Panel Discussion on Lab Safety
CoR Summer Meeting
National Energy Technology Lab

Presented by
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Outline

Why?

How?

Future
Why? - The Challenges We Faced

- An inconsistent safety/compliance culture
- Inconsistent communications / use of terminology
- Changing legislative environment
- Lack of clear accountabilities
- Credibility issues
- Ineffective use of limited resources
- A lack of a true systems approach
What Was The Solution?

Build a health and safety management system that would work for the University of Alberta.
A health and safety management system is interrelated structures and processes put in place by an employer to minimize the risk of injury and illness.

This includes the:

- Organizational structure
- Planning activities
- Responsibilities
- Practices, procedures, processes
- Resources for developing, implementing, achieving, reviewing and maintaining an organization’s OH&S policy

(source: BS OHSAS 18001)
EHS Policy

Clearly articulates the accountabilities and responsibilities of the Chief Environment and Safety Officer (CESO) including:

- Ensures EHS MS is in place
- Ensures EHS team has necessary skills, qualifications and resources
- Has authority to shut down operations/labs/research
- Reporting requirements
- Compliance
EHS Policy

Clearly articulates the accountabilities and responsibilities of every member of the community including:

- President
- Senior administrators
- Faculty members and supervisors
- EHS Senior Administrators Committee
- Faculty/Portfolio EHS committees
- EHS designate on EHS committee
- EHS department
- University community
EHS MS based on the Plan/Do/Check/Act

Leadership team establishes priorities

Systems Planning and Development team plans/develops & communicates new programs/initiatives

System Implementation and Collaboration team are the doers and work with University Community.

Operations team are the checkers and they do the inspections to determine if the programs are working and provide training.
Final Observations

• Good progress to date
• Significant work to complete
• Fundamental changes were essential to improve university’s health and safety practices
Critical Success Factors

- Senior executive support
- Board support – board health and safety moments
- Stay the course
- Dedicated change management process within EHS – resistance was huge
- Transitioning staff as required
- Walk don’t run – it’s a minimum five-year journey
- Get simple wins – PPE compliance
- Communicate, communicate, communicate
Thank You

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Current EHS Organization Chart

- Director, Environment Health & Safety
  - Admin support
  - Planning & Development Team Lead
    - Subject Matter Experts (5)
    - Communication Coordinator
  - Implementation & Emergency Response Team Lead
    - Health and Safety Advisors (4)
    - Emergency Response Coordinator
  - Operations Team Lead
    - Technicians (7)
    - E-Learning Coordinator

Leadership Team
EHS MS Framework

Environment, Health & Safety Policy

Assignment of Accountabilities

Procedures

Forms & Guidelines
Presentation Outline

1. Overview of the University of Alberta
2. The challenges we faced
3. What is a health and safety management system?
4. Out with the old and in with the new
5. Accomplishments
6. Critical success factors