PNNL’s COVID-19 Return to Onsite Work Strategy

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Pacific Northwest National Laboratory is one of the Department of Energy’s 17 national laboratories.
PNNL supports a breadth of sponsor missions

4,700 Staff
$1B Spending
1,193 Peer-reviewed publications
265 Invention disclosures
Proactively pivoted to mission-essential operations before required to do so

Mar 17 – Jun 7
- Social-distanced essential staff onsite (300 staff)
- Mandated maximum telework (4500 staff)
- Curtained travel
- Cancelled onsite events
- Centralized daily work review and release

Jun 8 – present
- ~1950 staff on campus
- Virtual summer internship program
- Limited non-essential travel
- Limited visits, no onsite events
- Allows performance of nearly all mission work
Developed Operational Status guidance for staff and managers

Goals

- Protect staff, contractors, visitors and the public
- Continue to operate PNNL effectively

Strategy

- Make science-based decisions consistent with public health recommendations
  ✓ Bias to decide with willingness to re-evaluate and change
- Be transparent and over-communicate
- Cascade information to staff through immediate supervisors
- Establish 18-month planning horizon

Partnered effectively with state/local health officials
PNNL Return to Onsite Work Plan distributed as model across the DOE complex

- Established safe work practices, including pre-entry and daily checklists
- Set expectations for on- and offsite work behaviors
- Integrated COVID-19 as one of many hazards in work planning using our normal systems
- Used onsite testing to increase staff confidence and manage potential cases
- Established MOU with health department for contact tracing

Plan recognized by DOE as complete, innovative, and practical
Providing clear direction at the point of work

• Face coverings required
• Low probability of infection onsite via social distancing
• Acceptable Personnel Levels for all spaces
• Repeated assessment of space controls
Keeping COVID protection front-of-mind

• Minimize probability of infected individuals on-site
• Daily health checklist
• Frequently asked questions (FAQ)
• All-staff messages
• Guidance documents

Daily Self-Checklist

Since your last workday have you encountered any of the following?

• A fever (100.4 °F or higher) or a sense of being feverish.
• Excessive or prolonged fatigue
• A deep or persistent cough (either dry or productive)
• Difficulty breathing (feeling winded or struggling to catch your breath)
• Noticeable loss of taste or smell.
• A positive COVID-19 test result.
• COVID-19 testing but are awaiting results.
• A household member or close contact* is sick.
• A household member or close contact* has tested positive for COVID-19.

*Close contact: Being within approximately 6 feet (2 meters) of others for a prolonged period (defined as 10 minutes or longer)

If you answer YES to any of the questions above, please do the following:

• Do not report onsite. If you are onsite, return home immediately
• Inform your manager that you will not be working onsite.
• Contact AnovaWorks to report your condition and to obtain guidance for your return-to-work evaluation

ANOVAWORKS (509) 371 7848
myochealth@pnnl.gov

Helps us to manage the number of staff on-site
Established a COVID-19 testing laboratory on site

Washington State Department of Health
This organization
Pacific Northwest National Laboratory
is authorized by RCW 70.42 to have a
Medical Test Site Categorized License

Operated by Battelle Memorial Institute
Located at 902 Battelle Blvd
Richland, WA 99354-1793

Credential Number MTSC.FS.8108162
Status ACTIVE
Effective Date 03/31/2020
Expiration Date 06/30/2021

THIS LICENSE IS NON-TRANSFERABLE
Leveraging real-time data from IT infrastructure to inform decision-making

We implemented access controls and validated they are working

Assessing effectiveness of Acceptable Personnel Level (APL) controls as occupancy increases

Line managers know who is working in what building so they can plan and manage work
Challenges along the way and lessons learned

• Underlying assumptions in previous pandemic plan were inadequate for COVID-19

• Rapidly changing guidelines and recommendations made consistent communications difficult

• Don’t underestimate the need for discrete, detailed direction to staff
  ▪ In times of high change, cannot rely on staff judgement alone
  ▪ The Pandemic affects each person differently
Positioning for continued execution of the research mission

- Developing the plan for non-research staff who may have to stay in telework status
- Operating the Laboratory in an area where the infection rate is still high
- Determining how we will accommodate visiting researchers
- Restructuring $100M of programmatic work due to travel limitations

Exploring the “Future of Work”
- Optimizing collaboration without physical presence

Work is a thing you do, not necessarily a place you go