



A New Approach to Staff Augmentation at ORNL

The Lab-wide BOAs apply **only** to staff augmentation-type workers



Any subcontract worker who enters time in the ORNL time keeping system (PALS/TimeTracker)



Any worker who receives daily direction from a UT-B supervisor

Example #1

A Finance Officer will be on medical leave for 6 months. A subcontractor is used to fulfill that function during this period

- The subcontractor's employee receives direction from the ORNL Business Manager
- The company with whom we are subcontracting does not produce a deliverable

Example #2

A subcontracted project manager is working on an ORNL project

- Takes direction from an ORNL manager
- The subcontract company is not responsible for delivering the project on time, schedule, and budget. They are responsible for providing a project manager that meets minimum experience, education and certification requirements

Example #3

ORNL purchased a new software product and needs to implement it

- ORNL assigns a UT-Battelle employee as the project manager
- ORNL obtains functional analysts and software developers via a subcontractor
- The ORNL project manager assigns work to the subcontractors and ensures their tasks are being completed on time at quality standards
- The ORNL project manager is responsible for the outcome of the software implementation project

The BOAs **do not** apply to



Any subcontractor's employee who is working on a deliverable-based subcontract



Construction subcontracts



Any existing fixed-price subcontract



Any university subcontract



Any worker who receives work assignments from a supervisor at their own company vs. an ORNL supervisor or TPO

Example #1

ORNL subcontracted with an IT consulting firm to implement a new software system

- Time and material subcontract
- The high-level deliverable is successful implementation of the software on a specific timeline. There are many specific sub-deliverables
- Although the effort is collaborative, the subcontractor's employees do not receive direction from ORNL staff
- The subcontractor is responsible for the outcome of subcontract

Example #2

A landscaper is subcontracted to maintain the main campus lawns and shrubs

- Fixed-price subcontract
- Subcontractor is required to meet landscaping appearance standards defined in the subcontract
- Subcontractor's employees do not receive direction from an ORNL employee
- The subcontractor is responsible for the outcome of the subcontract