Update on NIST Response to BRCII Report Recommendations

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Outline

BRCII findings:

- Appoint crucial Associate Director for Laboratory Programs (and Principal Deputy)

- Address the enthusiasm gap in some senior management

- Develop a suite of metrics

- Establish an Audit mechanism

Appoint crucial ADLP (and PD)

<u>BRCII finding</u>

ADLP (and PD)

- Key to sustainability

- Key link in management chain

<u>NIST response to date</u>

The NIST Director:

- Has appointed an acting ADLP (and PD)

- Continues to seek a permanent ADLP (and PD)

PD → Deputy Under Secretary

Address enthusiasm gap in some senior management

BRCII finding

Senior management

- Key to sustainability
- Key link in management change

NIST response to date

The NIST Director is:

- Planning a NIST safety leadership summit
- Developing a culture of safety accountability
  - Clear roles and responsibilities
  - The authority to carry out those roles and responsibilities
  - Clear expectations
  - Data to measure success

Safety Culture Maturity Model

- Level 1: Compliance

    - Existence of system, degree of compliance

- Level 2: Improvement

    - Effectiveness of system globally

- Level 3: Learning

    - Effectiveness of system locally

- Safety performance metrics – function of maturity

    - Mix of Level 1, Level 2, and Level 3

Develop a suite of metrics

BRCII finding

Metrics

- Key to robust safety program

NIST response to date

NIST is:

- Tracking OSHA-recordable incidents (TRC rate, DART rate)
- Identifying leading performance indicators (LPIs) that

    - Tie to where NIST is today
    - Will evolve as NIST's safety culture matures

Candidate areas for LPIs

- Safety climate / culture

- Management observations

- Training

- Hazard reviews

- Emergency planning

- Safety program development

- Assessments

- Inspections

- Incident reporting and investigation

- Safety service delivery

NIST assessment framework

- Assessment tier

  - Tier 1: Self assessment

  - Tier 2: OSHE assessment

  - Tier 3: Third-party assessment

- Assessment type

  - High-level program assessment, documentation assessment, full assessment

- Assessment scope

  - Safety scope, physical scope, organizational scope, temporal scope, coverage scope

- Assessments – function of maturity

  - Mix of tiers, types, and scopes

Establish an Audit mechanism

BRCII Finding

Third-party assessments

- Key to safety assurance program

NIST response to date

The CSO is identifying possible third-party mechanisms, including:

- DOE national laboratories

- Independent contractors

- Reciprocal relationships with other organizations (e.g., they assess us in Area A, we assess them in Area B)

Discussion

Area	Candidate Near-Term LPIs	Frequency	Dashboard
Safety climate	• Safety climate assessment results (2)	Every 1-2 years	No
Management observations	• # completed versus planned (1)	Ongoing	Yes
Training	• % of new staff members attending safety orientation during the first two weeks on duty (1) (still have work to do to implement)	Ongoing	Yes
Hazard review	• # of hazard reviews re-reviewed and updated during the past year (2)	Ongoing	Yes
Emergency planning	• % of hazard reviews with emergency response plans in place (1) • # of drills (2)	Ongoing	Yes
Safety programs	• % of individual programs launched (1)	Next 2-3 years	Yes
Assessments	• # of assessments completed versus planned (2)	Once a year	No
Workplace inspections	• Have collected data; will analyze and define metrics • Possible near-term metrics: Trend in non-compliances in specifically identified areas (2)	Once a year	No
Incident reporting and investigation	• Have been collecting data; will analyze and define metrics • Possible near-term metrics: % of incidents reported on time (1); % of incidents investigated on time (1)	Ongoing	Yes
Safety Assistance Ticketing System	• Have been collecting data; will analyze and define metrics • Possible near-term metrics: % of timely responses (1); customer satisfaction (2)	Ongoing	Yes