

DEPLOYED SAFETY SERVICES OVERVIEW



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High Energy Physics (HEP) Independent Safety Review
September 24-25, 2018

OUTLINE

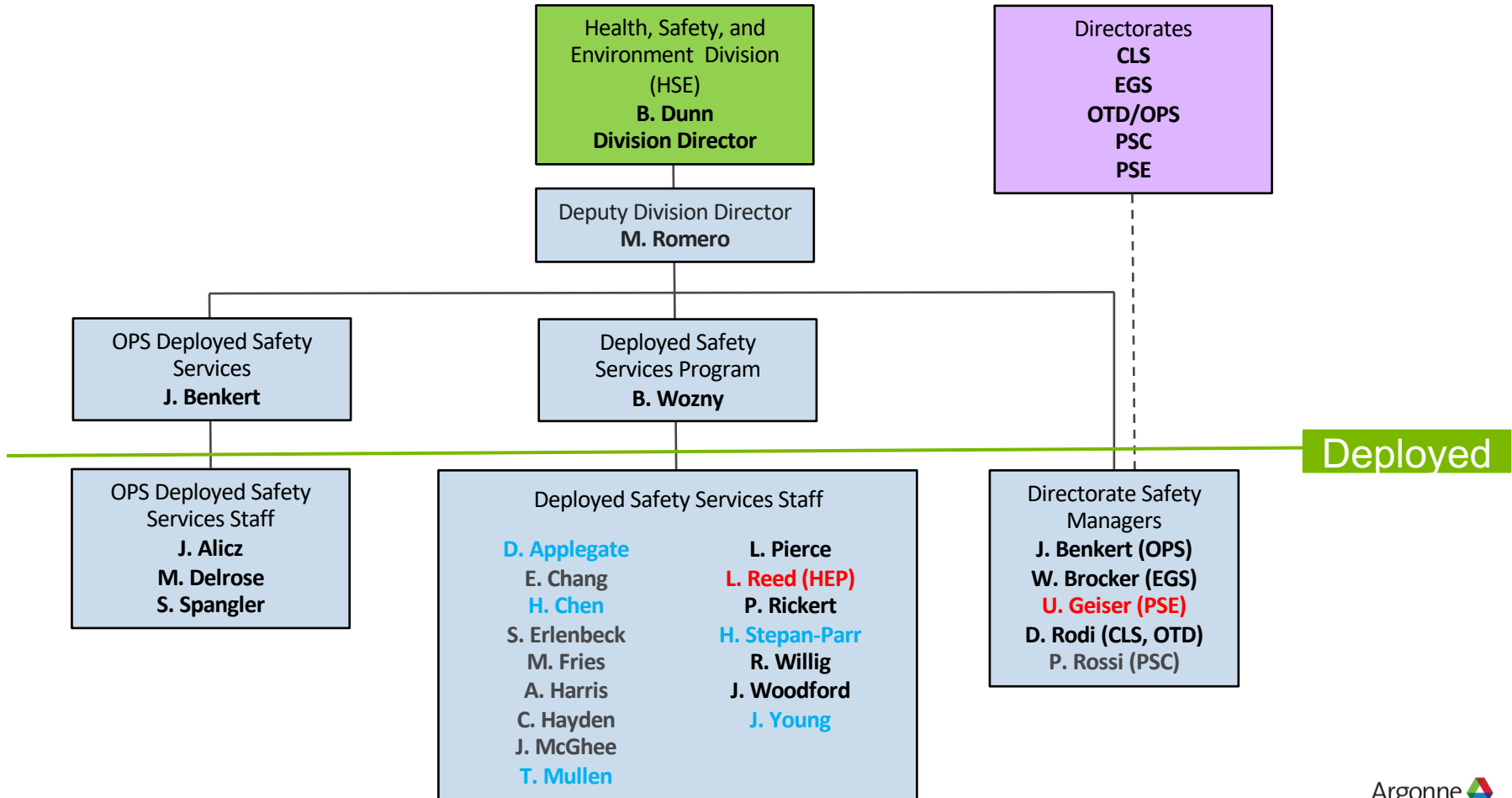
- Background
- Current Departmental Structure
- Consistency – Communication – Clarity
- Moving Forward...
- Summary

DEPLOYED SAFETY SERVICES

- Assessments recommended elevating ESH support into a single organization, with the centralized ESH organization reporting to the Lab Director
 - UChicago safety review (August 2016)
 - Argonne Laboratory operations evaluation (October 2016)
 - FY16 PEMP (December 2016): *“SC remains concerned about the alignment of organizational responsibilities in the lab regarding safety”*
 - *Form One Common Understanding of Safety: FOCUS*
- Established May 1st, 2017
 - Staff transferred to HSE
 - HSE-DSS Policy effective (HSE-RPP used as model)
- Beginning October 1st, 2017 (FY18)
 - Service Level Agreements (SLA’s) put in place
 - Direct Allocation began

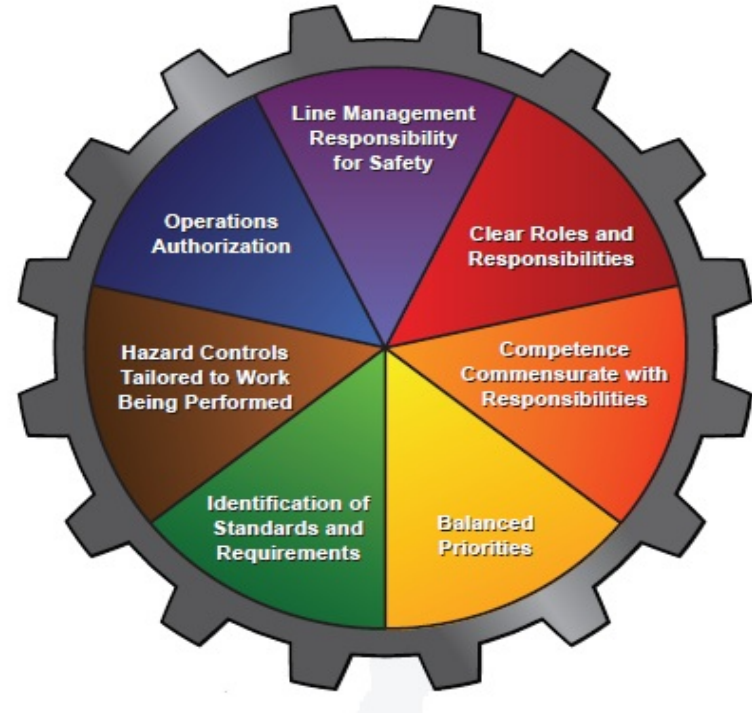


HSE DIVISION DEPLOYED SAFETY SERVICES



HSE-DSS ROLES & RESPONSIBILITIES

- Programmatic Line Management
 - Responsible for safety in their organization
 - Receive ESH & ISM guidance and support from DSS staff
- Deployed Safety Services Manager
 - Consistency with ESH support provided & Appraisals
 - Communication between organizations & staff
 - Clarity, Professional Development, Resource Mgmt.
- Directorate Safety Manager
 - Day to Day support for deployed safety staff within deployed directorate
 - Local technical advisor
 - Link between HSE, deployed directorate, and orgs
- Safety Generalist/Specialist (ESH Coordinator)
 - Day to Day ESH support within deployed division



CONSISTENCY
COMMUNICATION
CLARITY

CONSISTENCY

- ESH-Focused Customer Service Mentality
- HSE-DSS Policy
 - Absences, Accountability, Back-ups
 - Performance Appraisals, Professional Development
 - Inclusion of deployed line management
- R2A2's established
 - Deployed Safety Services Manager
 - Directorate Safety Manager
 - Safety Generalist/Specialist
- HSE-DSS Mentoring & Qualification Program
- Best Practice Sharing Initiative



COMMUNICATION

- ESH-Focused Customer Service Mentality
- Belief Based Safety Leadership Workshops
 - November/2017 & February/2018 (The Pacific Institute)
- Monthly HSE-DSS staff meetings
 - Now includes Operations
 - Improved communication from HSE Core
 - Implementation of ESH Programs
- Collaboration between HSE and Programmatic Line Management
 - Hiring, services needed, behaviors expected
- On-Boarding across directorates and divisions
- Best Practice Sharing Initiative

CLARITY

- ESH-Focused Customer Service Mentality
 - Build trust through partnerships
 - Remember why we're here
- Clear Roles & Responsibilities
- Between DSS and HSE Core
- Independence & Objectivity
- Expectations for DSS staff
 - Accountability
 - Performance Appraisal
 - Goals
- Service Level Agreements



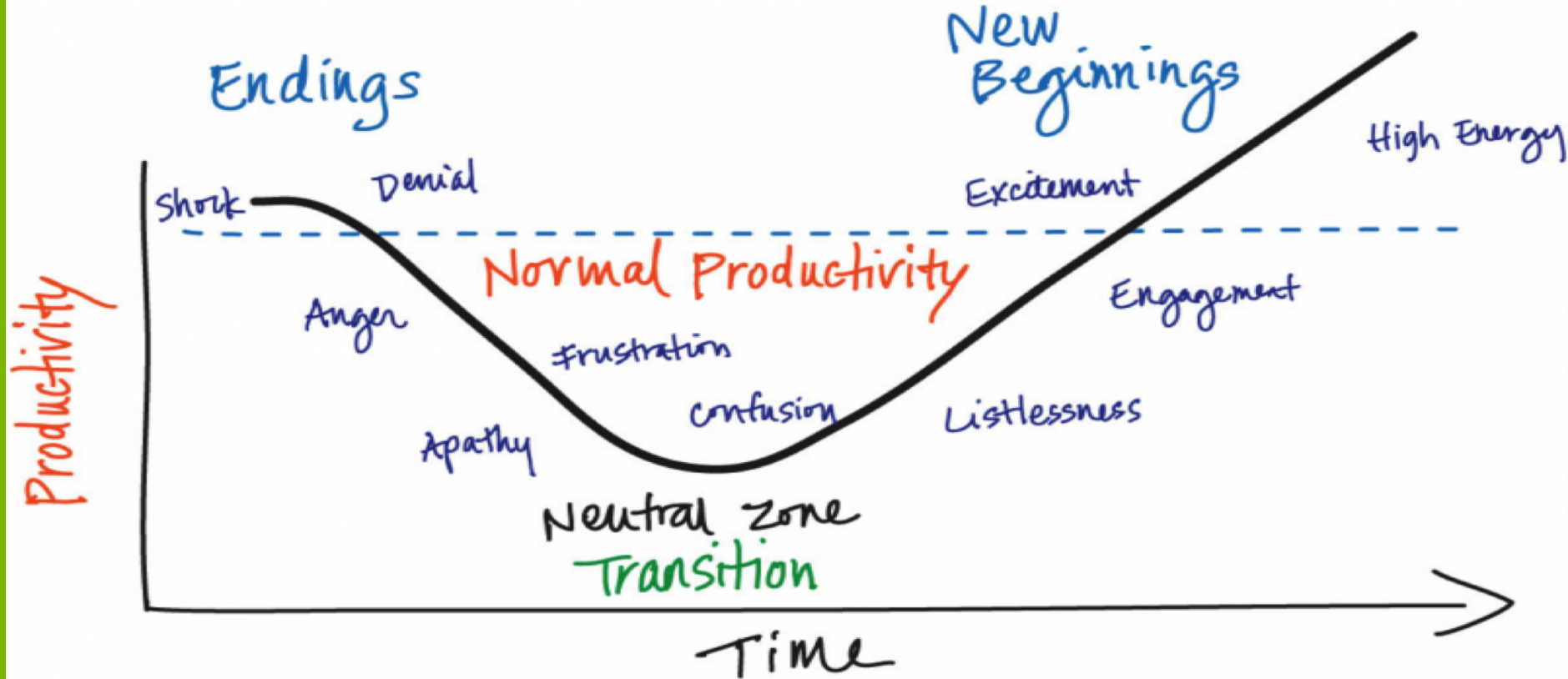
MOVING FORWARD

Continual Improvement Needed...

- Consistency
 - Applying R2A2's
 - Best Practice Sharing Initiative
 - Subject Matter Experts (SME's)
- Communication
 - With each other
 - With the programmatic customers
 - Implementation of HSE Core programs
- Clarity
 - DSS organizational structure
 - Implementation of policies/procedures



STILL WORKING THROUGH THE CHANGE



SUMMARY

- FOCUS: *Form One Common Understanding of Safety* at Argonne
 - Consistency, Communication, Clarity
- ESH-Focused Customer Service Mentality
- A lot of progress within the past year
- Continual Improvement Needed
 - Effective and efficient with roles
 - Department organizational structure
- Build working relationships & earn trust
- Provide R&D staff and line management the ESH tools and resources needed to succeed



DISCUSSION / QUESTIONS?