DOE 2010 ISM Champions Workshop

Fluor Government Group Approach to Meeting the Requirements of ISMS as a Subcontractor

Larry Arnold
Fluor
Richland Operations
ISMS Worker Engagement
Success = Integration + Accountability + Metrics

DOE Prime Contractor

Flow down of requirements

Workforce as a subcontractor
Safety...Integrity...
Teamwork...Excellence

Goal = .50 OSHA Recordable Rate
Keys to Successful Worker Involvement as a Sub Contractor

- Corporate governance - strategic goals
- Committed senior management involvement
- Worker acceptance at all levels
- Worker participation in setting safety goals and objectives
- Worker recognition award program
- Daily reminders and constant visibility
Know 3 Steps Before You Start

• Contract requirements are key

• Gain acceptance by the work force

• Bridge to the Prime Contract
Prime Contractor Assets

- Automated Jobs Hazards Analysis
- Work Package Planning
- Safety Accident Council
- Voluntarily Protection and Human Performance Improvement
- Lessons Learned Program
What Are Your Tools as a Subcontractor

• Involve all levels of the work force
• Active senior-management participation
What Are Your Tools as a Subcontractor

• Publish metrics everyone will understand

• What can you remember in 15 seconds?
What Are Your Tools as a Subcontractor?

- Ensure training requirements are current
Three Phases of Worker Involvement
Moving from a Prime to a Subcontractor

• Discovery
• Implementation
• Sustainable oversight and improvement
Feedback Mechanisms

- Executive Project Manager's Safety Meeting
- Project Self Assessments
- Safety First Work Groups

Feedback:
- Safety Performance Indicators
- Lessons Learned
- Issue Resolution

EM Environmental Management

FLUOR®
What Was Said

• Prime – They work for them right?
• Supervisor: Yes it’s their fault
• Subcontractor: They were under your command and safety procedures
• Prime: This should be your recordable
• Subcontractor: It was your facility
• Prime: We have to figure this out somehow
Conclusion

**Take the initiative**

- You define the roles, responsibilities, and accountability before an event happens.

- Do not let the event define how and when to resolve organizational and contractual matters.