).

In summary, we recommend the following actions:

- 1. Appoint crucial Associate Director for Laboratory Programs (Principal Deputy).**
2. Address the enthusiasm gap in some senior management.
3. Establish an Audit mechanism.

In conclusion, the commission has thought about what would be a desirable end-state for safety at NIST. We would wish that the safety culture and program at NIST would be the standard by which all scientific laboratories would measure themselves. Within five years, senior science managers should be visiting NIST to learn about safety the way that scientists now visit NIST to learn about science and engineering.