VCAT Safety Briefing
June 2025

Dr. Stephen W. Banovic
Acting Director, Office of Safety, Health, and Environment

NATIONAL INSTITUTE OF STANDARDS AND TECHNOLOGY
U.S. DEPARTMENT OF COMMERCE

June 10, 2025

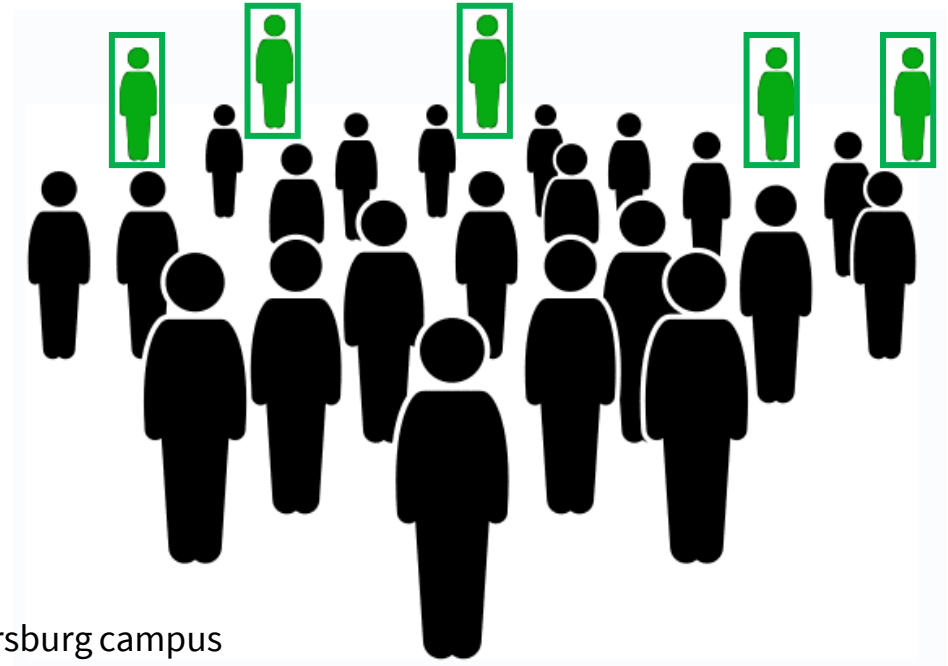
Agenda

- **Status of the Office of Safety, Health, and Environment (OSHE)**
- **NIST Incidents Update**
- **Response to VCAT 2024 Annual Report Recommendations**

OSHE – January 1, 2025

Liz Mackey – Chief Safety Officer (CSO)

- HQ Staff: 11 (G) and 1 (B) + **Training Specialist** + **MR Liaison**
- Occupational Safety & Health Staff: 14 (G) and 7 (B) + **Embed Supervisor** + **2 Embeds**
- Environmental Management Staff: 5 (G) and 1 (B)
- Radiation Safety Staff: 15 (G) and 1 (B)
- Fire & Life Safety Staff: 7 (G) and 2 (B)



Fully Staff OSHE: 64 + 5 = 69

G = Gaithersburg campus
B = Boulder campus

OSHE – June 1, 2025

Steve Banovic – Acting CSO; Roby Sagar – Acting Deputy CSO and Risk Management Officer

- HQ Staff: 10 (G) and 1 (B) + **Training Specialist** + **MR Liaison**
  - **1 CSO**
- Occupational Safety & Health Staff: 13 (G) and 6 (B) + **Embed Supervisor** + **2 Embeds**
  - **1 Certified Safety Professional** (G) and **1 CSP/Certified Industrial Hygienist** (B)
- Environmental Management Staff: 5 (G) and 1 (B)
- Radiation Safety Staff: 12 (G) and 1 (B)
  - **2 Certified Health Physicists** (G) and **1 HP Technician** (G)
- Fire & Life Safety Staff: 6 (G) and 2 (B)
  - **1 Fire Protection Engineer** (G)

Current Staffing of OSHE: 57 + 5 = 62*

G = Gaithersburg campus
B = Boulder campus

Current OSHE Leadership

Stephen Banovic

Lehigh University
- Physical Metallurgist
- Materials Science and Engineering, B.S. (1994), M.S. (1995), Ph.D. (1999)
- Post Doc (2000)

NIST
- Metallurgy Division
  - NRC Post Doc (2000 - 2002)
  - Materials Research Engineer (2002 - 2009)
  - National Construction Safety Team (2002 - 2009)
  - Division Safety Representative (2005 - 2009)
- MSEL
  - MSEL Safety Council Chair (2007 - 2009)
  - MSEL Safety Coordinator (2008 - 2009)
- "OSHE"
  - Safety & Environmental Management Group Leader (2009 - 2010)
  - Gaithersburg Safety, Health, & Environment Division Chief (2010 - 2011)
  - Deputy Chief Safety Officer (2010 - until recently)
  - Acting Chief Safety Officer (2018, present)

Roby Sagar

University of Maryland, Clark School of Engineering
- Clark School of Engineering - Fire Protection Engineering, B.S. (2005)

University of Virginia, Darden School of Business
- General Management & Finance, M.B.A. (2019)

Licensing & Certifications
- Registered Professional Engineer (P.E.)
- Project Management Professional (P.M.P.)

NIST
- Engineering Lab
  - Robotics Intern (1998-2000)
- OSHE
  - Fire & Facilities Safety Group – Engineer (2011 – 2020)
  - Fire & Facilities Safety Group – Group Leader & AHJ (2020 – 2022)
  - Risk Management Officer (2025 – present)
  - Acting Deputy Chief Safety Officer (2025 – present)

Pharmaceutical Start-up
  - Chief Financial Officer & Risk Management Officer (2022 – 2025)

No Change to OSHE's Mission

To lead and support NIST and NIST staff in ensuring safe work is performed in safe workspaces

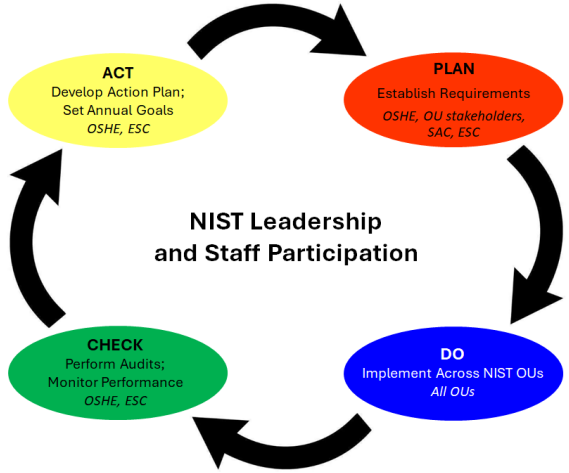
Collaborating to ensure NIST can accomplish its mission while protecting our staff, the public, our environment, and our facilities.

Provision of “Safety” Services

CORPORATE SERVICES

– Establishment and continuous improvement of NIST “Safety” Management Systems

Safety Program Name	Status	Where was NIST on…	
		January 1, 2025	June 1, 2025
Lockout/Tagout (LOTO)	Revision	Draft tools for re-deployment	Re-deployed and effective
Chemical Hazard Communication	Revision	Did not begin suborder revision yet	Re-deployed and effective
Chemical Management	Revision	Did not begin suborder revision yet	Re-deployed and effective
Workplace Inspections	Revision	Draft tools for re-deployment	Start of phased re-deploy set for June 11
Hazard Review	Revision	Revised suborder	Draft tools for phased re-deployment
Audits	New program	Rough draft of suborder	Vetted and approved suborder
Corrective and Improvement Actions	New program	Rough draft of suborder	Vetted and approved suborder
Monitoring, Measurement, Analysis, and Evaluation	New program	Outline of suborder	Rough draft of suborder
Construction and Demolition Safety	New program	Rough draft of suborder	Suborder in final stages of vetting process
Non-R&D Contractor Safety	New program	Outline of suborder	Rough draft of suborder



- Radiation Safety: One program getting ready for deployment
- Environmental Management: Four programs being revised
- Fire and Life Safety: One program revised, redeployed, and effective

Progress remains on track overall, though current pace is below initial expectations.

Provision of "Safety" Services

Customer Services

– Providing support to the OUs in implementing NIST "Safety" Management Systems

Continue to deliver general day-to-day services such as in-person consultations, evaluations, assessments

New OSHE responsibilities

- Leading workplace inspections of:
  - Spaces covered by a hazard review (or spaces containing hazard
  - Common spaces in buildings (*e.g.*, hallways, stairwells); and
  - Office inspections for "office-centric" OUs.

	Boulder Campus		Gaithersburg Campus	
	# of offices	# of HR-covered spaces	# of offices	# of HR-covered spaces
Total # of spaces	929	532	3096	2488
Frequency of inspection per FY	Once	Twice	Once	Twice
Total # of inspections per FY	929	1064	3096	4976
OSHE leading inspections	101 (11%)	1064 (100%)	651 (21%)	4976 (100%)

OSHE will be leading 68% of all required workplace inspections, including all locations with hazard review-covered work. This number does not include the inspection of common areas in buildings also performed on behalf of NIST.

- Participating on hazard review/job hazard analysis development and re-review teams

ADLP effort to re-review all RHI = 3 and 2 hazard reviews; 1,300+ completed; Majority included OSHE's participation or contribution.

- Issuing all roof access permits in Gaithersburg and "hot works" permits in Gaithersburg and Boulder

Around 200 combined for calendar year; often delivery of service is critical to ensuring work can be performed in a timely manner.

No degradation in service to date.

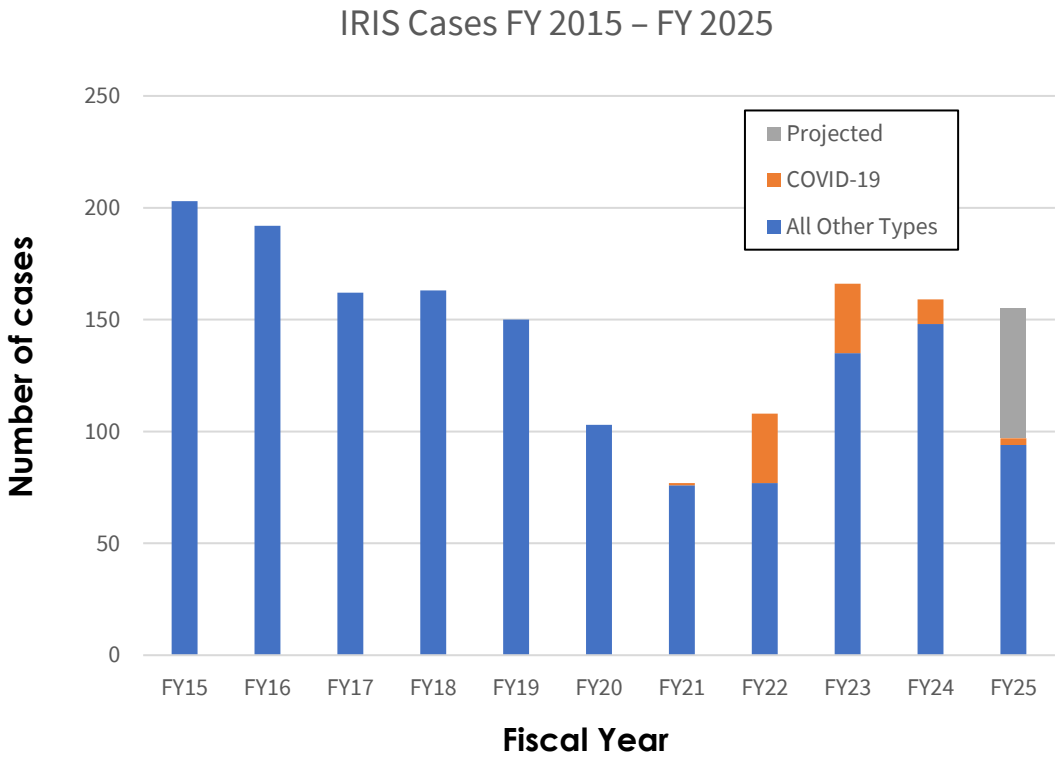
State of OSHE Going Forward

OSHE is currently fulfilling our roles and responsibilities successfully

HOWEVER

a few more key departures could significantly impact our ability to fully achieve our mission.

FY 2025 Incident Reports (as of May 28)



Total reports includes all incident and near misses

Type	Number of Cases	# of Affected Staff	OSHA Recordable Cases
Injury	36	32	5
Illness	5	5	5
Near Miss	30		
Property Damage	3		
Contamination by Radioactivity	0		
Spill / Release	11		
Exposure	2	2	0
Other	9	0	0
Total Cases FYTD	**97**	**39**	**12**

- Total number of cases tracking similar to numbers for FY 2024 (159).
- Total number of injuries projecting to be about 30% higher than FY 2024 (42).
- OSHA Recordable Injury Cases trending lower than FY 2024 (15).

Response to VCAT 2024 Annual Report Recommendations

Emphasizing NIST's Core Mission

Recommendation	NIST's Response
1e. Adding new perspectives to hazard reviews NIST is encouraged to engage with third-party experts to bring new perspectives to hazard reviews.	**Partially Implemented** • Discussions with key safety consultants – Participated in development of ISO 45001, specifically Clause 6 • Discussions with PNNL staff from – Deputy Laboratory Director for Operations – Division Director, Environment, Health, Safety and Security • Roby Sagar – Risk Management Officer – Expertise in ISO 31000 – Internal discussions with stakeholders at all levels and roles – Detailed review of the current system – Collaborating with OSHE Writer/Editor
1g. Simplifying Job Hazard Analyses NIST is encouraged to simplify Job Hazard Analyses (JHAs) with use of a short form.	

Emphasizing NIST's Core Mission

Recommendation	NIST's Response
1f. Adding staff perspectives to safety culture changes NIST is encouraged to have NIST staff provide safety culture change recommendations they want to see implemented.	**Partially Implemented** • From 2022-2023 Safety Barometer Survey – 9 actions identified by Safety Culture Action Planning teams – Championed by NIST Executive – 3 completed with 3 at 75% complete and 3 at 50% complete • Launch of Safety Issues and Ideas Box (SIIB) – Allows staff to submit a suggestion or concern anonymously if desired. – Nearly half of 40+ submissions could be classified as safety culture recommendations
1h. Expanding the granularity of the safety dashboard NIST is encouraged to modify the dashboard to allow management to explore multiple crosscuts of safety data (e.g., by Organizational Unit (OU), job category, seniority, etc.) to ensure training, modifications to work practices, or incentives are effective as intended.	**Partially Implemented** • Dashboards allow granularity within OU down to individual staff members. • Working with ADMR HQ to incorporate structured staff data and how to utilize it in a way to help line management prioritize efforts

Questions or Suggestions?