



# Homeland Security

April 30, 2015

## INFORMATION

MEMORANDUM FOR: All Science and Technology Directorate (S&T) Personnel

FROM: Dr. Reginald Brothers  
Under Secretary for Science and Technology

SUBJECT: **Occupational Safety and Health Policy Statement**

As a premier, scientific research and development organization, S&T is committed to providing a safe and healthful work environment for all personnel. To accomplish this, S&T has established the Safety, Health, and Environmental Management System (SHEMS) as the principle mechanism to execute all safety and health programs. Through the SHEMS, S&T personnel at all organizational levels shall:

- Comply with all applicable safety and health laws, regulations, and policies.
- Implement regular safety inspections and related accident prevention measures.
- Have an annual goal of no injuries beyond those requiring simple first aid, with the ultimate goal of zero accidents and no occupational injuries or illnesses.
- Identify occupational safety and health objectives and targets which represent performance beyond compliance and strive to meet or exceed them.
- Recognize, evaluate, and control occupational hazards using job hazard analysis.
- Consistently analyze risk and accident trends to provide appropriate management strategies to eliminate accidents and improve performance.
- Continually improve our overall safety performance by providing for adequate and properly trained staff of both professional and collateral duty safety personnel.
- Incorporate safety and health reviews into our budget planning and procurement processes.
- Apply, to the greatest extent possible, "Back-to-Work" programs and other initiatives that provide employees with an alternative to remaining on workers' compensation programs.

All managers, supervisors, and employees at all S&T organizations and facilities are expected to give their full commitment and support to the success of the SHEMS through maximum engagement and participation in safety and health processes as established, communicated, and maintained by senior leadership and their health, safety, and environmental managers.