

NSABB Public Consultation on Personnel Reliability



April 2009



Public Consultation: *Purpose*

- **Explore potential impact on the scientific community**
 - **Investigators**
 - **Research institutions and organizations**
- **Topics**
 - **Concept of personnel reliability and its implementation**
 - **Personnel reliability measures**
 - **Optimal characteristics and methods for assessing reliability**
 - **Potential benefits and consequences of personnel reliability programs**

Public Consultation

■ April 3, 2009

- Presentations, videocast, podcasts at www.biosecurityboard.gov

■ ~200 attendees

- Public
- Private
- Non-profit

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NSABB - Past Meetings

April 2009 Meeting - April 3

Agenda and Webcasts

- [Agenda](#) [Webcast](#)
- Minutes will be posted once they are available.

Presentation Materials

Background and Introduction to the Personnel Reliability Issue

- [Understanding and Improving Laboratory Security, Personnel Reliability, and Safety](#) [Diane DiEuliis, Ph.D.](#)
Office of Science and Technology Policy

Panel I - Extant Models of Personnel Reliability Programs

- [The Army Biological Personnel Reliability Program \(BPRP\)](#) [John Humpton](#)
Combating WMD and Proliferation Policy Division G-3/5/7, Headquarters, Department of the Army
- [LLNL Select Agent Human Reliability Program](#) [Eric Gard, Ph.D.](#)
Global Security Directorate, Lawrence Livermore National Laboratory
- [Bioterrorism Risk Assessment Group](#) [John Stovers](#)

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Public Consultation:

Background Presentations

- **Extant Personnel Reliability Programs (PRPs)**
 - Army
 - DOE
- **Select Agent Program: Security Risk Assessment**
 - CDC and DOJ/CJIS
- **PRP in Academia (planned)**
 - UTMB, Galveston National Lab
- **NSABB WG on PR: *Proposed Optimal Personnel Characteristics***



Public Consultation: *Organizing Framework*

- **Optimal Personnel Characteristics**
 - ❑ No history of scientific or professional misconduct
 - ❑ Emotionally stable and capable of sound judgment
 - ❑ Positive attitude toward safety and security measures, and standard operating procedures
 - ❑ Free of vulnerability to coercion
 - ❑ **Free of felony convictions**
 - ❑ **No domestic or international terrorist ties**



Public Consultation:

Panelist expertise

- **Select agent and other biomedical research**
- **Personnel reliability programs**
- **Biosafety**
- **Research administration**
- **Responsible conduct of research**
- **Psychiatry and psychometric research**



Themes and Issues:

Operational aspects of PRPs

- **Role of the Responsible Official (RO)**
 - **Qualifications, training, and responsibilities**
- **Costs of PRPs vary greatly**
 - **type of institution**
 - **existing infrastructure**



Themes and Issues:

Utility, applicability & effectiveness of PR measures



- Adequacy of current measures
- Need for additional measures
- Correlation between optimal characteristics and security
- Data supporting effectiveness





Themes and Issues:

Utility, applicability, & effectiveness of PR measures (cont.)

▪ Personal history

- Is the past prologue to the future?
- Unreliability ≠ will engage in bioterrorism
- Past behavior may provide a false sense of security

▪ Job performance measures may be more effective



Themes and Issues:

General lack of support for the two person rule

- **Biosafety and biosecurity applications**
- **Resource-intensive**
- **Difficult to implement with limited number of staff**



Themes and Issues:

Reporting to USG when access is restricted

- **Need guidance on reporting the restriction of access**
 - **What to report, to whom, and when?**
 - **Disclose reasoning and procedures leading to the decision?**

- **Potential negative effects**
 - **Individual's career and reputation**
 - **Privacy and liability issues**
 - **Culture of trust**

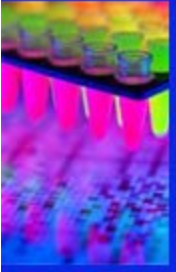


Themes and Issues:

Engaged leadership at the local level is critical



- **Reliability is best managed locally at the institutional level**
- **Investigators must be engaged**
- **Strong working relationships should be fostered**
- **Training is critical**





Themes and Issues:

A balanced approach is needed

- **PRP could be a disincentive to remain in or enter select agent research**
 - **“Culture shock”**
 - **Recruiting difficulties**
- **New requirements may stifle innovation**
- **Must monitor PRP impacts, effectiveness, and unintended consequences**
- **Proceed with caution**



Themes and Issues:

Layers of accountability

- **Local or institutional level:**

- Committed institutional and laboratory leadership
- Peer reporting
- Training

- **Federal level:**

- Effective regulatory programs
 - performance-based standards
 - flexibility and discretion in application
 - local enforcement



Themes and Issues:

Other issues of concern

- **Psychological assessments administered by a trained professional**
- **Privacy**
- **ADA issues**
- **Impact of restricting an individual's access**
- **Compounding compliance burden**