



Personnel Reliability & Select Agent Research

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Personnel Reliability

- *Providing a reference*
 - Permissible disclosures:
 - Information must be factually true
 - Documented by employer
 - Known to job candidate



Personnel reliability

- *Obtaining a reference*
 - Expectation exists that referee discloses permissible information-
 - **Ask if documentation exists and if employee aware.**
 - Acceptable to query past supervisors not listed on application
 - Termination agreements:
 - May limit extent/type of information obtainable
 - Existence of agreement may be discloseable
 - Ask: *“Would you (can you) rehire this person?”*



Personnel reliability

- *Legal liabilities:*
 - Obtaining a reference:
 - Previous employer may be reluctant/constrained
 - Institutions seldom seek damages for inadequate reference – i.e., little risk to withholding information
 - Employer should always check more than one reference
 - Providing a reference:
 - Candidate may seek legal redress, but derogatory information must be untrue/undocumented for suit to have merit
 - Liability for inaccurate information inheres to referee, not institution



Personnel reliability

- *Built in job reliability and evaluation is the key*
 - Regular performance reviews
 - Automatic updates to background clearance (3 yrs)
 - UW Select Agent Program “Two-person rule”
 - Provides enhanced biosafety
 - Provides enhanced biosecurity
 - Observation promotes individual responsibility