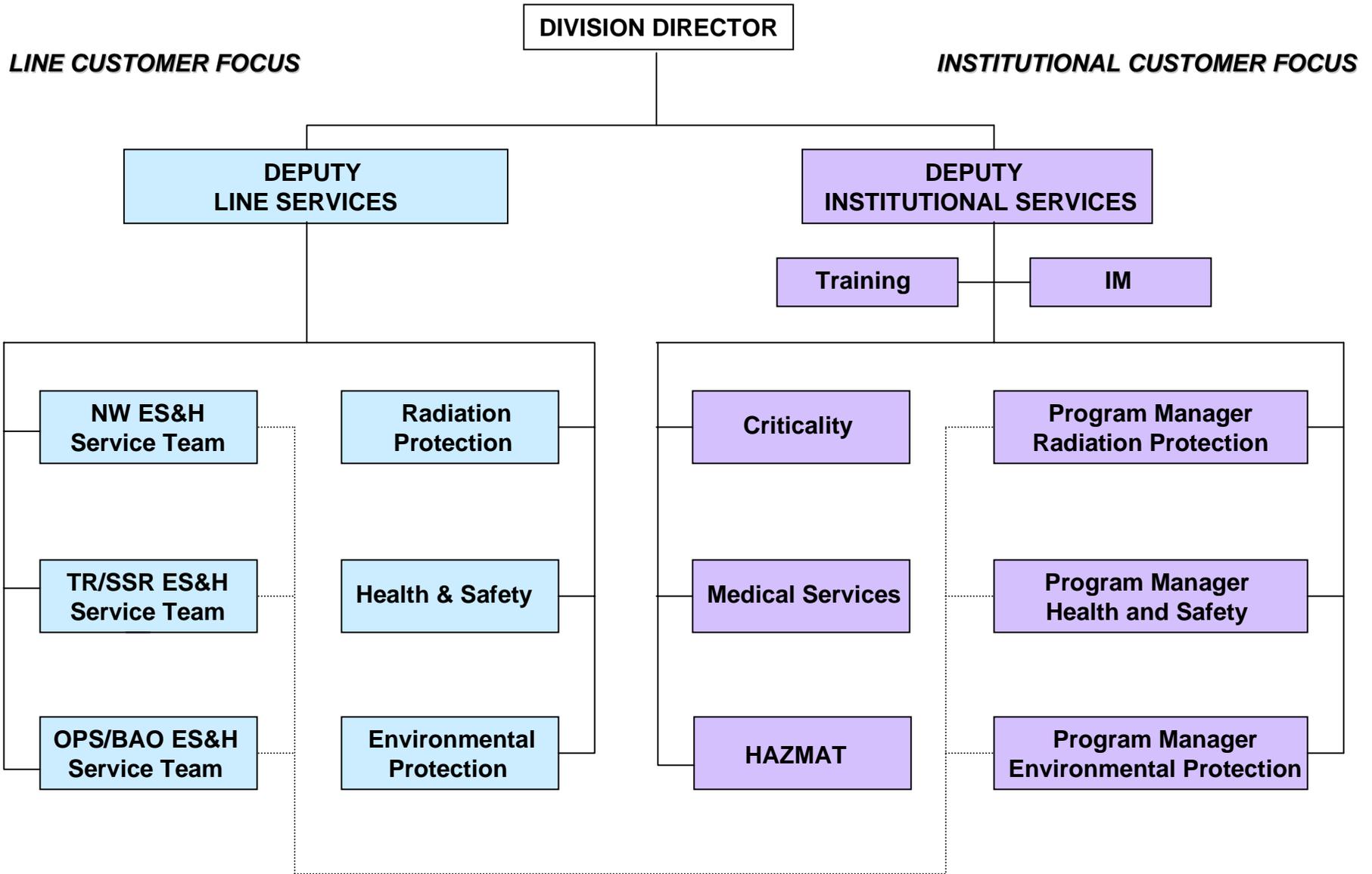


Protection Organizational Design



Managers Meeting
March 23, 2000

DRAFT FOR CONSIDERATION

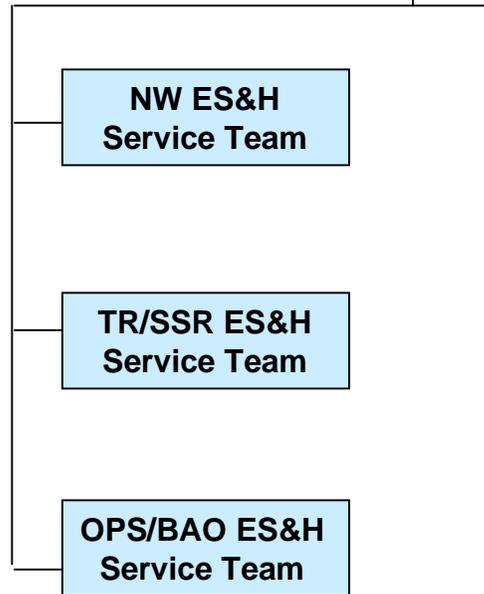


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DEPUTY LINE SERVICES

- DX
- NMT
- ESA
- NIS
- CST
- MST
- LANSCE
- FWO
- BUS

ESH-Supervised
Activities/Resources
←
→
Performance Feedback



MISSION

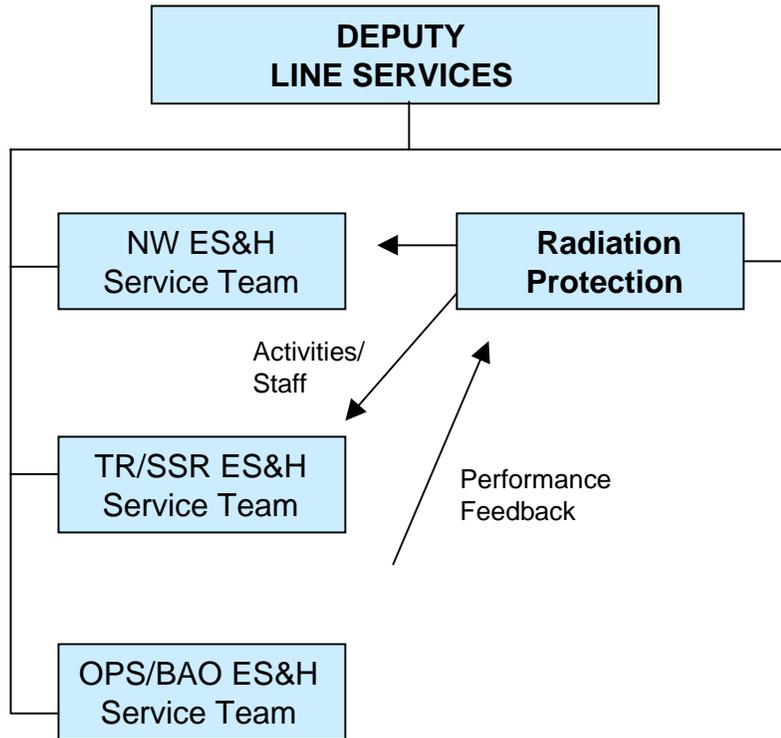
Support line organization's execution of ISM by providing cross-functional ES&H expertise and services.

- Field radiation protection
- Industrial hygiene monitoring
- Authorization basis support
- Environmental support
- Safety engineering

RESOURCE MANAGERS

- Manage cross functional team of ES&H professionals.
- Provide integrated service delivery.
- Anticipate customer needs in regards to expertise.
- Plan/develop resources to meet needs of line customer.
- Ensure professional development.
- Maintain consistent application of LIRs.
- Coordinate among other RM's and GL's for expertise.
- Ensure customer success.

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MISSION

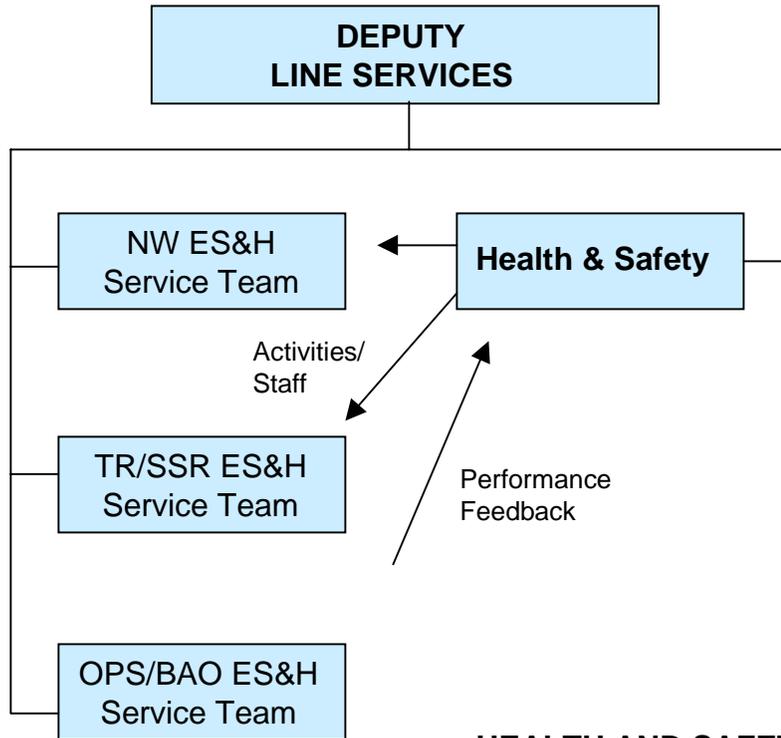
Provide on-demand radiation protection services in support of Line Service Teams.

HP analysis
ALARA
Dose Assessment
Dosimetry

RADIATION PROTECTION GROUP LEADER

- Manage radiation protection professionals.
- Ensure technical consistency of radiation protection services/activities by the development of standards/qualifications.
- Assure quality of radiation protection services.
- Maintain analytical capabilities.
- Ensure professional development.

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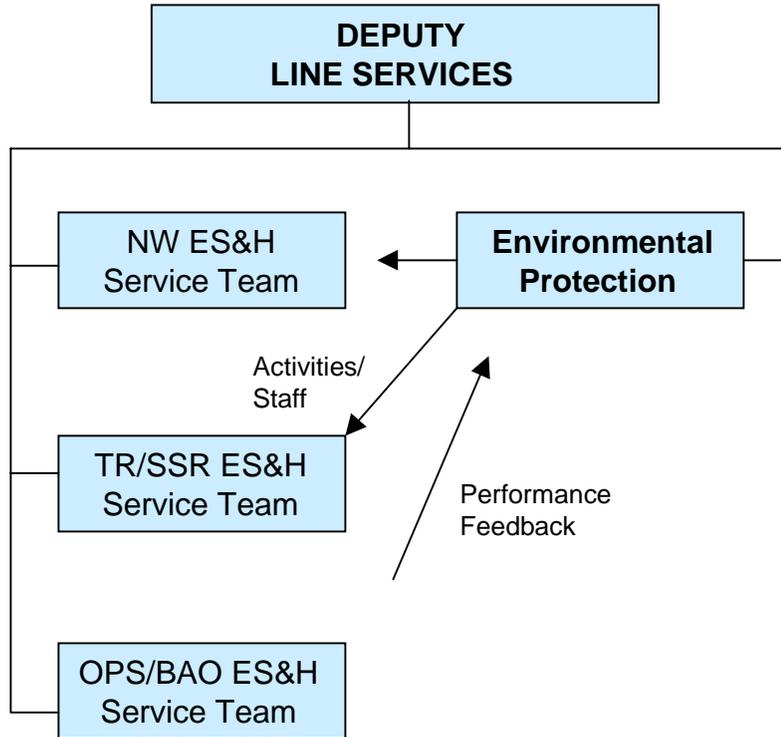
Provide industrial hygiene, personnel and facility safety on-demand service in support of Line Service Teams.

Respirators
ESH-ID
Asbestos
HAZCOM
AB and SARs

HEALTH AND SAFETY GROUP LEADER

- Manage health and safety professionals.
- Ensure technical consistency of health and safety services/activities by the development of standards/qualifications.
- Assure quality of health and safety services.
- Ensure professional development.

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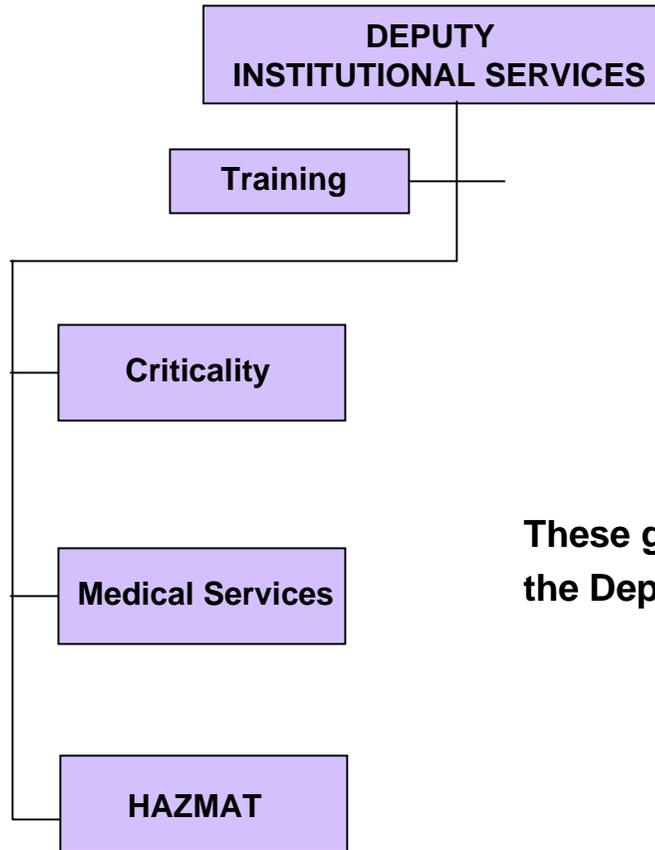
Provide on demand environmental protection activities in support of Line Service Teams.

Environmental permitting (Air, Water, Waste)
NEPA
Outfall monitoring/reporting
Regulatory interactions
MAPs
Environmental Surveillance Measurements

ENVIRONMENTAL MONITORING GROUP LEADER

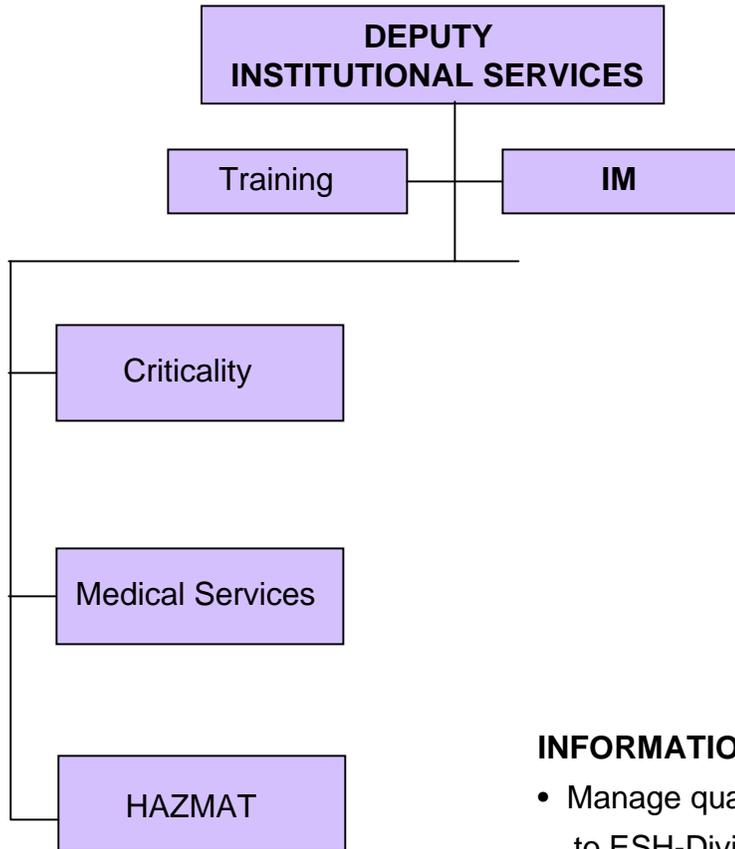
- Manage environmental professionals
- Ensure technical consistency of environmental permitting and compliance services/activities by the development of standards/qualifications.
- Assure quality of environmental permitting and compliance monitoring.
- Ensure professional development.

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These groups are left as is under the Deputy of Institutional Services.

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MISSION

Provide information management services to support ES&H programs.

System design and development
Cross functional integration (ACIS,Environmental data,)
System administration
Desktop services
Records Mgmt

INFORMATION MANAGEMENT GROUP LEADER

- Manage qualified staff to provide information services to ESH-Division and other customers.
- Manage resources for optimum service delivery.
- Assure quality of information management products and services.
- Maintain IM infrastructure (records center, hardware, licenses).
- Ensure professional development

**DEPUTY
INSTITUTIONAL SERVICES**

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Training

IM

Criticality

**Program Manager
Radiation Protection**

Medical Services

**Program Manager
Health and Safety**

HAZMAT

**Program Manager
Environmental Protection**

**PROGRAM MANAGERS
MISSION**

- Initiate and champion ES&H Division standards and requirements.
- Coordinate division technical development activities.
- Fund ESH Division work.
- Establish performance standards and guidance.
- Anticipate future needs.
- Champion continued improvement.
- Build relationships with regulators and stakeholders.

PRO***DRAFT FOR CONSIDERATION*****CON**

Focus on Customer.

Aligns ESH Services in support of ISM.

Clarifies what customer is served.

Clear responsibility for customer satisfaction.

Maintains ES&H discipline focus.

Reduced span of control.

Customer pays for what they get/sizing by market.

Management structure to develop staff.

Identifiable champions for line.

Clarifies key services and products.

Loads assets closer to customer.

Separates policy development from service delivery.

Reduces ESH-DO overhead.

Information is recognized product of Division.

Functional separation between Deputies.

Perception of Ivory Tower.

Technical consistency is a challenge.

Potential for several line reporting chains for individuals.

Transition will be difficult.

Potential to disrupt working systems.

May require different leadership skills.