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Subject: Blue Alert- Students at Sandia - Injury & Illness History

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Summary: Each year Sandia hosts about 700 student employees. In most cases they have no prior experience with industrial facilities and may be at increased risk for injury. This Lessons Learned statement summarizes the injury and illness experience of students at Sandia over an 8 year period.

Discussion: Over the past 8 years, 114 students have reported a work related injury or illnesses at Sandia (NM & CA. While most of the injuries were minor, several were potentially serious. These include:

Motor vehicle accidents - 7 cases

Chemical exposures- 6 cases

Electric shock - 3 cases

Mishap While Moving Heavy Equipment - 1 case

Sandia hosts about 450 students on a year-round basis and during the summer another 250-300 student interns arrive. Summer students usually arrive in the mid May or June and work until the middle of August. In most cases, they have no experience with industrial facilities and activities. The minimum age of students working at Sandia is 16 years. However, Federal laws and Sandia requirements restrict the types of work that may be done by students younger than 18 years. The requirements include restrictions on radiation exposure, use of powered machinery, driving and others. Consult the Sandia ES&H Manual, Chapter One, Attachment 1d-4 - "Management Responsibility For Minors."

Analysis: 114 injury or illness cases from 1992 to March 2000

3 days away cases

8 restricted work day cases

14 cases at SNL-California

23 cases in Division 1000 (11 cases in Center 1800)

22 cases in Division 7000

Resolution: Here are some suggested actions for Managers:

A. Ensure that the students in your group are adequately supervised. Assign each student to a Point-of-Contact (POC) person. The POC should be someone who will mentor and assist them in working safely. Each student should have someone to whom they are accountable and to whom they may go with questions or problems.

B. The Manager or POC should have a one-on-one talk with each student upon their arrival at Sandia. Explain the Sandia safety culture and where to find ES&H information. Assess the level of maturity of each student.

C. Start each student with basic, low-hazard tasks. Lead them gradually into more complex tasks. Match the work you give them to their level of ability and maturity.

D. Know the Sandia requirements. At Sandia, consult the Sandia ES&H Manual, Chapter One, Attachment 1d-4 - "Management Responsibility For Minors." Use caution when assigning students to tasks, which may involve hazards such as:

- * Any exposure to radiation
- * Chemicals (toxics, carcinogens, flammables)
- * Electrical equipment
- * Driving government vehicles
- * Operating power tools and machinery
- * Moving heavy objects

E. Consider holding a new employee orientation session for students. A class could be held at the center or department level. Sandia Divisions 1000 and 2000 have done this for several years and it has worked well. Members of the ES&H Customer Support Team assigned to each division are available to speak on specific safety and health topics.

Originator: Sandia National Laboratories Injury Prevention Team

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References: Sandia Corporate Injury & Illness database from 2/92 through 3/00

Hazard: OT