

# NBACC



## Personnel Reliability Program (PRP)

The NBACC PRP is an administrative tool that combines the oversight responsibilities of Laboratory Management with the empowerment of staff to self-manage their own safe and secure operations. This combination creates a joint responsibility for the safe and secure operations of laboratories; including monitoring of: employees, peers, supervisors, and visitors. The PRP meets regulatory requirements while providing a process for NBACC Management to promote a safe and secure culture throughout the organization.



### HUMAN RESOURCES

#### Reportable Reliability Matters:

- Credit Report Check
- Performance-related concerns
- Confirmation of education and previous employment



### SECURITY

#### Reportable Reliability Matters:

- Sex-offender registry check
- Criminal background check
- Confirmation of job required clearances



### SUPERVISOR

#### Reportable Reliability Matters:

- Observable behaviors or events that affect reliability
- Performance changes or concerns



### SCIENTIST (SELF)

#### Reportable Reliability Matters:

- Medical matters
- Prescription/OTC medications
- Medical conditions
- Mental health conditions/counseling
- Alcohol abuse
- Legal actions
- Public court actions (separation, divorce, lawsuit)
- Financial problems/concerns
- Other concerns that affect day-to-day reliability



### MEDICAL

#### Reportable Reliability Matters:

- Drug Screen
  - Random drug testing
- Mental Health Evaluation as necessary
- Physical Health Evaluation as necessary
- Continuous evaluation:
  - Vaccinations



### PEERS/COWORKERS

#### Reportable Reliability Matters:

- Observable behaviors or events that affect reliability

#### Disclaimer:

This work was funded under Agreement No. HSHQDC-07-C-00020 awarded by the Department of Homeland Security Science and Technology Directorate (DHS/S&T) for the management and operation of the National Biodefense Analysis and Countermeasures Center (NBACC), a Federally Funded Research and Development Center. The views and conclusions contained in this document are those of the authors and should not be interpreted as necessarily representing the official policies, either expressed or implied, of the U.S. Department of Homeland Security. In no event shall the DHS, NBACC, or Battelle National Biodefense Institute (BNBI) have any responsibility or liability for any use, misuse, inability to use, or reliance upon the information contained herein. The Department of Homeland Security does not endorse any products or commercial services mentioned in this publication.