

**Major Points Made
During Milt Johnson's Round Table Discussion
January 23, 2004**

ISM provides stability for ES&H programs that should continue. It is not a flavor of the month.

Students – PPPL set up a specific ES&H course for Grad students. The Laboratory Deputy Director conducts the course and walks through the lab with students. The Principle Investigators also teach students. Students seem to more readily accept ES&H instruction for scientists.

Annual laboratory “safety summits” can be kept fresh by changing the focus each year. Getting feedback is important, and breakout groups are useful techniques to address key problems.

Use monthly ES&H newsletters at Lab Director or upper management meetings to teach managers who in turn use the newsletters as a short training tool that eventually reaches the working level employees.

Ames Lab, which has maintained rates below the 25 percentile, is concerned about maintaining their rates, and are looking for ways to improve their ES&H program, to make it better. They spoke of the need to get to events before they happen.

Under Secretary Card stated that in his experience the reason for plateaus is lack of Senior Management Involvement. Managers need to be involved every week and review each event. Line Managers need to explain what happened. When he looks at problems, the first place he looks for root causes is in management, and the second place he looks is employee. Employee Involvement is important to solve problems. Employees know what the problems are and can find the solutions.

Labs and Site Offices need to identify where the accidents are occurring. It could be a division (e.g., Facilities), it could be certain types of accidents (e.g., ergonomics) or certain groups of people (older workers). The purpose is to identify hazards or accident areas, and find ways to correct problems and reduce injury risks.

Self-Assessment programs are very important to reduce risks and bring down injury rates.

OSHA Audits – The number of violations is an indication of how well laboratory self-assessment programs are going. In general, the labs are not doing a good job based on the large number of violations. Ultimately, each lab must find its problems, and there should be few (if any) OSHA violations.

Accountability is very important.

Culture – Cultural issues need to be addressed. There can be pockets of bad culture and we need to find ways to change that culture.

We have to address the problem in many ways. There is no single “magic bullet.”

Attitude is different between scientists and support individuals. We have to change the thinking of scientists by appealing to them directly and of support Personnel by appealing to their supervisors.

Develop formal plans to improve safety and security, and then monitor effectiveness of the plan.

Roundtable Discussion – List from Flip Charts

1. Culture
2. Safety is a Journey
3. Behavior-Based Safety Approaches
4. Stand downs
5. Attitude
6. Fix Things Quickly
7. Change
8. Walk-Arounds
9. Review Events
10. ISM – Stability
11. Aging Workforce
12. Students/Non-users
13. Improve Self-Assessment
14. Fee Incentives
15. Different Approaches to Scientists and Support Personnel
16. Accountability
17. Meetings/Safety Topics
18. Course for Incoming Grad Students