



# **Integrated Safety Management At Worker Level**

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## Importance of ISM at Worker Level

NNSA

- **Stakeholders desire improvements in the performance of ES&H.**
- **Major gains are to be found by actively engaging employees, at all levels, in the continuous improvement of ISM.**
- **Communication, education, awareness, and feedback mechanisms can be improved.**



## One Site's Approach - LANL

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NNSA

### LANL's First ISM Guiding Principle

**“ ISM is an employee-based safety and environmental management system. Managers are visibly committed to the implementation and sustained execution of all elements of the system, and workers exhibit continual involvement in the system by understanding and using ISM elements in their work.”**



## So, How is LANL Doing?

NNSA

- **April 2001 Verification will Assess “Management Commitment & Worker Involvement”**
  - How does LANL build responsibility at all levels for correctly implementing their ISM systems?
  - Evidence that workers are involved
- **“Our Story” Video - Example of Worker Involvement**
  - Video developed by JCNNM & NM Building Trades Council
  - Actual workers telling their ISM story, in own words
  - Positive worker feedback/involvement