Shifting from specific subject matter experts to all-hazards’ safety outreach staff in EHS

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Traditional

- Chemical Hygiene Officer
- Radiation Safety Officer
- Biological Safety Officer
- Fire Marshal
- Hazardous Waste Mgr
- etc.

Defined Areas of Responsibility w/SMEs
- Diverse technical areas
- Education / Training
- Regulations
Traditional Advantages

- Single Point of Service (functional group)
- Accountability
- Expertise
Why the Shift (disadvantages)?

- Inappropriate use of time (e.g. lower-level tasks)
- Repetitive functions (lab inspections)
- Customer Service
- $$$$$$$
- Silo
Hybrid Approach

- Hazardous Waste Identification
- Ladder Safety
- Needlestick Prevention
- Chemical Segregation
- Fire Extinguisher Use
Steps

- Determine SMEs needed
- SMEs determine safety rep tasks
- Training / Certification Program from SME
- Regular check-in with SME (escalation)
- MUST BE RIGOROUS PROGRAM

- Reps still have core responsibility areas, but fewer
Doesn’t work for every area

- Medical Physics
- BSL3
Started with Laboratories

- Created Sr. Laboratory Safety Manager
- Combined various “Safety Technicians” under 1 Sr. Manager and similar job responsibilities created (overlapping)
- Each rep assigned to specific departments
- Respond to more (but not all) lab issues
1 EHS Professional Org Structure

- Layering doesn’t have to be within the unit