Enhancing a Culture of Safety: The New University Health and Safety Policy and Your Responsibilities

Monthly Research Administrators Meeting
July 11, 2013

Jude Van Buren Dr.PH, MPH, RN
Director, Environmental Health and Safety
Discussion for MRAM

1) Changes in Executive Order #55 – the University Health and Safety Programs Policy

2) Changes in Department of Environmental Health and Safety (EH&S) to address these changes and assist partners in reaching goals

3) Initiatives through process improvement to enhance a culture of safety
Why Change the University Health and Safety Policy?

– UW needed new approach to health and safety that made ALL responsible for health and safety
– External review stated current policy was unclear and responsibilities were not campus wide
– Client survey revealed that UW community wants “technical consultants,” not compliance police
– Environmental Health & Safety (EH&S) was not able to meet all expectations of customers
– Budget constraints and changing needs
– Priority setting was needed; EH&S developed Strategic Plan to focus on priorities
How was the Policy changed?

– Provost appointed advisory board for campus environmental health and safety: staff, faculty and student representatives

– Supported rewrite of Presidential Executive Order #55 – UW’s Health and Safety Policy

– EH&S reorganized; Campus Health Services (Employee Health Clinic and Health Sciences Immunization Program) joined EH&S

– EH&S completed Strategic Plan and launched teams to implement
Advisory Board for Campus Environmental Health and Safety

Appointed by President/Provost to

– Advise President and Provost on recommended changes for Executive Order #55
– Serve as resource and guide to EH&S, University Health and Safety Committees, and other campus units with related safety responsibilities
– Identify and recommend institutional, occupational and environmental health and safety goals
– Advocate for a healthy and safe work environment
– All units have responsibility to promote campus health and safety
We are a diverse, dynamic workforce
Presidential Executive Order #55

http://www.washington.edu/admin/rules/policies/PO/EO55.html

All faculty, staff, students and volunteers have health and safety responsibilities

– Follow all health and safety regulations, policies and procedures
– Participate in health and safety training
– Report workplace safety and health hazards, violations, on-the-job incidents, injury, illness
– Be aware of personal and other’s safety
Accidents/injuries cause loss of research, dollars, and time, as well as pain and suffering.


On-the-Job Accident Reports and L&I Annual Premiums
Presidential Executive Order #55

Clarifies responsibilities for VPs, chancellors, deans, directors, chairs, supervisors and faculty supervising academic activities

– Reinforce culture of health and safety
– Provide oversight of facilities, equipment and practices to ensure a safe work environment
– Ensure sufficient authority and support for staff to implement health and safety regulations
– Be aware and follow safety plans for all spaces
– Assure compliance with health and safety training
– Establish priorities and commit resources for correcting deficiencies
Presidential Executive Order #55

Health and Safety Committees*

10 Committees with representatives - 3 campuses

- Enhance accident reporting and prevention programs (Online Accident Reporting System)
- Proactively evaluate and mitigate risks; ensure current unit health and safety plans
- Bring health and safety issues to University-wide Health and Safety Committee

* WAC 296-800-130 and WAC 296-800-140
Presidential Executive Order #55

Department of EH&S responsibilities

– Enforce standards via well-publicized guidance
– Respond to UW community health and safety problems and partner for corrective action
– Authorized to “order immediate cessation of activities that present significant or immediate danger”
– Provide support to committees, EH&S Advisory Board and all units
– Liaison with external agencies in occupational, environmental, and public health, and fire safety
Units and committees with related responsibilities

- **Risk Management**: workers compensation; return to work
- **UW Police**: enforce criminal and traffic safety laws
- **Emergency Management**: coordinates preparation, response and recovery for emergencies and disasters
- **Human Resources**: personnel practices and violence prevention program
- **Environmental Stewardship Committee**: sustainability

- **President’s Advisory Committee on Enterprise Risk Management**: (PACERM): Assesses/prioritizes risks and advises on emerging risks and mitigation
- **Compliance Operations Financial Council (COFI)**: identifies compliance and risk issues, and ensures information is available to UW community
EH&S Strategic Plan: 2012-2015

Goals developed in four strategic areas:

– Enhance a Culture of Safety
– Ensure Program Compliance
– Develop Sustainable Financial Model
– Engage Staff in Learning and Growth
  – (assisted by Office of Research – OEI efforts)

Lean Process Improvement Initiatives:

– 2012: Lab Survey initiative
– 2013: Health Sciences Immunization Program
– Fall 2013: University-wide Lab Safety initiative
Accidents Do Happen Here
Goal: The UW community incorporates safety into their programs and planning by utilizing EH&S guidelines.

Promote/facilitate safety culture by providing:

- Information/tools for departments to incorporate safety into research, academic excellence and service
- Personal protective equipment checklist & training
Strategic Initiatives: Safety Culture

– Best management attitudes and practices to impact safety culture across UW campuses
– Use Lab (> 4200 labs) survey data to identify significant noncompliance and prioritize health and safety initiatives
– Reports of survey findings for metrics for departments and safety committees, and report on outcomes and possible return on investment strategies for initiatives
– Safety training compliance; dashboards of metrics regarding compliance activity
Risk and Cost of Neglecting Safety

30 containers of potentially explosive peroxide-forming chemicals: required explosives contractor to stabilize

Cost: > $23,157 to dispose of ~3843 pounds of hazardous waste
Lean Initiative: Lab Safety Survey

Historic Compliance

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Deficiencies</th>
<th># of Deficiencies Reported Corrected</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008</td>
<td>486</td>
<td>162 (33%)</td>
</tr>
<tr>
<td>2009</td>
<td>1530</td>
<td>620 (41%)</td>
</tr>
<tr>
<td>2010</td>
<td>1798</td>
<td>1422 (79%)</td>
</tr>
<tr>
<td>2011</td>
<td>2630</td>
<td>1862 (71%)</td>
</tr>
</tbody>
</table>
Lab accidents occur nationwide and here

- Explosion in fume hood
- Injury to PI that required ER treatment
Lean Initiative: Lab Safety

Enhance culture of safety and compliance in labs

– Phase I: Improve lab survey efficiency/effectiveness
  • Reduce time to receive report, and to correct deficiencies
  • Standardized survey, safety training and personal protective equipment, rules/ guidance of best practices for PIs
  • Improve communication/ efficiencies with departments: new web tools; better tracking and follow-up including engaging chairs/deans , reorganize survey schedule by department

– Phase II: University-wide culture of safety in labs
  • Process improvement LEAN launch in September
  • Engage students in mass survey of all 4200 labs
  • Risk rank labs and focus energies on higher risk labs
  • Create metrics and dashboard for departments
How You Can Support

What this means for research administrators:

- Health and safety is a responsibility of all organizational units and all individuals per the new Executive Order
- Communicate the importance of culture of safety in research, academic work and service activities
- Promote training as a way to ensure health and safety
- Provide feedback: respond to client surveys on what is working and share ideas for improving health and safety
- Report on-the-job accidents, near misses, injuries
Summary

- Executive Order #55 clarifies YOUR responsibilities
- Health and Safety committees are for YOU
- Advisory Board of EH&S works to address YOUR issues
- Department of EH&S is here to help YOU be safe
- All faculty, staff, students have responsibilities
- Units and committees: We are all part of the problem/solution
Who to Contact

http://www.ehs.washington.edu/pso/ehsorgchart.pdf

Environmental Health and Safety (EH&S)
Programs and Services by Functional Units

EH&S Director
Jude Van Buren

Administration
- Assist Director
  - Gene Hutchinson
- Staff List
- Staff Chart

Building & Fire Safety
- Assist Director
  - Mark Murray
- Staff List
- Staff Chart

Campus Health Services
- Assistant Director
  - Suzanne Mason
- Staff List
- Staff Chart

Environmental Programs
- Assistant Director
  - Dave Lundstrom
- Staff List
- Staff Chart

Radiation Safety
- Radiation Safety Officer
  - Phil Campbell
- Staff List
- Staff Chart

Research & Occupational Safety
- Assist Director
  - Katia Harb
- Staff List
- Staff Chart

EH&S Programs

- Air Quality
- Chemical Inventories (My Chem)
- Chemical Sales Advice
- Chemical Waste
- Contaminated Sites / Underground Storage Tank
- Hazardous Materials Recycling
- Hazardous Materials Shipping
- PCB Disposal
- Water Quality

Radiation Programs

- Human Subjects Authorization
- Non-Ionizing Radiation Safety
- Personnel Monitoring
- Radiation Instrument Calibration
- Radioactive Materials Authorization & Procurement
- Radioactive Materials Safety
- Radioactive Materials Shipping & Receiving
- Radioactive Waste
- Radiation Machine and X-Ray Safety

- Accident / Incident Prevention & Reporting
- Animal / Research Protocol
- Hazardous Materials Review
- Animal Use Medical Monitoring
- Biological Safety
- Chemical Safety
- Dining Safety
- Ergonomics
- Health and Safety Committees
- Occupational Health
- Respiratory Protection