

DON Safety Vision

Department of the Navy (DON) Safety enhances mission readiness by preventing mishaps through aggressive leadership, safe and reliable equipment, adequate resource allocation, effective training, accountability, and proven risk management principles. In order to realize this vision, Department of Navy organizations and personnel shall:

- **Integrate safety into all on- and off-duty activities, work processes, and weapon system design to enhance mission readiness, capability, and accomplishment.**
 - Make safe operations and work practices the expected norm, by imbedding safe practices into all unit activities. Safety discussions regarding hazard identification and risk management become engrained into the planning and execution of all evolutions. Review lessons learned as a part of pre-job or pre-mission planning. Ensure Safety and Effective Risk Management are engrained early in weapon systems acquisition and design processes.

- **Imbed safety culture into the total force (military, civilians, and contractors), with accountability and involvement at all levels, through the adoption of a Safety Management System.**
 - A Safety Management System is a system, or collection of processes, that proactively manages day to day safety in the organization. It is not a prescribed or single software tool, but rather layers of management practices that collectively support the effective implementation of the unit's overall safety program. A Safety Management System demonstrates that the organization is managing safety as effectively as any other critical administrative/business function. Examples of a Safety Management System include; OSHA's Voluntary Protection

Program (VPP), Navy Process Review and Measurement System (PR&MS), and American National Standards Institute (ANSI) Z10-2005. See OPNAVINST 5100.23G, article 207, OPNAVINST 5100.19E, MCO 5100.29A and NAVMCDir 5100.8.

- **Facilitate continuous improvement in safety performance by managing hazards, mitigating risk, and implementing actions to reduce mishaps, through the use of annual safety program self-assessments.**
 - The purpose of the self-assessment is to identify gaps and improvements to the safety and occupational health program and work processes. Resulting gaps are used to identify or revise goals, set specific objectives and correct work practices to ensure continual safety improvements. OPNAVINST 5100.23G, OPNAVINST 5100.19E, MCO 5100.29A and NAVMCDir 5100.8 require all DON organizations to annually conduct a comprehensive self-assessment.

- **Maintain effective safety monitoring and performance measuring systems that support senior leadership and unit-specific metrics, data analysis for root causes and development of mitigation strategies.**
 - Every organization needs to collect and trend (monitor and measure) safety data in order to assess safety performance, identify adverse leading indicators and continually strive to minimize loss due to injury, illness or material property damage. The effective utilization of an organization's safety metrics transforms data into knowledge. Higher headquarters staffs need to communicate specific metrics that they require to collect from subordinate commands to gain a better corporate safety picture or level of safety awareness.

- **Employ new technology and the latest management tools to facilitate individual and unit safety awareness and ownership.**
 - Organizations should expect and be afforded the best/most current safety management tools available to execute and manage their safety programs. The use of available new/emerging technology must become a priority as resources and the safety return on investment dictate.

- **Aggressively and transparently communicate safety successes, share hazard awareness and share near-miss lessons learned.**
 - The tenets of any successful safety program include the ability to rapidly assess and share hazard information and disseminate lessons learned. Decisive leadership is critical in creating an environment whereby subordinate commands feel empowered to do this without fear of adverse action. Sharing of urgent safety information need not be confined to established and often cumbersome reporting systems – organizations should utilize the most effective and efficient means at their disposal.

- **Enable safety performance by developing and maintaining a workforce of talented and skilled safety personnel, both military and civilian, that supports the seamless integration of safety into all work processes, products, and operations.**
 - Organizations must ensure assigned Civilian Safety Professionals and military safety personnel are highly skilled and motivated. Assignment of these personnel to such critical positions must be achieved through a deliberate and carefully managed process. Safety personnel require specific skills, and as such, training and maintenance of qualifications is essential. Safety personnel need leadership support to ensure they have access to the entire chain of command and are considered

critical assets with the requisite credibility necessary to accomplish their key responsibilities.