

Are you prepared for a journey?

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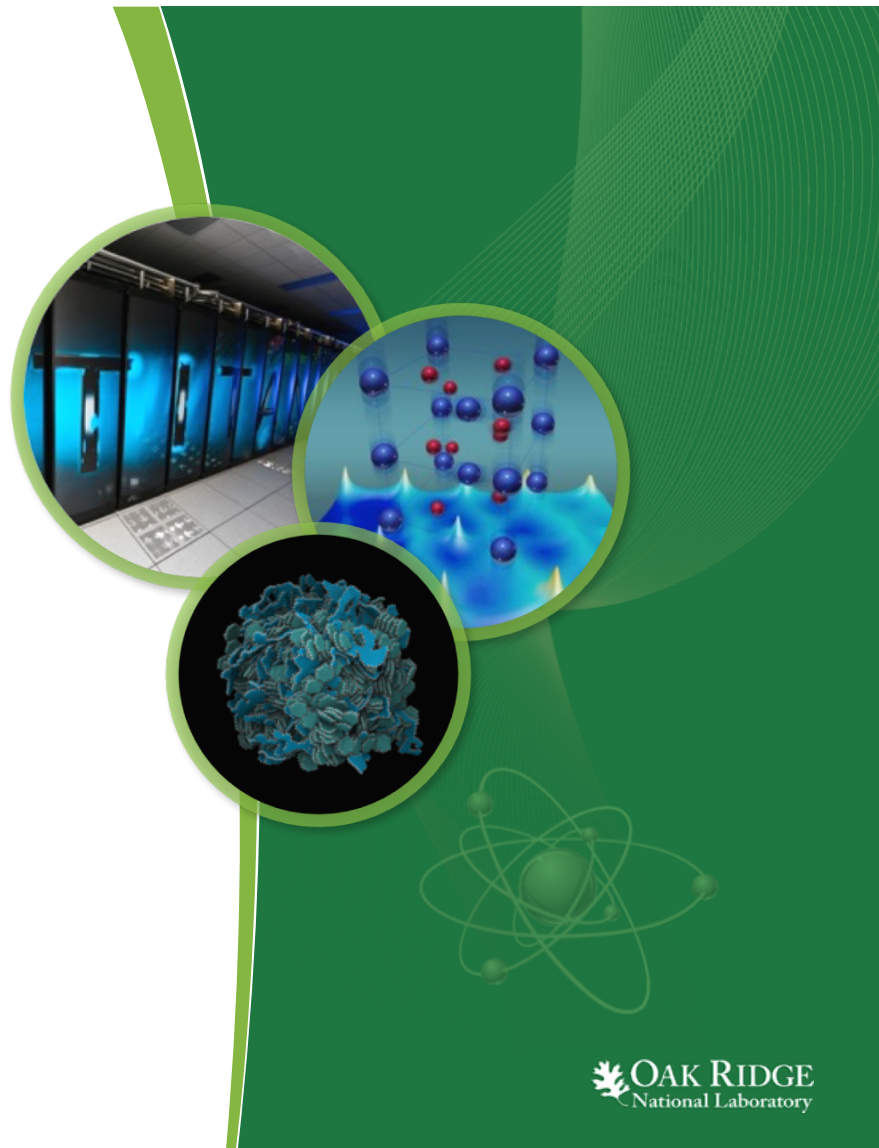
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**Is it possible to positively
influence culture across an entire
enterprise?**

Absolutely, but you must focus on the right things

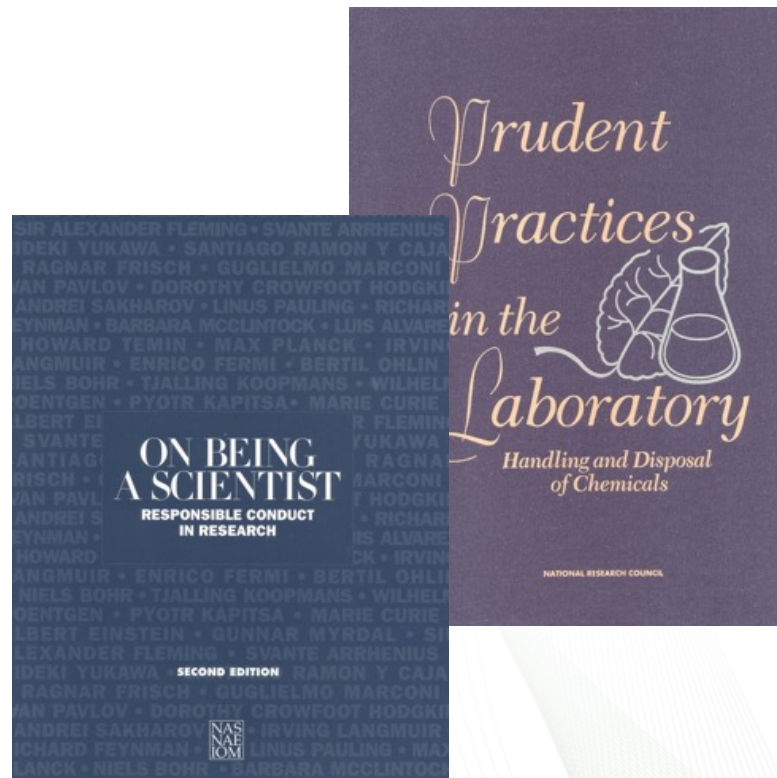
- Set organizational **PRINCIPLES**
- Make it **PERSONAL**
- Celebrate the **POSITIVES**
- Engage **PEERS** and other **PERSONNEL**
- Be **PERSISTENT** and **PREPARE** for a journey



Organizational PRINCIPLES

Establishing a common set of Principles for discussion

- Battelle codified key safety principles in “The Safe Conduct of Research”
- The principles are not unique. They were derived from
 - Department of Energy publications on Integrated Safety Management and high reliability organizations
 - International Nuclear Safety Advisory Group (INSAG)-4 publication, Safety Culture
 - Managing the Unexpected: Resilient Performance in an Age of Uncertainty by Karl E. Weick and Kathleen M. Sutcliffe
 - Causal analysis of events at various laboratories
- Forms the basis for conversation at every level of the enterprise



Digital images both from
National Academies Press

Principles for a Strong Safety Culture

- 01** Everyone is personally responsible for ensuring safe operations
- 02** Leaders value the safety legacy they create in their discipline
- 03** Staff raise safety concerns because trust permeates the organization
- 04** Cutting-edge science requires cutting-edge safety
- 05** A questioning attitude is cultivated
- 06** Learning never stops
- 07** Hazards are identified and evaluated for every task, every time
- 08** A healthy respect is maintained for what can go wrong

Learn more
about the safety
principles we live
by every day.

*Ask your manager for a
copy or link to the
brochure from the ORNL
internal home page.*



 **OAK RIDGE**
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Make it PERSONAL

The event that shook us to our core

- March 31, 2014, Excess Property Sales expected a busy day, following a public auction
- Arrangements were quickly made for a laborer to replace one of the two salvage handlers who had reported for work sick
- The two workers began moving a magnet and stand down a ramp into a customer's box truck
- When they reached the transition of the loading ramp and truck bed, the assembly tipped over and onto the employee in the path of travel
- The employee sustained fractures to his lower legs, a broken thumb, and several lacerations
- Numerous opportunities existed for someone to say something



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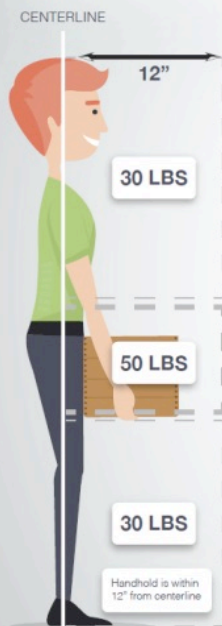
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MANUAL LIFTING GUIDELINE: 30/50/30



KEY POINTS:

30/50/30 is simply the maximum weight in pounds that should be lifted at different positions while keeping the load close to your body. Although this guidance should minimize your risk of injury, you should use judgement as to your personal capability.

- 30 lbs can be lifted from floor to head level
- 50 lbs should only be lifted between knuckle and elbow height (e.g. lifting items off a shelf or cart and placing them at the same height)
- Lift with two hands, keep the load close to your body, and avoid twisting your torso
- Again, use judgement as to your individual physical capability, especially if you have any medical conditions that could be aggravated by manual lifting

How much can I safely lift?

While there is no single weight that everyone can lift, this guideline can help simplify your decision.

NOTE:

This guideline is for casual/non-repetitive manual lifts.

Consult Health and Safety professionals for help in conducting hazard assessments and controls for lifts outside of the 30/50/30 guidelines.

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Laboratory Operations Leadership Academy developed for safety leadership

- NOT a compliance program
- Two day program originally designed for frontline supervisors
- Scenarios based on the safe conduct of research principles
- Provides immediate feedback from peers plus mentoring opportunities
- Laboratory Space Managers now going through the program along with their managers
- Open to staff at all Battelle-affiliated sites



Laboratory Operations Leadership Academy developed for safety leadership



Videos

Podcasts

Documents

Related Links



Meet the employees where they are

Another quiz?!

From the new Globally Harmonized System (GHS) for classifying and labeling chemicals. You'll also find these pictograms outside of lab spaces alerting you to the possible hazards.

"Leaders value the safety legacy they create in their discipline."

Leaders...

Commit

- Commit 100 percent to setting the standard for safe behavior.



Get involved

- Be proactive. Pass along your knowledge to less experienced members of your craft.
- Respectfully call out coworkers who are not working safely.



THE MOST POWERFUL LEADERSHIP TOOL YOU HAVE IS YOUR OWN PERSONAL EXAMPLE.

- Always be willing to learn new things, too.

Inspire

- Inspire others to be safety leaders.
- Don't let good acts go unnoticed.
 - You don't have to be a supervisor to say "good job" to someone.
- Build positive relationships. They help promote safety.



old PPE

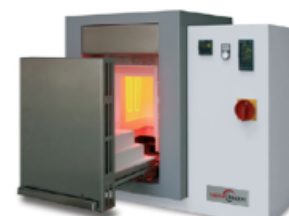
can elevate the level of



PPE

overdosed when he
s fentanyl.

- He wore gloves during an initial drug search. Later, he saw white residue on his uniform and brushed it off with his bare hand without thinking.
- An hour later, he passed out. Doctors revived him, but he was sick for several days.



High-temperature furnace

the high-

trawer, they started smoking.
became a fire.

mean your current PPE isn't the right PPE

s, or activities.
materials.

present?



More on next page

Weekly Safety Toolbox 02/12/16

Weekly Safety Toolbox 06/30/17

Celebrate the POSITIVE


GOOD CATCH They saw it, they owned it!

Two laborers safeguarded a hazardous platform

- A metal loading platform in the 7000 area had several tripping hazards and a few unprotected edges.
- Laborers **Cody Hughes** and **Jody Mullins** noticed it, reported it, and took action by roping the area in caution tape to warn others of the hazards.
- Kudos, guys!

 Cody Hughes, Mechanical Utilities Jody Mullins, Mechanical Utilities

 BEFORE

 AFTER

Weekly Safety Toolbox 06/09/17

- Reward the simple act of reporting
- Celebrate good catches
- Recognize accountability
- Celebrate employee initiatives
- Celebrate, celebrate, celebrate

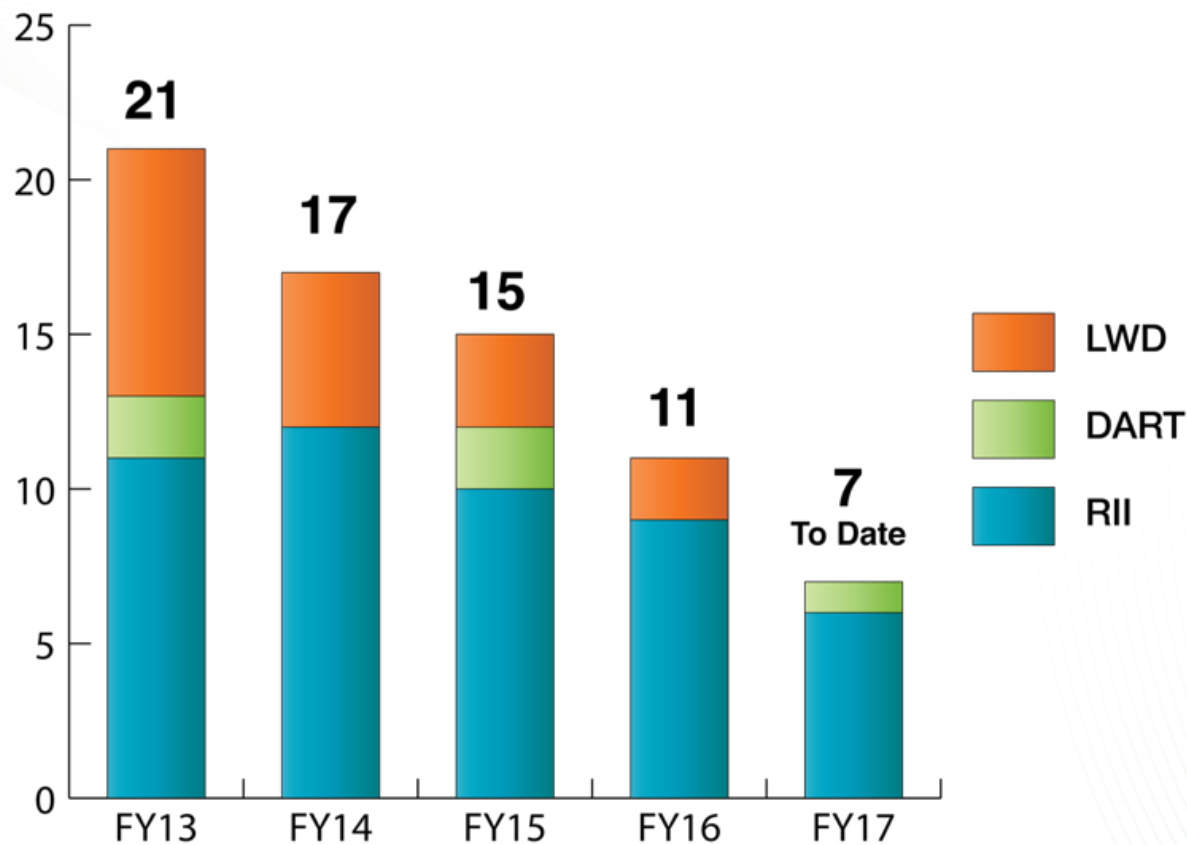
Engage PEERS and PERSONNEL in solutions

- Peer reviews around safety culture principles
 - Leadership and communication
 - Continuous Commissioning Reviews
- “I am my brother’s keeper”; “One Lab”; “Family”
- Increasing worker involvement in event reviews and action planning

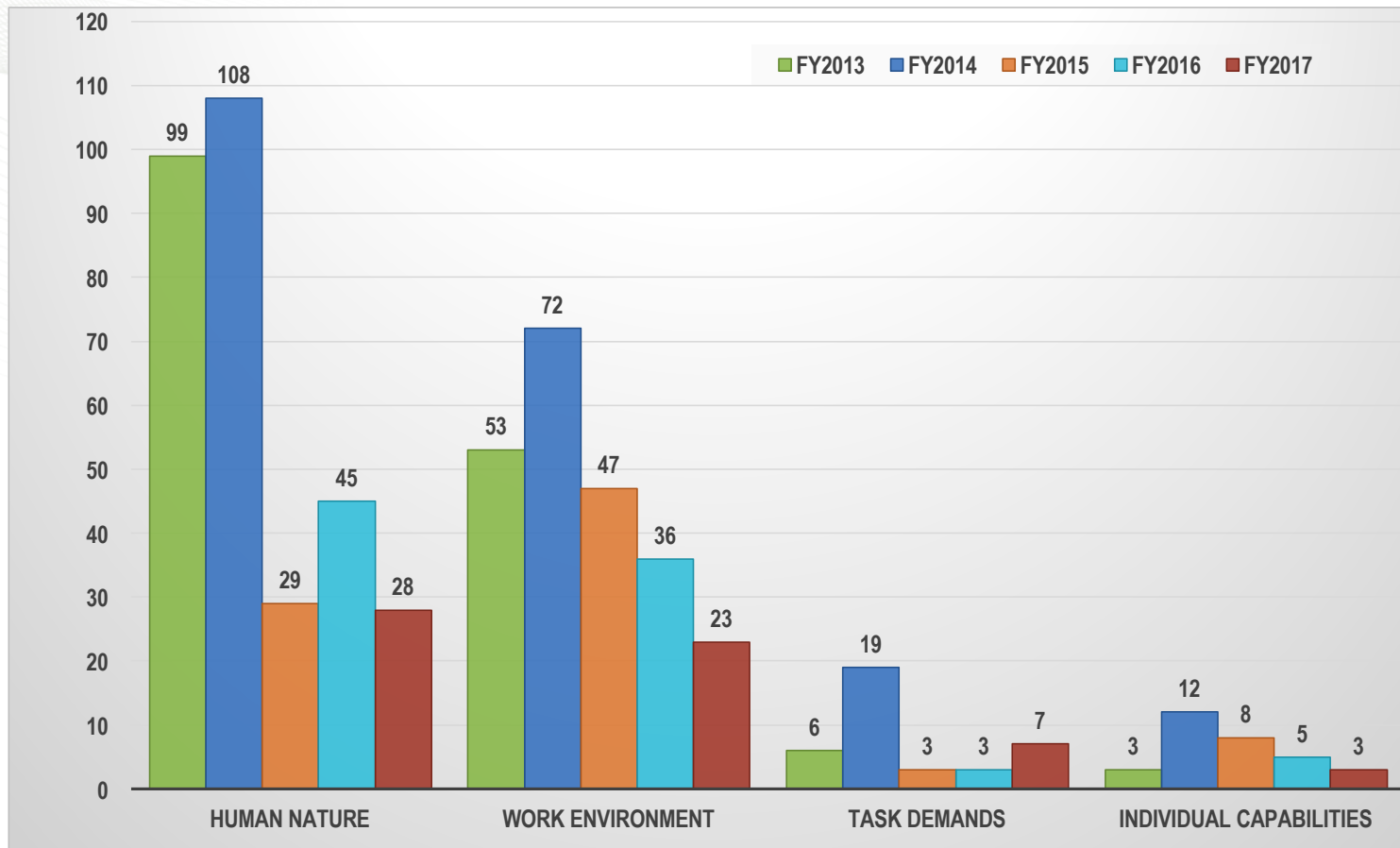


**Be PERSISTENT and PREPARE
for a journey**

Facilities and Operations recordable injuries FY 2013 through FY 2017



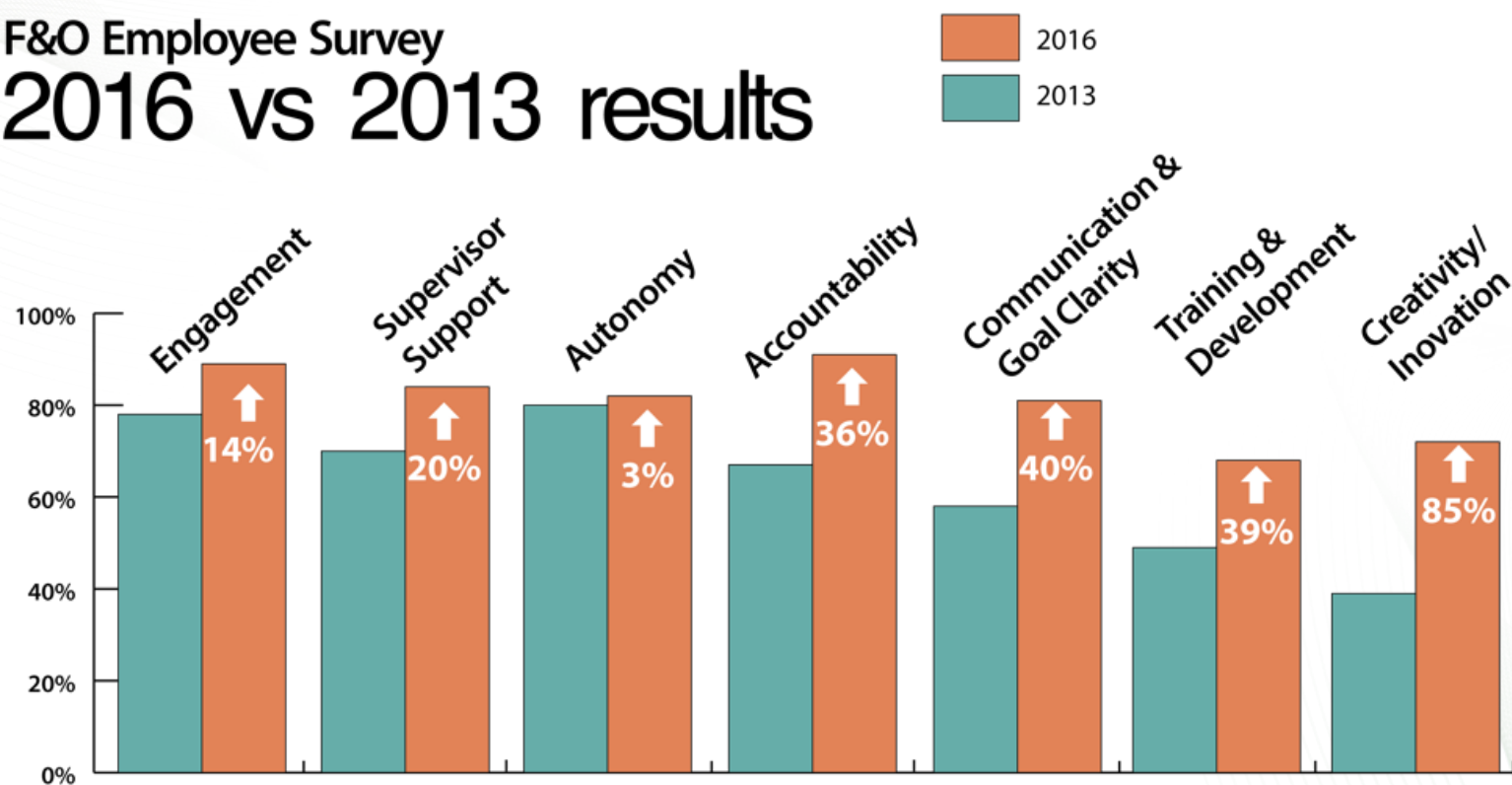
Error precursors identified for ORNL injury events



Significant gains in employee engagement

F&O Employee Survey

2016 vs 2013 results



Find that story that you can be **PERSONALLY
PASSIONATE** about...



Where are you on your journey?

