

We All Contribute To Integrated Safety Management

Expectations for all employees

- Take Stop Work actions for imminent safety hazards
- Learn from your experiences – both good and bad; apply these lessons to current and future activities
- Comply with procedures and program documents; if a procedure can't be followed as written, get it revised
- Only perform tasks that you are qualified and authorized to do
- Avoid becoming complacent with routine activities; take a step back and reassess for new hazards or process improvements frequently
- Help find better, more efficient ways to do JLab activities; challenge the status quo

Additional expectations for managers and supervisors

- Set, demonstrate and enforce high performance standards with emphasis on safety, quality, environmental protection, mission progress, procedure compliance, and personal conduct
- Maintain a working environment where employees feel free to raise issues without fear of reprisal
- Recognize and reward individual and team performance for safe and productive work; ensure that employees are actively engaged in activity planning
- Take immediate action to stop inappropriate behavior
- Learn from both positive and negative experiences; use them as teaching opportunities
- Use management self assessments as an opportunity to take a fresh unbiased look at an activity and provide unvarnished feedback

Additional expectations for senior management

- Use the Guiding Principles of Integrated Safety Management to lead
- Foster an environment where people can get work done safely and productively
- Challenge the status quo; actively seek ways to remove barriers and question "why"
- Set and hold your employees and yourself accountable to expectations and achievable but challenging goals
- Develop your managers and employees understanding of how to implement and reinforce Integrated Safety Management
- Support the right of any member of the workforce to raise any concern and to have that concern addressed in a timely, effective and respectful manner

