

Argonne Employee Safety and Health Committee: Successes and Lessons Learned

DOE ISM Champions Workshop
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Argonne Employee Safety and Health Committee (ESHHC)



- Established in June 2008 by the Chief Operations Officer
- Membership is voluntary
- Members are not managers
- Monthly meetings
- Chair gives quarterly reports to the Director's Safety Council (DSC)
- Chair meets monthly with the Director of Environment, Safety and Health/Quality Assurance (ESH/QA) to discuss feedback

Communication and Activities

- Communication:
 - Posters and suggestion boxes
 - Articles in the daily Argonne Today e-news
 - Web page
 - Focal Point Management Blog
 - Sharepoint

- Activities:
 - Meet and greet in the Argonne cafeteria
 - Building tours
 - Speak at laboratory safety forums



Posters and Suggestion Box



Safety Improvement Plan

- The ESHC safety improvement plan
 - Goals
 - Reach as many employees as possible with valuable safety information
 - Provide an additional avenue for employee to give feedback on safety topics
 - Review, evaluate and validate feedback

- The committee works in conjunction with Communications and Public Affairs to develop and provide
 - Safety videos
 - Office Ergonomics
 - Slips, Trips and Falls
 - Safety handouts
 - How to change an automobile tire safely
 - Severe weather guidelines
 - Shared emails on safety
 - Turn off auto if exiting for any reason
 - Side mirror use



Strength, Weaknesses, Opportunities and Challenges (SWOC) Analysis

- Strengths
 - Members come from diverse backgrounds
 - Communication with senior management is strong
 - ESHC has gained a positive image
 - Employees view the committee members as their advocates
- Weaknesses
 - Limited amount of time that can be devoted to the committee activities but management is supportive of the employees' commitment to ESHC
- Opportunities
 - Enhance safety awareness at all levels in the workforce
- Challenges
 - To promote safety more aggressively
 - Develop our own strategic plan



Examples of Issues Submitted and Resolved

- Building safety
- Handicap accessible door
- Hand sanitizers
- Parking lot lighting
- Shoe scraper/brush at building entrances
- Vehicle and pedestrian safety suggestions
- Outdoor seating
- Unoccupied trailer
- Illegal parking
- Outdoor stairs
- Seasonal speed bumps
- Employee issue forwarded to Human Resources



Crosswalk



Handicap Accessible Door



Auditorium Balcony



Blocked Fire Hydrant



Lessons Learned

- Planning for, and implementing the ESHC was time consuming
- Site building tours increased our interaction with fellow employees
- Members have an improved understanding of Argonne's diverse activities
- Strategically placed posters and suggestion boxes have resulted in relaying our mission to the employees and identifying who we are
- The ESHC SharePoint Site is a source of information for all Argonne employees
- Strong relationship with ESQ and DSC has widened points of contact and resolution of issues
- Maintaining a relationship with ESQ and DSC has been instrumental in the success of the committee

Other Avenues for Worker Engagement and Feedback

- Argonne has several ways for employees to provide feedback, voice concerns and make recommendations on environment, safety and health.
- New work planning and control process includes worker engagement
- Direct communication
 - With supervisor
 - ESH Coordinator
 - Any other manager
- safety@anl.gov
- IMPACT Program (Improving safety, **M**oney saving ideas, **P**roductivity improvement, **A**rgonne issues, **C**ontinuous improvements, **T**ime saving ideas)

Other Avenues for Worker Engagement and Feedback (cont.)

- SPOT Awards for on-the-spot recognition of employees who exhibit good safety behavior or initiative
 - \$25.00 gift card
- Near Hit Program for Postdocs
 - \$250.00 quarterly award
 - \$1,000 year-end grand prize award
- Quality and Safety Recognition Award (QASR Award) presented to employees who have made a significant contribution to the improvement of safety or quality at the Laboratory
 - \$50 award
- Pacesetter Award is given in prompt recognition of specific performance efforts in a safety initiative
 - \$50-500 award depending how many receive recognition for same project



Conclusions

- Argonne's ESHC has had two successful years
- Committee members are strongly committed to serve as employee advocates
- Through its engagement with laboratory staff, Argonne's ESHC is continuously improving safety and making a significant difference in Argonne's safety culture

Questions

