DEPARTMENT OF NAVY

OCCUPATIONAL SAFETY AND HEALTH PROGRAM

FISCAL YEAR 2008 ANNUAL AGENCY REPORT

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DEPARTMENT OF THE NAVY
OFFICE OF THE ASSISTANT SECRETARY
(INSTALLATIONS AND ENVIRONMENT)
1000 NAVY PENTAGON
WASHINGTON DC 20350-1000

December 23, 2008

Mr. Francis Yebesi
U.S. Department of Labor – OSHA
Directorate of Enforcement Programs
Office of Federal Agency Programs
Room N-3622
200 Constitution Avenue, N.W.
Washington, DC 20210

Mr. Yebesi:

As the Deputy Assistant Secretary of the Navy (Safety), it is my privilege to provide the Department of the Navy's Fiscal Year 2008 Annual Report on Occupational Safety and Health as required by 29 CFR 1960.71(a)(1). The Report includes a cover sheet with Department of the Navy summary information, and enclosures containing both the U.S. Navy (Tab A) and the U.S. Marine Corps' (Tab B) Reports as requested.

Please feel free to contact us with any comments or questions. I can be reached at (703) 614-5516. My Director of Safety and Occupational Health, Ms. Darrilyn Cranney, can be reached at (703) 614-5530. Our Navy contact for the report is Ms. Joy Erdman at (703) 602-2575 and our Marine Corps contact is Mr. Richard Coyle at (703) 614-1202.

Kurt D. Paulsen for:
T.A. Rollow, P.E.
Deputy Assistant Secretary
of the Navy (Safety)

Enclosures:
Tab A (Navy Report)
Tab B (USMC Report)

Copy to:
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DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
2000 NAVY PENTAGON
WASHINGTON, DC 20350-2000

IN REPLY REFER TO

5100
Ser N09F/8U220008
12 Dec 08

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF THE NAVY (SAFETY)

Subj: U.S. NAVY FY 2008 ANNUAL REPORT TO OSHA

Ref: (a) OSHA Memo of 16 Oct 08 to Designated Agency Safety and Health Officials

Encl: (1) U.S. Navy Safety and Occupational Health (SOH) Program Fiscal Year 2008 Annual Agency Report

1. In response to reference (a), the purpose of this memorandum is to forward the U.S. Navy portion of the Department of the Navy's FY 2008 Safety and Occupational Health (SOH) report.

2. Enclosure (1) is forwarded for inclusion in the Department of the Navy's official response to the Occupational Safety and Health Administration (OSHA). We are pleased with progress made in FY 2008 and are ready to meet new challenges to continue our focus on eliminating workplace fatalities, injuries, illnesses and disabilities.

3. Our point of contact for the U.S. Navy FY 2008 Annual Report to OSHA is Ms. Joy Erdman, (703) 602-2575.

A. G. JOHNSON
Rear Admiral, U.S. Navy
CNO Special Assistant for Safety

Fiscal Year:	2008
Name of Agency:	Department of the Navy
Name of Component:	U.S. Navy
Address	2000 Navy Pentagon Washington, DC 20350-2000
Number of federal civilian employees covered by this report:	159,975 U.S. Navy Civilian Workforce
Name of USN Senior Flag Safety & Health Official:	Rear Admiral Arthur J. Johnson, USN
Title:	Special Assistant to the Chief of Naval Operations for Safety Matters (CNO N09F)/ Commander, Naval Safety Center
USN Safety and Occupational Health Policy Points of Contact:	Joy Erdman, MS, CIH, CSP Safety and Occupational Health OPNAV Safety Liaison (N09FB) CDR Linda Byrnes, MPH, CIH Occupational Health Liaison OPNAV Safety Liaison (N09FB)
USN Occupational Safety & Health Program Technical Point of Contact:	Mr. Steven W. Geiger, CSP Installations & Industrial Safety Division Naval Safety Center, Code 45

Executive Summary

The FY 2008 U.S. Navy Annual Report to the Secretary of Labor Occupational Safety and Health Administration (OSHA) provides an overview of U.S. Navy mishap injury and illness data, worker safety and health accomplishments over the past year and goals for the future. It also provides insight into U.S. Navy safety and health issues and highlights our strengths and challenges. In this executive summary and detailed report, we used the format specified in the October 16, 2008 U.S. Department of Labor (DOL) Memorandum to Designated Agency Safety and Health Officials. It should be noted that the U.S. Marine Corps submits a separate report. Both Navy and Marine Corps reports are forwarded through the Deputy Assistant Secretary of the Navy for Safety and are submitted as the Department of the Navy (DON) Annual Report.

The U.S. Navy's Safety and Occupational Health (SOH) program protects over 600,000 individuals worldwide - active duty military, reserve military, U.S. civilians, and foreign national[1] employees. The U.S. Navy's diverse workplaces include shipyards, shipboard operations, aircraft repair facilities, research facilities, chemical manufacturing facilities, hospitals, laboratories, and construction sites on both domestic and foreign Navy bases. The statistics in this report focus on the approximately 159,975 U.S. Navy civilians; however, this report also includes examples across the Navy's entire civilian and military workforce to demonstrate our commitment to protect our most valuable resource - our people.

Statistics

- **Injury and Illness Trends -** U.S. Navy's civilian workforce increased slightly from 2007 by approximately 0.3%, from 159,500 employees in FY07 to 159,975 in FY08. The Navy reported 4,340 injury and illness cases in FY08, about a 2% decrease from FY07. Of those 4,340 total injuries, 2,029 (almost half) involved lost time, a 12% decrease from FY07.
- **Fatalities and Catastrophic Accidents -** The Navy is proud to report that there were zero Navy civilian work-related fatalities in FY08. It should be noted that the Navy does not track those fatalities reported by the DOL Office of Workers' Compensation Program (OWCP) that occur by workers who were injured in previous years, are on long term disability, and who die from illnesses or natural causes, that are then reported by OWCP to close out workers' compensation claims.

Occupational Safety and Health (OSH) Initiatives

- **Safety, Health, and Return-to-Employment (SHARE) Initiative - The U.S. Navy met all of the SHARE goals in FY 2008 and did well over the past five years**:
  - Goal 1: Reduction of total case rates for injuries and illnesses by at least 3% per year. **Over the past five years the Navy's total case rate decreased thirty percent (30%).**
  - Goal 2: Reduction of case rates for lost time injuries and illnesses by at least 3% per year. **Over the past five years the Navy's lost time case rate decreased thirty-six percent (36%).**
  - Goal 3: Increase in the timely filing of injury and illness notices by at least 5% per year. **Over the past five years the Navy's timely filing of claims increased forty-two percent (42%).**
  - Goal 4: Reduction of the rates of lost production days due to injuries and illnesses by at least 1% per year.

[1] Foreign National employees are employed by Foreign governments and work at Navy bases outside the United States under Status of Forces Agreements (SOFAs). Although foreign national employees are not included in the statistics in this report, the U.S. Navy is committed to their safety and health.

Over the past five years the Navy's lost production day rate decreased thirty-six percent (36%).

Motor Vehicle/Seat Belt Safety - There were 12 motor vehicle mishaps, 10 with injuries, involving civilians in an on-duty status in FY08. A total of 12 people were injured, with a total of 145 lost days. In support of Executive Order 13043, the Navy Traffic Safety Program Instruction (OPNAVINST 5100.12H) requires that all persons, military or civilian, operating or riding in any government motor vehicle (GMV), on or off base, wear seat belts. All persons, military or civilian, operating or riding in any private motor vehicle (PMV) on a naval installation must wear seat belts. Additionally, military and civilian employees are required to wear seat belts during on-duty operation of PMVs, whether on or off-base. The DON solicits on-base seat belt usage information on an annual basis, which is provided to the Department of Defense (DoD) by April 30th each year for the preceding calendar year. Information gained from the collection effort is used to tailor our enforcement efforts in this area. Our efforts will continue to emphasize this important part of our PMV injury prevention program.

Employee Support

- **Training** - In FY08, as in prior years, Navy civilian and military personnel received training tailored to their individual needs, from awareness training to education required to attain and maintain competency in their technical area(s) of expertise. The Naval Safety and Environmental Training Center (NAVSAFENVTRACEN) provides safety, occupational health, and environmental training to active duty and DoD civilian employees in the Navy, Marine Corps, and Coast Guard. The Detailed Report lists training courses and numbers trained by the NAVSAFENVTRACEN (41 courses and 7,692 trained) and courses through the Enterprise Safety Application Management System (ESAMS) (1,252,147 trained in SOH classroom and online courses and 3,195 trained in Federal Emergency Management Agency (FEMA) online emergency response courses).
- **Councils and Conferences** - During FY08, the Navy encouraged participation in five important safety conferences. While involvement in the Field Federal Safety & Health Councils was somewhat limited in FY08, we did have Navy participation in fleet concentration areas. The Navy also encouraged and funded professional certifications, where possible.

FY08 Accomplishments *(listed alphabetically)*

- **Acquisition Safety/Systems Safety (Improving Safety in Design) -** A policy and technical exchange forum was maintained through the System Safety Advisory Board and participation in varied DoD/Navy working groups. The Navy participated in the Defense Safety Oversight Council (DSOC) projects on life-cycle risk management of noise and ergonomics hazards. The Naval Safety Center created a second acquisition safety position in the OPNAV Safety Liaison Office with a related increase in review of Joint Capabilities ("requirements") documents and improved liaison between the Naval Safety Center and program offices. The Navy participated in technical outreach to the System Safety Society and other professional organizations. A cooperative effort was initiated between the Naval Sea Systems Command (NAVSEA) and the Chief of Naval Operations (CNO) Safety Liaison Office to engage ship acquisition programs, particularly the DDG1000 (new destroyer).
- **Anti-Terrorism Force Protection (AT/FP)** - The main focus this year was on three main areas of the program: (1) drafting safety and health policy for designated emergency first responders, (2) planning and training for different types of Chemical, Biological, Radiological, Nuclear and High Explosive (CBRNE) responses, and (3) continuing partnerships to coordinate an All-Hazards Response Program.

- **Global War on Noise (GWON) -** The Deputy Assistant Secretary of the Navy for Safety continued to challenge the U.S. Navy to bring a multifaceted focus to this issue, including engineering control in acquisition, training, and improved hearing protection.
- **Mishap Prevention and Hazard Abatement (MPHA) Program -** The systematic identification, evaluation, and correction of hazards continue to improve Navy workplaces. Emphasis remains on prioritizing and correcting identified hazardous conditions with the highest degree of risk to ensure cost-effective use of available funds. This $9+M program is managed by the Naval Facilities Engineering Command.
- **Navy Executive Safety Board (NESB) -** The NESB was restructured in FY08 to streamline processes and improve efficiency.
- **Occupational Health**
  - BUMED began transitioning from Process Review and Measurement System (PR&MS) self-assessment model to VPP self-assessment criteria in FY08 for Safety and Industrial Hygiene (IH).
  - BUMEDINST 6270.8B, "Occupational Health Hazard Assessments" was revised 3 April 2008. Navy Medicine conducts Health Hazard Assessments (HAAs) to provide early identification and resolution of recognized health hazards during development and fielding of operational platforms.
  - Defense Occupational and Environmental Health Readiness System (DOEHRS) IH deployed to 25 Navy Medicine sites in FY08. Remainder will occur during FY09.
- **OSHA Citation Website -** The Navy continued to monitor OSHA citations issued to Navy and posted them on the Naval Safety Center website to assist all installations in identifying areas of potential risk.
- **Policy -** The Navy updated the following safety policy documents in FY08:
  - OPNAVINST 5100.12H, Navy Traffic Safety Program, 7 Mar 08.
  - OPNAVINST 5100.12H-CHANGE 1, Navy Traffic Safety Program, 25 Jun 08.
  - OPNAVINST 5100.27B, Navy Laser Hazards Control Program, 2 May 08.
- **Safety Success Stories** - Five stories were added to the Safety Success Stories web pages on the Naval Safety Center website (http://www.safetycenter.navy.mil/success/default.htm) in FY08. These stories demonstrate the Navy's commitment to the safety, health, and quality of life of our Navy personnel, the value added by safety, and how best business practices result in productivity gains and cost savings.
- **Studies -** The Center for Naval Analyses (CNA) and the Naval Audit Service each completed two safety related studies for the Navy in FY08.
- **Voluntary Protection Program (VPP) -** The Navy continued its pursuit of OSHA VPP Star recognition at Navy field activities. Six Navy VPP sites are showcased on the Navy Success Story website at http://www.safetycenter.navy.mil/success/all.htm (scroll to VPP). Currently, there are 22 Navy activities pursing VPP under the DoD VPP initiative.
- **Workers' Compensation** - Commander, Navy Installations Command (CNIC) partnered with Naval Criminal Investigative Service (NCIS**)** with 193 investigations assigned and 132 still active.

For further details on FY08 accomplishments and FY09 goals, please see the Detailed Report and the accompanying five attachments.

Detailed Report - *Departments with multiple agencies must provide an overall assessment for the department for each section of the report. You may also include agency level information.*

The United States Navy (USN) and the United States Marine Corps (USMC) comprise the Department of Navy. The Chief of Naval Operations and the Commandant of the USMC submit separate OSHA reports to the Deputy Assistant Secretary of the Navy for Safety.

The U.S. Navy's Safety and Occupational Health (SOH) program protects over 600,000 individuals worldwide - active duty military, reserve military, U.S. civilians, and foreign national employees. Foreign national employees are employed by foreign governments, and work at Navy bases outside the United States under Status of Forces Agreements (SOFAs). Although foreign national employees are not included in the statistics in this report (except for emergency response), the U.S. Navy is committed to their safety and health. The U.S. Navy's diverse workplaces include shipyards, shipboard operations, aircraft repair facilities, research facilities, hospitals, laboratories, and construction sites, on both domestic and foreign Navy bases. The statistics in this report focus on the Navy civilians who support the maintenance of over 3,800 aircraft and over 365 ships, as well as the Navy's physical infrastructure. However, this report also includes examples across the Navy's entire civilian and military workforce that demonstrate our commitment to protect the Navy's most valuable resource - our people.

I. Statistics

A. Injury and Illness Statistics

1. Injury and Illness Rates - Use *agency injury & illness data to summarize experience for total & lost time cases during FY08. Include discussion comparing performance to FY07 (OSHA lists federal department statistics at http://www.osha.gov/dep/fap/index.html). Identify data sources.*

   A comparison of the Navy to other Federal agencies for number of Lost Time Cases, Lost Time Case Rates, and Fatalities is shown in **Attachment A**.

   The data included in the following table was obtained from the Department of Labor, OSHA Federal Agency Programs, Injury and Illness Statistics and Safety, Health and Return-to-Employment (SHARE) Initiative. U.S. Navy's civilian workforce increased slightly from 2007 by approximately 0.3%, from 159,500 employees in FY07 to 159,975 in FY08. The Navy reported 4,340 injury and illness cases in FY08, a 2% decrease from FY07. Of those 4,340 total injuries, 2,029 (almost half) involved lost time, a 12% decrease from FY07. (**Note**: Rows that are shaded represent information that is a "first time" request for this report.)

	FY 2007 Navy Only	FY 2008 Navy Only	Change
Number of Federal Civilian Employees,[1] including full-time, part-time, seasonal, intermittent workers	159,500	159,975	+475 (+ 0.3%)
Number of Federal Civilian Employees that Perform Emergency Response and Disaster Recovery Operations, including full-time, part-time, seasonal, intermittent workers	Not Available	2,816	
Number of Supervised Contractors that Perform Emergency Response and Disaster Recovery Operations, including full-time, part-time, seasonal, intermittent workers	Not Available	927 [3]	

	FY 2007 Navy Only	FY 2008 Navy Only	Change
Number of Volunteers that Perform Emergency Response and Disaster Recovery Operations, including full-time, part-time, seasonal, intermittent workers	Not Available	Not Available	Not Available
Total Cases Injury/Illness [1] (number of injury/illness cases - no lost-time, first aid, lost-time and fatalities)	4,442	4,340	-102 (-2%)
a. Total Injury/Illness Cases Related to Emergency Response and Disaster Recovery Operations (number of injury/illness cases—no lost-time, first aid, lost-time and fatalities)	Not Available	208	Not Available
Total Case Rate [1] (rate of all injury/illness cases per 100 employees)	2.78	2.71	-0.07 (-2.5%)
Lost Time Cases [1] (number of cases that involved days away from work)	2,307	2,029	-278 (-12%)
a. Lost Time Cases Related to Emergency Response and Disaster Recovery Operations (number of cases that involved days away from work)	Not Available	Not available	Not Available
Lost Time Case Rate [1] (rate of only the injury/illness cases with days away from work per 100 employees)	1.45	1.27	-0.18 (-12%)
Lost Production Days (number of days away from work)	64,119	58,421	-5,698 (-9%)
a. Lost Production Days Related to Emergency Response and Disaster Recovery Operations (number of days away from work)	Not Available	Not available	Not Available
Lost Production Day Rate [2] (per 100 employees)	40.20	36.45	-3.75 (-9%)

[1] Department of Labor, OSHA Federal Agency Programs, Injury and Illness Statistics for Fiscal Year 2008. http://www.osha.gov/dep/fap/statistics/fedprgms_stats08_final.html

[2] Office of the Deputy Under Secretary of Defense (Installations & Environment) Safety, Health, Fire & Emergency Services.

[3] This figure includes all contractors (both U.S. and foreign nationals) that perform Emergency Response and Disaster Recovery Operations across Navy installations.

2. Emergency Response and Disaster Recovery Operations - *If your employees, contractors, or volunteers conduct emergency response and/or disaster recovery operations (e.g. in response to a declared disaster such as California wildfires, Hurricane Gustav/Ike, etc.), please discuss the type of operations your agency performs. Please discuss how your agency codes incidents and injuries for a specific emergency response/disaster recovery, if it does, and if response/recovery-specific information can be extracted in real time.*

Commander, Navy Installations Command (CNIC) Fire and Emergency Services (F&ES) provides program management for an All-Hazards Response Capability including structural firefighting, Aircraft Rescue and Firefighting (ARFF), fire prevention, Hazardous Materials (HAZMAT)/Chemical, Biological, Radiological, Nuclear and High-Yield Explosives (CBRNE) response, Emergency Medical Services (EMS)/ambulance transport, and technical rescue operations. CNIC uses the Enterprise Safety Application Management System (ESAMS) to code incidents and injuries. This web-based risk management tool enables personnel to track and extract data in real time. Within the ESAMS Module for F&ES Mishaps for FY08 under the

"Occurred During" function, the determination for injuries that occurred during response can be calculated by the number of injuries that occurred during Primary Duties (work process related).

Fire and Emergency Services	FY 2007	FY 2008
Total Responses	70,890	81,449

Naval Facilities Engineering Command (NAVFAC), through their Contingency Engineering Business Line, oversees contingency engineering response teams and contingency response contractors. These teams provide technical analysis and evaluation support to disaster areas once they are declared permissible environments. These teams are provided specific awareness training for the various types of hazards that might be encountered in these types of environments, and any mishaps that may occur as recorded as on-duty mishaps similar to any other on-duty mishap that occurs in the line of duty. The contingency contractors provide facility analysis, clean-up, removal, demolition, repair, and stabilization work on a rapid response basis, and are intended to provide immediate yet temporary contracting support until a permanent contract can be awarded for the necessary services. Those contractor mishaps are recorded and reported by NAVFAC in a manner similar to the recording and tracking of other industrial contractors.

3. Facilities with High Injury and Illness Rates - *Explain how your agency identifies facilities with high injury and illness case rates, particularly those with high lost time case rates, and what was done to improve these facilities' OSH experience.*

To identify facilities with high injury and illness case rates, the U.S. Navy uses the civilian lost production day rate. This information is obtained from the Defense Manpower Data Center using DoD civilian payroll data, which monitors time not at work due to workplace injury or illness. The Federal civilian Lost Production Day Rate is the number of lost workdays per 100 civilian workers per year and is calculated as follows:

$$\text{Lost production day rate} = \frac{(\#\text{COP Days} + \#\text{ LWOP days}) \times 200{,}000}{\text{Number of civilian hours worked}}$$

Notes: (1) COP is continuation of pay and LWOP is leave without pay.
(2) DoD continuously analyzes the data and posts information on the worst 40 facilities across DoD, called the "Top 40" list. This information is available at: https://www.dmdc.osd.mil/ltwi/owa/cop.

At the Department of Defense (DoD) level, the Defense Safety Oversight Council (DSOC) Installation and Industrial Operations Task Force continues to focus on the "Top 5" occupations across the services and defense agencies resulting in injuries, Office of Workers' Compensation Programs (OWCP) claims, and lost work days. The Navy has several representatives on this Task Force, including the Chair, who is a Navy flag officer. The Task Force plan is to rank injury causes/types to target high risk tasks and work to develop prevention strategies across the services and defense agencies. The DoD "Top 5" occupations are:

(1) Fire Protection/Prevention. Firefighters remain #1. The Task Force was able to obtain DoD funding in FY07 to develop online training to target areas where firefighters are injured (e.g., fire stations, vehicles, etc) - this product is nearing completion. Within the Navy, the Naval Facilities Engineering Command manages the Ergonomics Center of Expertise, which has worked with a few fire departments to help eliminate ergonomics hazards in high risk job tasks.
(2) Aircraft Mechanics
(3) Heavy Mobile Equipment Mechanics

(4) Misc. Clerks
(5) Electronic Mechanics

The major action to improve the Navy's experience in FY08 was the continued pursuit by Navy installations of OSHA Voluntary Protection Programs (VPP) Star status, VPP's highest recognition. Navy VPP Star sites to date include: Portsmouth Naval Shipyard (NSY), Puget Sound NSY, Norfolk NSY, Pearl Harbor NSY, Naval Submarine Base Kings Bay, GA, and Naval Air Station (NAS) Key West, FL. The latter command achieved Star status in FY08. Naval Weapons Station Charleston achieved VPP Merit status in FY07 and continues working toward Star status. NAS Jacksonville, and Naval Station Mayport joined the VPP Challenge Program, which is designed to guide them through the steps needed to meet VPP requirements. Both commands are anticipated to achieve Star during FY09. Six Navy VPP sites are showcased on the Navy Success Story website at http://www.safetycenter.navy.mil/success/all.htm (scroll to VPP).

Currently, there are 22 Navy activities listed below pursuing VPP under the DoD VPP initiative. Another nine Navy activities will join the DoD VPP initiative in FY09.

Activities that began in FY 2006:
Recruit Training Command Great Lakes IL
Naval Air Station Joint Reserve Base Ft Worth TX
Naval Station Mayport FL
Naval Facilities Northwest Bangor WA
Fleet Readiness Center Cherry Point NC
Naval Air Station Jacksonville FL

Activities that began in FY 2007:
Naval Surface Warfare Center Indian Head MD
Naval Facilities Command SW, San Diego CA
Naval Facilities Command Pt Loma/N. Island CA
Naval Weapons Station Seal Beach CA
Naval Base Pearl Harbor HI
Naval Air Station North Island CA
Naval Support Activity Crane IN
Naval Surface Warfare Center Crane IN

Activities that began in FY 2008:
Naval Air Station Everett WA
Naval Amphibious Base Little Creek VA
Naval Air Station Patuxent River MD
Naval Air Station Oceana VA
Naval Facilities PWD Yorktown VA
Southeast Regional Maintenance Center (SERMC) Mayport FL
Naval Support Activity Panama City FL
Naval Base San Diego CA

Note: Naval Hospital Corpus Christi completed their OSHA onsite evaluation for VPP in October 2008. There are other Navy activities pursuing VPP outside the DoD VPP initiative, but these activities are not being monitored until their applications are submitted through the Navy chain of command to OSHA.

B. Fatalities and Catastrophic Incidents - *Use agency data to summarize your agency's fatal and catastrophic incident cases during FY 2008. For each case, explain where it occurred, the investigation results and the corrective action taken. When reporting results, compare your agency's performance to that of the prior year. If the number of fatalities the agency identifies differs from those OSHA has listed, please explain what might have caused this discrepancy. Please note which fatalities and catastrophes were related to emergency response and disaster recovery operations.*

The Navy is proud to report that there were zero Navy civilian work-related fatalities in FY08. It should also be noted that the Navy does not track those fatalities reported by the DOL Office of

Workers' Compensation Program (OWCP) for workers who were injured in previous years, are on long term disability, and who die from illnesses or natural causes, that are then reported by OWCP to close out workers' compensation claims.

Fatality and Catastrophic Accident Investigations – *Include a copy of the summary reports for all fatality & catastrophic accident investigations, as required under 29 CFR Part 1960.70*

There were zero Navy civilian work-related fatalities in FY08.

C. Office of Workers' Compensation Programs Costs - *Use agency data to display the workers' compensation cost for Chargeback Year (CBY) 2008, along with continuation of pay (COP) costs for the period and compare them with the previous year's expenditures.*

As shown in the table below, as the number of chargeback cases and average cost per employee declined between CBY 2007 and CBY 2008, the average cost per case rose.

CATEGORY	CBY[1] 2007	CBY[1] 2008	Change
Total # Employees*	159.5K	165,400	+3.7%
Chargeback Cases*	15,976	15,676	-1.9%
Total Chargeback ($ Million)*	221.9	218.7	-1.4%
Total Continuation of Pay (COP) ($ Million)*	2.7	2.7	0%
Total Chargeback + COP ($ Million)	224.6	221.4	-1.4%
Avg. Cost per Case ($)	14,058	14,123	+.4.0%
Avg. Cost per Employee ($)	1,408	1,339	-5.0%
Chargeback for cases that occurred in the CBY	5.1	5.0	-2.0%

[1] Charge Back Year (CBY), July 1 to June 30

* These figures were prepared by the DoD CPMS, ICUC Division from the USDOL OWCP Chargeback bill.

D. Significant Trends and Major Causes or Sources of Lost Time Disabilities

1. Tracking Accidents - *Use your agency's accident/incident reporting system, supplemental reports to the OSHA Form 300 logs, and/or OWCP reports to determine and explain any noticeable trends, major causes, or sources of lost time disabilities that occurred during FY 2008.*

The following data was taken from the Civilian Personnel Management System (CPMS) for FY07 and FY08. Data includes the percentage of the total number of injuries for the top five categories reported (with and without lost time). Data was downloaded from CPMS on November 13, 2008.

Comparison of FY 2007 and FY 2008 Major Trends									
	FY 2007				FY 2008				
Nature (i.e., sprains, contusions, etc.)	**% of Total**	**# of Cases**	**% of Cost**	**Cost in Millions**	**% of Total**	**# of Cases**	**% of Cost**	**Cost in Millions**	**Description**
Musculoskeletal	30	1123	27	66.5	31	1187	26	65.8	Sprains, strains, carpal tunnel, pain swelling of joints
Minor Contusions	23	920	8	19.3	27	980	11	18.7	Cuts and bruises
Back Conditions	15	552	27	64.5	15	553	38	64.3	Back sprains and strains
Traumatic Injury Unclassified	9	308	10	25.0	6	212	12	24.3	Unknown
Fractures	6	257	4	10.4	6	217	6	10.8	Broken bones
Injury causes	**% of Total**	**# of Cases**	**% of Cost**	**Cost in Millions**	**% of Total**	**# of Cases**	**% of Cost**	**Cost in Millions**	**Description**
Manual Material Handling	35	1419	32	76.8	37	1423	37	78.9	Manually lifting all types of materials
Slips, Trips and Falls	31	1245	24	59.0	33	1181	34	58.4	Falls of all types from all surfaces
Unclassified, Misc., Unspecified	21	657	30	74.2	17	639	19	72.3	Unknown
Falling Objects	4	138	2	4.2	4	146	2	3.8	Falling objects from machinery, ladders, furniture
Transportation	3	122	4	10.0	4	141	4	10.2	Working around vehicles of all types

2. Controlling Trends - *Describe what your agency has done to control trends and major causes of lost time disabilities.*

- Regarding the high percentage of unknown/unclassified injury causes in the table above, the Navy is evaluating its mishap reporting system to improve recordkeeping so it can more effectively identify mishap causes.
- The Navy continues to address the two most prevalent mishap areas, ergonomics and fall protection. Navy Executive Safety Board Task Action Team accomplishments addressing ergonomics and fall protection are listed in **Attachment B** to this report.
- The Navy's increased emphasis on the VPP is expected to have a positive influence on reducing lost time disabilities.

E. Contract Workers and Volunteers - *Please provide the number of contract workers supervised by federal employees and the number of volunteers employed during FY 2008. List the number and type of injuries experienced by each group.*

Historically, volunteer injury and illness experience was not recorded. One Navy command has a safety management tool, the Enterprise Safety Application Management System (ESAMS) that has the potential to track volunteer injury and illness experience.

The Naval Facilities Engineering Command (NAVFAC) tracks construction contractor injury statistics for Navy and Marine Corps construction projects for which the command provides oversight. Construction contractor Days Away, Restricted, or Transferred (DART) rates were 0.47 for FY06, 0.35 for FY07, and 0.43 for FY08.

NAVFAC continues to work on the following initiatives regarding contractor safety:

- Obtaining a greater appreciation for all contractor mishaps - including construction, facility services, architecture and engineering (A&E), and environmental contracts.
- Increasing the attention to contractor reporting such that there is an increased confidence in the accuracy of the DART rates provided.

Note: As part of their annual summary report from their OSHA 300 log, Navy activities in the OSHA VPP submit all contractor injuries and illnesses that occurred at their activities. This is in accordance with Appendix D of OSHA'S – CSP 03-01-002 – TED 8.4 – Voluntary Protection Programs (VPP): Policies and Procedures Manual.

If applicable, specify the approximate number of contract workers and volunteers that perform emergency response and disaster recovery operations and discuss any related injuries to each group. Please discuss any requirements for the reporting of occupational injuries/illnesses contained in agency contracts/arrangements with each group.

Currently, the number and type of injuries experienced by contract workers supervised by federal employees are not tracked or reported by emergency response and disaster recovery operation.

II. OSH Initiatives - SHARE & Motor Vehicle and Seat Belt Safety

A. SHARE - Safety, Health, and Return-to-Employment Initiative

1. SHARE Analysis - *Provide a detailed analysis of your agency's progress in achieving each of the four SHARE goals: (1) Reduce total injury and illness case rates by 3% per year; (2) Reduce lost time injury and illness case rates by 3% per year; (3) Increase the timely filing of injury and illness claims by 5% per year; (4) Reduce the rate of lost production days due to injury and illness by 1% per year.*

The Safety, Health and Return to Employment (SHARE) initiative was launched in 2004 with the purpose of reducing occupational injuries, illnesses and fatalities within the Federal government. The initiative was scheduled to run for three years, and established four goals in the critical areas of safety, health and injury case management, with performance measured based on improvement from a baseline of FY2003:

Goal 1: Reduction of total case rates for injuries and illnesses by at least 3% per year;
Goal 2: Reduction of case rates for lost time injuries and illnesses by at least 3% per year;
Goal 3: Increase in the timely filing of injury and illness notices by at least 5% per year;
Goal 4: Reduction of the rates of lost production days due to injuries and illnesses by at least 1% per year.

After the Federal government made great strides toward meeting all four goals by the end of the first three years of the initiative, in 2006 President Bush extended the SHARE initiative through FY2009, reaffirming the Administration's commitment to improving workplace safety and health conditions for Federal workers, while also reducing the financial costs to America's taxpayers.

While performance of Federal agencies under the extension of the SHARE initiative continues to be measured based on the goals shown above, changes have been made to the methodology by which some agency targets are set. Under Goals 1 and 2, agency targets will continue to be set based on a reduction of total case rates and lost time case rates of at least 3% per year, measured against FY2003 performance.

Under Goal 3, all agencies are required to achieve a timely filing rate of at least 50%. Agencies for which a 5% per year improvement from the FY2003 baseline results in a FY2007 goal above 50% will continue to have their performance tracked against that formula-driven target, however no agency's goal is required to exceed 95%. In FY2008 and FY2009, the minimum thresholds will rise to 55% and 60%, respectively. For each year, all agencies must meet the minimum level or their formula-driven targets, whichever is higher, up to a maximum timely filing rate of 95%.

Under Goal 4, FY2006 performance has been established as the new baseline against which agency performance is measured. Agencies with FY2006 Lost Production Day (LPD) rates at or below 15 days must maintain an LPD rate of 15 or less. All other agencies will have their progress measured against the formula-driven target of a reduction of the LPD rate by 1% per year, except that no such target will be set below 15 days.

The U.S. Navy met all of the SHARE goals in FY 2008 and over the past five years:

- The total case rate decreased thirty percent (30%).
- The lost time case rate decreased thirty-six percent (36%).
- The timely filing of claims increased forty-two percent (42%).
- The lost production day rate decreased thirty-six percent (36%).

The table below represents the Navy's performance on OSHA's SHARE initiative and goals. (Note: Minor changes were made to previous year goals to correct minor errors.)

FY 03 Base-line	FY 04 Goal	FY 04 Actual	FY 05 Goal	FY 05 Actual	FY 06 Goal	FY 06 Actual	FY 07 Goal	FY 07 Actual	FY 08 Goal	FY 08 Actual	% Change*
Goal 1: Total Case Rate					**Goal Reduce by 3% a year**						
3.86	3.74	3.48	3.63	3.09	3.52	2.80	3.41	2.85	3.31	2.71	-18.10%
Goal 2: Lost Time Case Rate					**Goal Reduce by 3% per year**						
2.00	1.94	1.81	1.88	1.62	1.82	1.51	1.76	1.48	1.71	1.27	-25.70%
Goal 3: Timely Filing of Claims Rate					**Goal Increase by 5% per year**						
58.10	61.04	61.00	64.09	71.09	67.29	72.80	70.65	77.61	74.18	82.70	+11.49%
Goal 4: Lost Production Days Rate					**Goal Reduce by 1% per year**						
56.60	56.03	55.50	55.47	47.39	54.91	49.55	54.4	40.20	53.81	36.45	-32.26%

Data source: Office of the Deputy Under Secretary of Defense (Installations & Environment) Safety, Health, Fire & Emergency Services and http://www.osha.gov/dep/fap/statistics/fedprgms_stats08_final.htmlh

***** % Change is the percent increase or decrease between FY 2008 Goal and FY 20008 Actual

2. SHARE Programs/Initiatives - *Describe programs established and initiatives your agency launched in support of SHARE. Discuss the successes and shortcomings of these programs or initiatives, and explain how they impacted the overall*

effectiveness of your agency's OSH program(s).

The U.S. Navy has focused on the Secretary of Defense's (SECDEF) Mishap Reduction Initiative of reducing mishaps by 75% by the end of FY08 using the 2002 baseline. The SECDEF goals are comparable to SHARE goals except that the numeric goal for DoD is higher than the OSHA SHARE goal, and DoD has additional goals for Aviation Safety and Traffic Safety. The Defense Safety Oversight Council promotes the 75% mishap reduction goal to all levels of the military and civilian leadership. The U.S. Navy's initiatives to meet the 75% mishap reduction goals are described throughout the Accomplishments section of this report.

B. Motor Vehicle/Seat Belt Safety

1. Number of Motor Vehicle Accidents Experienced by Employees in FY 2008 - *Summarize your agency's motor vehicle accidents during the period. When reporting your results include a discussion that compares your agency's performance to that of the prior fiscal year.*

There were 12 reportable motor vehicle mishaps involving civilians in an on-duty status in FY08. Two of the mishaps involved property damage only. There were no fatalities. In the 10 mishaps with injuries, 12 people sustained injuries. Of those 12, there were 145 lost days, including 8 hospitalized days.

	FY 2007	FY 2008	Change
Number of motor vehicle accidents experienced by employees	13	12	-1
Number of accidents resulting in personal injury	10	10	0
Number of accidents resulting from emergency response and disaster recovery operations	1	0	1
OWCP costs of accidents	Not Available	Not Available	Not Available
Vehicle repair costs due to accidents	$89,034	$105,352	+$16,318
Amount of liability claims against the agency due to accidents	0	0	0

**** Vehicle repair costs are from WESS mishap reporting system and exclude mishap costs below $5K. Property costs shown are the combined cost of reportable DoD and non-DoD property for the events in which civilian employees were involved.

2. Mechanisms in Place to Track the Percentage of Seat Belt Usage by Employees - *Executive Order 13043 requires seat belt use by federal employees on the job, including drivers and passengers. Describe how your agency tracks this information, including the usage percentage, and the number of employees involved in motor vehicle accidents in FY 2008 who were wearing seat belts and the number who were not.*

Because the Navy has changed the reporting period for seatbelt usage from Fiscal Year to Calendar Year, the report for 2008 will not be available until March of 2009. To see last year's report go to http://www.safetycenter.navy.mil/osh/shore/downloads/OSHAreport2007.pdf.

3. Efforts Taken to Improve Motor Vehicle Safety and Seat Belt Usage - *Please describe what efforts your agency has taken to improve motor vehicle safety and seat belt usage.*

The following efforts are initiatives that Navy installations and Navy regions have taken to improve motor vehicle safety and seat belt usage:

- Conducted American Automobile Association Driver Improvement Program (AAA-DIP) training at various Navy installations and tenant commands.
- Conducted motorcycle training (Basic Rider Course, Experienced Rider Course, Military Sportbike Rider Course) at various Navy installations and tenant commands.
- Partnered with several National Campaigns including Buckle Up America, Click It Or Ticket, and Over the Limit Under Arrest Campaign.
- Created a traffic safety incentive program, "100 Percent Plus safety award," for commands, divisions, or departments that complete either the AAA- DIP course or Navy Knowledge Online (NKO) Driving for Life Course.
- Coordinated "Save a Life Tour" driving simulator training days.
- Instituted an alcohol de-glamorization program called "Task Force DUI" to remind everyone about the incompatibility of drinking and driving.
- Held safety stand downs to address various traffic safety awareness issues.
- Published numerous articles and newsletters regarding traffic safety awareness.
- Held traffic safety committee meetings and created working groups to recommend and address new initiatives to improve motor vehicle safety.
- Placed Speed Monitoring Awareness Radar machines randomly alongside roadways to help drivers to be informed of their speed of travel.
- Provided Vince and Larry Crash test dummies at numerous locations throughout the year to promote seat belt safety.
- Placed wrecked vehicles at various gates during holiday weekends.

III. Employee Support

A. OSH Training - *Describe your agency's overall plan for ensuring that all staff receive appropriate OSH awareness and hazard recognition information and training. In addition, describe the overall impact of your agency's training efforts on improving work-related safety and health. In the table below, list the specific training your agency offered during FY 2008 and the number of employees trained.*

Safety and Occupational Health (SOH) training is integrated into trade/skill training and is provided to management supervisors, employees, and union representatives in each workplace. In FY08, as in prior years, Navy civilian and military personnel received training tailored to their individual needs, from awareness training to education required to attain and maintain competency in their technical area(s) of expertise. Junior and senior military officers receive SOH management training that has been incorporated into many levels of the Navy's leadership training. Shore activity personnel are provided additional educational opportunities, such as coursework on Navy SOH Program Management and Self-Assessment, to assist them in initiating and managing their own SOH programs.

Most of the required training for SOH professionals is offered by the Naval Safety and Environmental Training Center (NAVSAFENVTRACEN). NAVSAFENVTRACEN provides safety, occupational health, and environmental training to active duty and DoD civilian employees primarily in the Navy, Marine Corps, and Coast Guard. NAVSAFENVTRACEN trained 7,692 students during FY08. In FY08, NAVSAFENVTRACEN offered 41 different courses with 568 individual convenings primarily delivered in a traditional classroom setting and using computer based training. The overall impact of training is significant in making Navy personnel aware of safety and health hazards in their

workplaces as well as helping them to understand procedures to follow to improve the quality and safety of their work and to prevent mishaps. All training courses offered by the NAVSAFENVTRACEN can be found at: http://www.safetycenter.navy.mil/training.

Note: It is impossible to categorize Navy training by types of personnel since most classes involve a mix of personnel at many levels. NAVSAFENVTRACEN provides the following Safety/Occupational Health Courses.

COURSE TITLE/CIN	TOTAL GRADS
Afloat Environmental Protection Coordinator/A-4J-0021	14
Asbestos Inspector/ A-493-0014	11
Asbestos Inspector Refresher/A-493-0015	143
Asbestos Management Planner/A-493-0019	14
Asbestos Management Planner Refresher/A-493-0020	62
Asbestos Project Designer Refresher/A-493-0087	19
Asbestos Supervisor Initial/A-493-0069	2
Asbestos Supervisor Refresher/A-493-0070	137
Aviation Safety Specialist/A-493-0065	182
Confined Space Safety/A-493-0030	44
Construction Safety Standards/A-493-0021	128
Electrical Standards/A-493-0033	112
Emergency Asbestos Response Team/A-760-2166	8
Excavation, Trenching and Soil Mechanics/A-493-0090	42
Facility Response Team Five Day/A-493-0012	452
Facility Response Team Three Day/A-493-0013	680
Fall Protection/A-493-0084	117
Fire Protection and Life Safety/A-493-0075	75
General Industry Safety Standards/A-493-0061	113
Hazardous Material Control & Management (HMC&M) Technician/A-322-3600	360
Hazardous Material Control & Management (HMC&M) Technician/A-322-2601	220
Hazardous Substance Incident Response Management/A-493-0077	309
Hazardous Substance Incident Response Management Refresher/A-493-0083	457
Incident Action Planning/A-493-2400	166
Incident Command System 200/A-493-2200	104
Incident Command System 300/A-493-2300	123
Industrial Noise/A-493-0092	33
Introduction to Hazardous Material (Ashore)/A-493-0031	395
Introduction to Industrial Hygiene for Safety Professionals (Ashore)/A-493-0035	138
Introduction to Navy Safety and Occupational Health (Ashore)/A493-0050	581
Machinery and Machine Guarding Standards/A-493-0073	91
Management Principles for Safety Professionals/A-4J-0019	16
Mishap Investigation (Ashore)/ A-493-0078	215
Naval Safety and Occupational Health Assessment Tools and Strategies/ A-493-0089	100
Navy Ergonomics Program/A-493-0085	66
Principles of Scaffolding/A-493-0091	81
Respiratory Protection Program Management/A-493-0072	348
Safety Program Afloat/A-493-2099	1290
Spill Management Team Basic/A-493-2100	103

COURSE TITLE/CIN	TOTAL GRADS
Submarine Safety Officer/F-4J-0020	58
Worst Case Discharge Triennial Tabletop Exercise/A-493-2500	83

The table in **Attachment C** represents additional types of safety training offered by the U.S. Navy both in a classroom setting and as online courses. Data source is the ESAMS, the Safety Management System used by approximately 50% of the Navy.

Please highlight training unique to emergency response and disaster recovery personnel, and note which of these courses is also provided to contractors and volunteers, if any.

The following table shows Federal Emergency Management Agency (FEMA) online training courses taken by Navy emergency response and disaster recovery personnel as tracked in ESAMS.

Course Name	# of Personnel Trained
Emergency Procedures	13
ICS 200 Basic ICS for Operational First Responders	300
ICS 200 Incident Command System 200	85
ICS 300 Incident Command System 300	390
ICS 400 Advanced ICS Command and General Staff - Complex Incidents	310
ICS 547 Continuity of Operations (Planning)	9
ICS Basic (IS-195)	59
ICS-300 Intermediate Incident Command System (ICS) for Expanding Incidents	26
ICS-800 National Response Plan (NRP), an Introduction	59
Incident Action Planning (IAP)	61
IS 100 Equivalent - Introduction to ICS	52
IS 100 Introduction to Incident Command System	510
IS 100 Introduction to Incident Command System for Healthcare/Hospitals	9
IS 100 Introduction to Incident Command System for Law Enforcement	49
IS 100 Introduction to Incident Command System for Public Works	3
IS 100 Introduction to Incident Command System for Schools	1
IS 200 Applying ICS to Healthcare Organizations	1
IS 200 ICS for Single Resources and Initial Action Incidents	165
IS 546 Continuity of Operations (Awareness)	8
IS-00200 Incident Command System, Basic I-200 for Federal Disaster Workers	1
IS-1 Emergency Manager: An Orientation to the Position	1
IS-100.a Introduction to Incident Command System	2

Course Name	# of Personnel Trained
IS-139 Exercise Design	3
IS-15A Special Events Contingency Planning for Public Safety Agencies	1
IS-2 Emergency Preparedness, USA	13
IS-200 Equivalent - ICS for Single Resources	7
IS-200.a ICS for Single Resources and Initial Action Incidents	2
IS-230 Principles of Emergency Management	2
IS-235 Emergency Planning	17
IS-240 Leadership & Influence	1
IS-241 Decision Making and Problem Solving	2
IS-242 Effective Communication	2
IS-244 Developing and Managing Volunteers	3
IS-275 The EOCs Role in Community Preparedness, Response and Recovery Activities	14
IS-301 Radiological Emergency Response	2
IS-700 National Incident Management System (NIMS): An Introduction	514
IS-800 National Response Framework (NRF), An Introduction	155
IS-800 National Response Plan (NRP): An Introduction	336
Telecommunicator I	2
Telecommunicator II	5

B. ***Field Federal Safety and Health Councils*** - *The Field Federal Safety and Health Councils (FFSHC) are cooperative interagency groups chartered by the Secretary of Labor to facilitate the exchange of OSH information throughout the federal government. According to 29 CFR Part 1960.88(b), federal agency heads should encourage OSH personnel to participate in the activities of the councils. Generally these councils meet four to twelve times a year and may provide different types of OSH training. Currently there are approximately 45 active FFSHCs throughout the country.*

1. Involvement - *Describe the extent to which employees/managers from your agency were involved in these councils.*

The U.S. Navy had some involvement in FFSHCs during FY08. Most involvement was at the local level. Listed below are some examples:

- Naval Sea Systems Command (NAVSEA) Headquarters has a member on the current OSHA Advisory Committee - Maritime Committee for Occupational Safety and Health (MACOSH), under the active Employer.
- Naval Undersea Warfare Center Newport, RI participates in their local Newport, RI Federal Safety Council and attends their quarterly meetings.
- In addition to supporting Federal Safety Councils, Puget Sound Naval Shipyard and Intermediate Maintenance Facility (PSNS&IMF) hosted a three-day Special Government Employee training session for OSHA in May 2008. As a result PSNS&IMF has 18 employees trained as OSHA Special Government Employees. Also, PSNS&IMF is actively supporting their Regional Voluntary Protection Programs Participants' Association (VPPPA)

by having a shipyard manager elected to the Board of Directors and actively working on the planning and executing of the Regional Voluntary Protection Programs Conferences.
- The United States Fleet Forces (USFF) Safety Office actively participates in the Hampton Roads FFSHC.
- During FY08, Naval Air Systems Commands (NAVAIRSYSCOM) participated in FFSHCs, including the North Carolina FFSHC and the Southern New Jersey FFSHC.
- Navy Region SouthWest recommends that their Echelon III commands become members of and support the FFSHCs by attending. The echelon III commands post the minutes of the council meetings on their web base safety pages.
- Commander Pacific Fleet has a small contingent of professionals who participate on a limited basis in the San Diego region FFSHC.

2. Field Council Support - *Describe if and how your agency encourages staff involvement and how your agency has provided support for these councils.*

Although encouraged, due to operational constraints and limited resources, the U.S. Navy had limited involvement in FFSHCs during FY08. Most involvement is at the local level. Listed below are some examples:

- NAVFAC safety professionals are actively encouraged to participate in safety councils and committees outside of NAVFAC to share and learn expertise in the areas associated with NAVFAC's products and services. Many safety professionals across NAVFAC actively participate in professional societies, national standards committees and councils, and Department of the Navy (DON), DoD, and other inter-agency councils and committees.
- Commander Naval Reserve Forces supports staff involvement.
- NAVSEA supports the participation of its subordinate commands in OSHA-related councils and activities. NAVSEA has a headquarters employee who is an active member of MACOSH, supporting OSHA's shipbuilding, ship repair, and ship breaking policy and Federal Regulation development. Naval Undersea Warfare Center (NUWC) Newport is actively engaged in their local Federal Council and is planning to host a Council meeting in 2009. PSNS&IMF hosted an OSHA SGE training session and had 18 employees certified as SGEs, and one of their managers was elected to the Board of Directors of their Regional VPPPA.
- USFF encourages Fleet safety professionals to participate in their local FFSHC during annual USFF "breakout" sessions held in conjunction with the Navy's annual Navy SOH Professional Development Conference.
- Echelon II support for the field councils is expressed through NAVAIRSYSCOM video teleconferences with safety managers in meetings such as the Lost Time Enterprise Team (LTET).

C. Other Support Activities - *Describe how your agency promotes staff involvement in other safety and health support activities, such as membership in professional safety and health organizations, attendance at safety and health conferences, and professional certification.*

During FY08, the Navy encouraged participation in the OSHA Voluntary Protection Programs Participants' Association and DoD Safety Forums at the National Safety Council/Federal Safety & Health Congress Conference & Expo (funded 16 attendees), the American Industrial Hygiene Conference & Expo, and the 9th Annual DoD Industrial Hygiene Forum. We also encouraged participation at the Navy and Marine Corps Public Health Center's (previously known as Navy Environmental Health Center) 47th Navy Occupational Health & Preventive Medicine Conference

and the 16th Annual Navy, Marine Corps, and Coast Guard Safety Professional Development Conference.

OPNAV Instruction 5100.23G, Navy Safety and Occupational Health Program Manual, contains language concerning professional certification. Chapter 6 of the Instruction states: "Certification of individuals in their professional specialty is highly desirable and fully supported by the U.S. Navy. Commanders of local commands should encourage personnel to obtain professional certification, such as certified safety professional (CSP), certified industrial hygienist (CIH), certified occupational health and safety technologist (OHST), certified occupational health nurse (COHN), and certification by the American Board of Preventive Medicine in occupational medicine (ABPM). Local commands shall support the efforts (within funding capabilities) for the certification of their staffs by providing funding for preparatory courses and attendance at meetings/courses for the purpose of maintaining certification. For civilian personnel, payment of costs associated with obtaining and renewing professional credentials including professional accreditation, state-imposed and professional licenses, and professional certifications, and examinations to obtain such credentials is authorized. Given the availability of funding, an activity may pay for professional credentials that are necessary or beneficial for the civilian employee in the performance of official duties."

IV. Self-Evaluations - *29 CFR Part 1960, Subpart J requires federal agencies to conduct self-evaluations of the effectiveness of their occupational safety and health programs. As required by 29 CFR Subpart 1960.78(b), please provide a summary of the most recent self-evaluations conducted. The summary should include the year the evaluation was conducted and an explanation of how each of the major OSH program elements was evaluated.*

The effectiveness of Safety & Occupational Health (SOH) programs is measured by the Naval Inspector General for shore commands and by the Board of Inspection and Survey for ships and submarines. The strengths of the Navy's SOH program include: centralized hazard abatement funding, industrial hygiene services, Navy safety websites, occupational health care, safety policy with clear roles and responsibilities, Web Enabled Safety System (WESS), and Enterprise Safety Application Management System (ESAMS).

During FY08, the Naval Inspector General (NAVINSGEN) conducted six activity SOH oversight inspections, three area visits, and three command inspections. The NAVINSGEN "Annual Naval Inspector General Safety and Occupational Health (SOH) Oversight Inspection Report for FY 2008" highlights five primary challenges:

(1) Insufficient identification and trending of DoD's 75% Mishap Reduction Goal.
(2) Difficulties and inconsistencies with current Navy mishap reporting systems.
(3) Lack of proper Command Evaluation/Headquarters SOH oversight.
(4) Activity SOH self-assessments are not being conducted.
(5) Inconsistent and insufficient levels of base operating support safety services.

[View the "Annual Naval Inspector General Safety and Occupational Health (SOH) Oversight Inspection Report for FY 2008" at http://www.safetycenter.navy.mil/osh/performance/default.htm]

V. Accomplishments for FY 2008 - *Accomplishments represent specific achievements above and beyond program requirements.Please discuss your agency's OSH accomplishments describing the challenges the agency faced, the actions taken to overcome those challenges and the results of those actions. Please include a discussion of your agency's progress toward meeting the goals listed in its FY 2007 annual report.*

Acquisition Safety/Systems Safety

- Updated Executive Overview and several Resources sections of the Acquisition Safety web pages on the Naval Safety Center website. http://www.safetycenter.navy.mil/acquisition/index.asp
- Maintained a policy and technical exchange forum through the System Safety Advisory Board and participation in various DoD/Navy working groups. Major issues considered during FY08 included noise control in design, implementation of hazardous material management policy, and review of Navy input for update of the standard practice for system safety, Military Standard 882D.
- Participated in Defense Safety Oversight Council (DSOC) projects on life-cycle risk management of noise and ergonomics hazards.
- Created a second acquisition safety position in the OPNAV Safety Liaison Office with a related increase in review of Joint Capabilities ("requirements") documents and improved liaison between the Naval Safety Center and program offices.
- Participated in technical outreach to the System Safety Society and other professional organizations, including participation in the June 2008 weeklong-workshop and several additional workshops and presentations at the Navy and Marine Corps Public Health Conference in March 2008, and the Industrial Hygiene Forum at the American Industrial Hygiene Association Conference (June 2008).
- Published paper in the Journal of System Safety addressing design for reduction of maintenance hazards. See "Application of System Safety to Prevention of Falls from Height in Design of Facilities, Ships and Support Equipment for Weapons Systems" http://www.system-safety.org/ejss/.
- Held quarterly meetings of the System Safety Advisory Board to provide a forum for exchange of best practices and development of policy guidance in the Navy acquisition community.
- Provided input to the update of DoD and Navy acquisition (series 5000) policy reflected in the DoD and Navy acquisition policy instructions released during FY08.
- Initiated a cooperative effort between NAVSEA and the OPNAV Safety Liaison Office to engage ship acquisition programs, particularly the DDG1000 (new destroyer).
- Coordinated a day-long tutorial on application of system safety to occupational health aspects of systems design at the Navy and Marine Corps Public Health Center Conference in March 2008.

Anti-Terrorism Force Protection (AT/FP)

- Commander, Navy Installations Command (CNIC) AT/FP assisted the emergency management community in support of the Chemical, Biological, Radiological, Nuclear and High Explosive (CBRNE) installation protection programs. The assistance came in three main areas of the program: (1) technical support provided to the emergency management community to facilitate the drafting of policy that ensured the safety and health protection of the designated first responders, (2) planning and training for different types of CBRNE responses, and (3) continuing partnership with safety and emergency management to coordinate an All-Hazards Response Program. A majority of the focus was on the AT/FP personnel designated as first responders. The non-traditional use of AT/FP personnel as CBRN first responders and the personnel protection equipment (PPE) requirements has required the detailed coordination between the emergency management, safety, and AT/FP personnel.

Enterprise Safety Applications Management System (ESAMS)

- Coordinated with the Voluntary Protection Program Center of Excellence (VPP CX):
  - Created document showing how ESAMS capabilities, functional areas, and reports support the Gap Analysis Tool data collection and documentation requirements.
  - Provided numerous web events to show ESAMS VPP support capabilities to VPP Centers of Excellence (CX) and nominated command personnel.
  - Developed the following Web Training and On-the-Job Training modules in support of VPP:
    - Introduction to OSHA VPP
    - VPP Fundamentals and Working with the DoD VPP CX
    - DoD VPP CX – Hazard Analysis of Routine Activities

  - VPP Passport Incentive Program
  - VPP – My Personal Commitment to Safety Letter
- Improved ability for any person submitting an Unsafe/Unhealthful Report to obtain its status at any time. The Safety Representative can publish the Interim and Final Response to the submitter on-line. This capability allows even the anonymous submitter to obtain the status and investigation results for submitted reports.
- Improved the access to traffic safety training provided by CNIC Commands by enhancing the class administration to allow anyone to search for and enroll into a class without logging into ESAMS. Additional reports were also created to support management of the Traffic Safety Program.
- Added or modified the following Mishap Trend and Analysis Reports:
  - The Mishap Analysis Report was revamped. Additional mishap fields were added to the report for analysis. Multiple data fields and population categories may now be selected and run simultaneously. In addition, there is a new graph feature available - over 50 graphs or charts.
  - A Mishap Rate Summary report was created. The new report allows administrators to automatically generate a variety of mishap rates for single or multiple commands. The report provides the flexibility to separately calculate rates for civilian, military on-duty, civilian and military on-duty, or military off-duty. In addition, graph functionality was added.
  - Injury/Illness Trend Analysis Report was enhanced. The report will allow administrators to view up to five years' worth of data for specific mishap attributes and demographics. The report is very versatile in that the population categories can be segregated and run separately.
- Reporting scope for near miss incidents was expanded so that all personnel have access within ESAMS to report a near miss. The increased access supports the VPP process.
- Corrective Actions have been added to the bottom of the mishap, property damage, and near miss pages. Corrective Action provides the ability to identify and track actions required to prevent the reoccurrence of a mishap or property damage and occurrence of injury or property damage from a near-miss. More than one corrective action may be added to an incident. In addition, multiple Safety and Occupational Health (SOH) programs have been added to the incident and corrective action to facilitate self-assessment data analysis by program.

Global War on Noise (GWON)

- Held high level briefings with the Vice Chief of Naval Operations and Assistant Secretary of the Navy for Research Development and Acquisition, resulting in jointly signed policy memos requiring systems commands to develop and report on plans of action for noise control.
- Navy Systems Commands addressed requirement of Assistant Secretary of the Navy for Research, Development and Acquisition and assisted the OPNAV Safety Liaison Office to set policy for increased attention to noise control in design. Office of Naval Research (ONR) is continuing efforts in noise control research.

Mishap Prevention and Hazard Abatement (MPHA) Program

- Completed Mishap Prevention and Hazard Abatement Program projects approved in FY07.
- Prioritized and selected FY09 MPHA Projects. The Navy's MPHA program funds mishap prevention initiatives and abatement of hazards for which local activities do not have sufficient funds and addresses hazards at multiple activities that can be corrected with common (global) resolutions. The systematic identification, detailed evaluation, and timely correction of hazards continue to improve personnel safety in Navy workplaces in CONUS and abroad. Emphasis remains on prioritizing and correcting identified hazardous conditions with the highest degree of risk to ensure cost-effective use of available funds. The table below provides further details for MPHA funding from FY03 to FY13. **Attachment D** details critical FY08 MPHA accomplishments.

Navy Mishap Prevention & Hazard Abatement Program Funding*

FUNDING YEAR	APPROPRIATION	AUTHORIZATION ($ Million)	OBLIGATED ($ Million)
FY 2003		13.5	12.8
FY 2004		13.5	10.0
FY 2005		13.0	10.7
FY 2006		11.3	11.3
FY 2007		11.0	11.0
FY 2008	9.9	9.3	9.3
FY 2009	9.5		
FY 2010	9.6		
FY 2011	9.6		
FY 2012	9.8		
FY2013	10.0		

Notes: (1) **Appropriation costs** begin tracking in FY08. (2) **Appropriations FY08-FY013** are extracted from Navy Accounting System Programming & Budgeting Information System (PBIS). (3) **Authorization for FY08** is provided by NAVFAC documentation. (4) **Obligations FY03-FY07** are summarized in previous Annual Reports to OSHA. (5) **Obligation FY08** is provided by NAVFAC documentation.

Navy Executive Safety Board (NESB)

- Refer to **Attachment B** of this report.

Occupational Health

- BUMED began transitioning from Process Review and Measurement System (PR&MS) self-assessment model to VPP self-assessment criteria in FY08 for Safety and Industrial Hygiene (IH).
- Safety, IH, and Occupational Medicine metrics were revised by Regional SOH staff for FY08.
- BUMEDINST 6270.8B, "Occupational Health Hazard Assessments" was revised 3 April 2008. Navy Medicine conducts Health Hazard Assessments (HAAs) to provide early identification and resolution of recognized health hazards during development and fielding of operational platforms. HAAs are evaluations to inform acquisition program managers of potential health effects associated with a product, chemical, or the operation of equipment.
- Defense Occupational and Environmental Health Readiness System (DOEHRS) IH deployed to 25 Navy Medicine sites in FY08. Remainder will occur during FY09.
- In support of the Global War on Noise, BUMED initiated a message released by Chief of Naval Operations to Navy leadership that noise-induced hearing loss is a serious and persistent problem in the Navy and outlined specific actions to strengthen the program and minimize future hearing loss.
- Commenced deployment of new DOEHRS-Hearing Conservation audiometers to testing sites.
- Revised the Navy and Marine Corps Public Health Center "Navy Medical Department Hearing Conservation Program Procedures Manual" TM 6260.51.99-2 (Sep 2008). Includes the use of a 3 dB exchange rate for noise dosimetry measurements.
- In support of the Secretary of Defense mandate to reduce mishaps by 75% by the end of FY08, one of our FY08 Target Areas for SOH improvement focused on closing the gap between identifying and fixing deficiencies.
- Ensured customer satisfaction through the use of surveys following occupational health clinic visits.
- Emphasized the importance of worksite visits by the Occupational Health Nurse and Occupational Medicine physicians.
- Updated occupational health policies and programs ensuring optimal surveillance and qualification assessments.

- Formalized Occupational Medicine (OM) oversight and consultation for locations without permanent OM support.

OSHA Citation Website

- Continued to monitor OSHA citations issued to Navy and posted them quarterly on the Naval Safety Center website to assist all installations to identify areas of potential risk and learn from violations that have been cited previously for a substantially similar condition.

Fiscal Year	Total # Inspections w/citations	Total # Citations	Willful	Repeat	Serious	Other
2008	14	31	0	0	25	6
2007	12	8	0	0	4	4
2006	23	55	0	1	40	4
2005	34	53	0	0	37	16
2004	29	26	0	1	20	5
2003	18	16	0	0	10	6

Citations to Navy activities are readily available at http://www.safetycenter.navy.mil/osh/shore/citations/default.htm.

Policy and Guidance

The following U.S. Navy policy instruction updates were completed and promulgated in FY08:

- OPNAVINST 5100.12H, Navy Traffic Safety Program, 7 Mar 08.
- OPNAVINST 5100.12H-CHANGE 1, Navy Traffic Safety Program, 25 Jun 08.
- OPNAVINST 5100.27B, Navy Laser Hazards Control Program, 2 May 08.

Safety Success Stories

- Five success stories were posted to the 1,001 Safety Success Stories web pages on the Naval Safety Center website on topics of fall protection, VPP, traffic safety, and ergonomics. The stories demonstrate the Navy's commitment to the safety, health, and quality of life of our Navy personnel. **Attachment E** provides more details about how the best practices described in the success stories demonstrate the value added by safety.

Studies

- The Center for Naval Analysis (CNA) completed two studies in FY08:
  - Analyzing Flight and Simulator Training of Safety and Tactical Proficiency - D0016686.A2 (published October 07).
  - Hearing Impairment in Navy Aviation Personnel after Leaving the Military Service - D00167 81.A2 (published November 07).
- Three additional CNA studies were in progress during FY08 with expected completion during FY09:
  - Military Lost Time Accidents.
  - Private Motor Vehicle (PMV) Fatalities.
  - Preventing Accidents from Recurring/Lessons Learned Programs.
- The Naval Audit Service released two studies in FY08:
  - Management of Long-Term Federal Employees' Compensation Act (FECA) Cases - Report 2007-0003 (published 17 October 07).
  - Operational Risk Management Implementation at Navy Shore Installations - Letter report N2008-0031 (published 14 April 08).

Web Enabled Safety System (WESS) - Mishap Reporting System

- Research and identification of a new open source data extraction/reporting tool, Jasper.

- Research and identification of and loading of a new open source Application Server, Jboss.
- Research, identification and loading of a new Google Web Toolkit for application development.
- Completion of the Dive/Jump Reporting System.
- Development of the Human Factors Analysis and Classification System (HFACS) module for Aviation Mishaps.
- Three-year Authority to Operate attained for WESS.

Workers' Compensation

- Commander, Navy Installations Command (CNIC) partnership with Naval Criminal Investigative Service (NCIS**).** Currently, 193 investigations have been assigned and 132 are still active:
  - 103 for possible unreported employment.
  - 39 for suspect medical bills/prescription misuse.
  - 30 for physical activities incongruent with reported injuries.
  - 12 for compensations checks being cashed after death.
  - 9 for miscellaneous other indicators.
  - 24 cases have been developed to a point of pursuing fraud/abuse charges and $110, 936 was recovered during FY08.
- Partnership with Bureau of Medicine (BUMED): 31 of the 104 cases involving BUMED-issued opinions led to denial of compensation claims by the Department of Labor. BUMED is an "honest broker" and issues opinions both supporting and controverting on-the-job injuries.

VI. Resources - *Explain any significant one-time or additional permanent resources allocated to the OSH program(s) in FY 2008 for areas such as workplace hazard abatement, research and development, data systems, staffing, and training.*

Voluntary Protection Program (VPP) - The DoD VPP Center of Excellence (CX) continued to support the Navy in FY08 by providing VPP site assessments, onsite counseling, and educational services to 22 separate Navy commands nominated for VPP program implementation. The support was provided as the third stage of a DoD-wide four year, $20 million Defense Safety Oversight Council initiative to improve safety and health management systems across the military services. CNIC will continue additional funding for the DoD VPP CX for FY09.

VII. Goals - *Identify your annual OSH goals and significant OSH initiatives planned for FY 2009 and beyond. Please explain your agency's strategies for achieving those goals. In addition, please provide the timeframe for achieving each goal, and an explanation of how success will be measured.*

Acquisition Safety/Systems Safety

- Increase interaction with acquisition program offices, particularly multi-billion dollar ship programs, to influence implementation of system safety during program development.
- Continue review of Joint Requirements (Capabilities) documents.
- Improve liaison with independent test and evaluation organizations, particularly Commander Operations Test and Evaluation Force (OPTEVFOR).
- Facilitate data system design that will help identify design risk factors and root cause analysis in updates of mishap data systems.
- Continue participation in technical outreach and exchange, including coordination/teaching of workshops at the Navy and Marine Corps Public Health Conference (March 2009), presentation of a paper on the DSOC ergonomics project at the March 2009 International Human System Integration Symposium (Annapolis, MD) and anticipated presentations at the International System Safety Conference (August 2009).
- Have a member of the OPNAV staff act as the intersociety liaison for the System Safety Society.

- Complete hazardous energy and nanotechnology sections of the Naval Safety Center acquisition safety web pages.
- Participate in update of Military Standard 882 (System Safety) through participation on the DoD working group and G-48 committee.
- Continue use of the System Safety Advisory Board as a forum for Navy review of systems engineering and risk management approaches.
- Complete a DSOC project to evaluate a retrofit device to improve safety of shipboard inclined ladders. The project has been funded with work to be done by relevant NAVSEA technical authority.
- Complete work on the DSOC hand-arm vibration project.
  - Present two half-day workshops at the Navy Marine Corps Public Health Conference in March 2009 to facilitate DLA availability of certified anti-vibration gloves in the stock system and prioritized procurement/availability of low-vibration power hand tools by GSA with long-term goal of using background learned in this project to facilitate similar improvements in other product areas.
- Provide Navy liaison with DoD Installations & Environment Emerging Contaminants Office for updated inventory management systems and to implement an executive order for hazardous material minimization.
- Draft update of NAVSEA's organizational system safety instruction.

Anti-Terrorism Force Protection (AT/FP)

- Provide effective and efficient management of the Navy installation AT/FP Safety Programs.
- Continue to integrate the occupational health and safety requirements into the AT/FP programs.
- Enter and designate all Chemical, Biological, Radiological, Nuclear, and High Explosive (CBRNE) first responders into ESAMS.
- Ensure that designated first responders complete all required training and testing so that they are authorized to respond to incidents.
- Continue to identify safety and health risks unique to the AT/FP population.

Enterprise Safety Applications Management System (ESAMS)

- Continue to expand ESAMS implementation through the addition and training of new users; additional focus will be on tenant commands in the U.S. and commands overseas.
- Improve the timeliness, quality, and availability of safety records in ESAMS.

Global War on Noise (GWON)

- Work with DoD to update DODI 6055.12, Hearing Conservation Program, in order to enhance design requirements and data management for noise control. Updated guidance has been provided. A collaborative effort with technical authorities and the Hearing Conservation Working Group anticipated.

Mishap Prevention and Hazard Abatement (MPHA) Program

- Complete Mishap Prevention and Hazard Abatement Program projects approved for FY09.
- Prioritize and select FY10 MPHA Projects.

Nanotechology

- Develop a nanotechnology safety web link to the acquisition safety website with current SOH related information.
- Collect and review Material Safety Data Sheets (MSDS) for chemicals containing nanomaterials currently in use in the U.S. Navy.

- Produce safety guidelines that are transmitted to researchers when a new nanomaterial program begins.

Navy Executive Safety Board (NESB)
- Refer to **Attachment B** of this report.

Occupational Health
- Standardize process and procedures for communicating exam findings regarding non-occupational disease or risk.
- Continue improving SOH self-assessment and metrics processes.
- Continue deployment of DOEHRS IH to Navy medical treatment activities.
- Complete deployment of new DOEHRS-Hearing Conservation (HC) audiometers to testing sites.
- Prepare for Chemical, Biological, Radiological, Nuclear, and High Explosive (CBRNE) incidents by determining the requirements-based capability/training/equipment/personnel requirements of Navy active duty and civilian industrial hygienists.
- Standardize HC Technician Training Course.

OSHA Citation Website
- Continue to monitor OSHA citations issued to Navy and post them on the Naval Safety Center website to assist all installations in identifying areas of potential risk.

Policy and Guidance
- Continue to update and improve OPNAV safety policies.

Safety Success Stories
- Post 10 success stories to the Naval Safety Center website that demonstrate the Navy's commitment to the safety, health, and quality of life of our Navy personnel. Demonstrate through the stories the value added by safety and how best business practices result in productivity gains and cost savings. Document return-on-investment.

Studies
- Naval Audit Service will continue with three ongoing studies:
  - Military Lost Time Accidents.
  - Private Motor Vehicle (PMV) Fatalities.
  - Preventing Accidents from Recurring/Lessons Learned Programs.

WEB Enabled Safety System (WESS)
- Develop the majority Aviation Mishap module in WESS.
- Near completion of the Informix to Oracle migration.
- Implement the new Jasper data extraction/reporting tool.

Workers' Compensation
- Continue to partner with NCIS in fraud/abuse cases identified by Injury Compensation Program Administrators and reviewed by the CNIC Fraud/Abuse coordinator before referral to NCIS. Success will be measured by the number of closed preliminary investigations either through the development of fraud/abuse charges or determination that no fraud/abuse is involved.
- Continue to partner with BUMED where agency medical opinions are necessary or desirable. Success will be measured by the number of cases referred and the completeness of the medical evaluation.

VIII. Questions/Comments - Submit any questions or comments you have concerning your agency's OSH program and/or these reporting guidelines.

Requests:

- We recommend OSHA extend the SHARE initiative beyond 2009. It would be appreciated if OSHA would not only list SHARE goals and performance for Department of Navy, but also for U.S. Navy and U.S. Marine Corps. If SHARE is expanded, recommend disabilities be addressed as described below.
- We recommend OSHA add worker permanent disabilities to mandatory metrics for the Annual Report to OSHA. Our rationale for this request is:
  - Most Federal agencies have very few or no workplace fatalities.
  - Permanent disabilities cost the taxpayer more than workplace fatalities.
  - Permanent disabilities cause suffering to families, co-workers, and anyone involved with these disabling mishaps.
  - Permanent disabilities, like fatalities, are preventable if root cause analyses and corrective actions are taken.

Concluding Comments:

- During FY08, the U.S. Navy continued to move safety upfront in acquisition. Integrating safety into the earliest phases of acquisition (concept and design) will improve cost avoidance for the entire life cycle of acquisitions. Engineered hazard controls designed and acquired into new acquisitions will reduce mishaps and increase productivity. A summary of Navy acquisition safety needs and challenges can be found on the Naval Safety Center's Acquisition Safety web pages at: http://safetycenter.navy.mil/acquisition/default.htm.
  Anything OSHA can do to promote safety in design would be appreciated.
- The U.S. Navy continued to track the value that safety adds to improved worker safety, productivity, and cost avoidance on its Safety Success Stories website. This website shows the breadth and depth of safety. In FY08, stories were added on VPP Star awards to Navy installations, standardization of fall protection equipment on Navy vessels, traffic safety, and reduction of work-related muculoskeletal disorders through resolution of ergonomics risk factors.
  See http://safetycenter.navy.mil/success/default.htm
- The U.S. Navy recognizes a number of challenges it faces that make continued safety improvements difficult. These include new hazards brought by continued war against terrorism, catastrophic events like Hurricane Katrina, changing technology such as nanotechnology, reduced staffing, outsourcing, an aging civilian workforce, a rotating military workforce, increased competition for funding, and difficulty in accurately documenting safety losses, projected savings, and return-on-investment.

Attachments

Attachment A - Lost Time Case Rates Comparison of Federal Agencies
Attachment B - Navy Executive Safety Board FY 2008 Accomplishments/FY 2009 Goals
Attachment C - Summary of Navy Safety Training
Attachment D - Mishap Prevention/Hazard Abatement
Attachment E - Safety Success Stories

ATTACHMENT A
FY 08 LOST TIME (LT) CASES AND LT CASE RATES FOR NAVY AND OTHER GOVERNMENT AGENCIES RANKED BEST TO WORST*

DEPT. OR AGENCY	LT CASES	LT CASE RATE
National Aeronautics & Space Admin.	34	0.18
Environmental Protection Agency	77	0.43
Department of Commerce	216	0.52
Department of State	206	0.52
Department of Housing & Urban Develop.	63	0.66
Department of Energy	109	0.74
Department of Labor	121	0.74
Department of Treasury	839	0.74
General Services Administration	91	0.76
Department of Health & Human Services	483	0.78
Department of Education	33	0.79
Social Security Administration	498	0.81
Emergency Preparedness & Response	148	0.90
Department of Transportation	655	1.20
Navy (excluding Marine Corps)	**2,029**	**1.27**
Dept. of the Navy (incl. Marine Corps)	**2,551**	**1.44**
Department of the Air Force	2,285	1.47
Department of Defense	10,309	1.52
Dept. of Army (incl. Corps of Engineers)	4,114	1.64
Defense Logistics Agency	370	1.72
Federal Govt. (incl. Exec., Legis., Judicial Branches & Postal Service)	47,317	1.74
Department of Veterans Affairs	4,914	1.81
Department of Agriculture	1,818	1.88
Postal Service (excl. Postal Rate Commis.)	16.428	2.20
Department of Interior	1,556	2.27
Defense Commissary Agency	383	2.37
Department of Justice	2,567	2.38
U.S. Coast Guard	216	2.78
Bureau of Immig. & Customs Enforcement	523	3.00
Department of Homeland Security	5,398	3.10
Marine Corps	522	3.14
Transportation Security Administration	2,072	3.37
Bureau of Customs & Border Protection	2,212	4.38

* Reference: http://www.osha.gov/dep/fap/statistics/fedprgms_stats08_final.html

ATTACHMENT B
NAVY EXECUTIVE SAFETY BOARD
FY 2008 ACCOMPLISHMENTS/FY 2009 GOALS

Navy Executive Safety Board (NESB) - was established as the senior Navy forum providing broad oversight of the Navy Safety Program and the Navy's mishap reduction efforts with the purpose of developing, considering, and approving initiatives and policies to improve the Navy's safety programs, reduce mishaps, and enhance readiness. It is chaired by the Vice Chief of Naval Operations (VCNO). Further NESB details are available at: http://www.safetycenter.navy.mil/ESB/default.htm.

FY 2008 Accomplishments:

Executive Steering Committee (ESC)
The two subordinate committees of the NESB (Operations Safety and Operations Safety Support Committees) were combined into one committee to streamline processes and improve efficiency. The ESC is comprised of a Flag level forum, a Flag level ESC Steering Group (ESC SG), an Action Officer forum and an Action Officer level ESC Integration Group (ESC IG). The reorganization was approved by the VCNO in April 2008.

- **High Risk Behavior Working Group (HRB WG).**
  The HRB WG developed an on-line high risk behavior screening survey. The survey subsequently received final approval in September 2008, and the survey is now posted on the Fleet Forces Command website. The HRB WG also recently received permission to put a link on the Bureau of Personnel site to direct the control group to the survey. The plan is to collect data for six months to obtain 500 surveys from both the experimental and control groups.

- **Operational Risk Management Working Group (ORM WG).**
  An accession point Time Critical Risk Management (TCRM) modeling and mentoring program for recruit training was created, a small group trial completed, and a sustainable integration plan developed to address the ORM gap analysis for accession and professional development training. Lessons learned from the recruit effort were used to build the foundation for further Fleet introduction of practical time critical risk management. A new multi-media, interactive, web-based time critical risk management training module was created, with a current delivery date of December 2008. Additionally, the Navy Education and Training Command (NETC) has funded and awarded Raytheon Technical Services Company the service contract to include revision of ORM Navy Knowledge Online (NKO) and the two-day instructor-led ORM Application and Integration courses.

- **System Safety Acquisition Board (SSAB).**
  The SSAB maintains a policy and technical exchange forum through the System Commands and participation in varied DoD/Navy working groups. Major issues considered during FY08 included noise control in design, implementation of hazardous material management policy, and review of Navy input for update of the standard practice for system safety, Military Standard 882D.

  The SSAB met quarterly to provide a forum for exchange of best practices and development of policy guidance in the Navy acquisition community.

- **Occupational Safety and Health Working Group (OSH WG).**
  The OSH WG serves as the technical advisor to the ESC/ESC IG on Navy safety and health matters and has a subgroup for specialty areas.

During FY08, the problem of noise induced hearing loss was addressed by the Vice Chief of Naval Operations (VCNO) by issuing an all Navy message on hearing loss, stressing the extent of the noise problem, the Navy hearing conservation measures, as well as personal responsibility for ensuring success in mitigating hearing loss cases and developing a Noise-induced Hearing Loss (NIHL) Communication Plan with the goal of increasing awareness at all levels, reducing the incidence of NIHL cases, improving mission effectiveness and quality of life.

The Naval Safety Center Best Practices process revision was undertaken to establish a review process and validation of best practices by subject matter experts. These Best Practices are then posted on the Naval Safety Center's website as a method of reaching all navy commands.

- **Ergonomics Task Action Team (Ergo TAT)** - The Ergo TAT serves as the ergonomics technical and policy advisor on safety and health aspects of work-related musculoskeletal disorders (WMSDs). The Ergo TAT concentrates on assigned focus areas associated with WMSDs both ashore and afloat as determined by the OSH WG. During FY08, the Ergo TAT accomplished the following:

  - Completed development of the two-tiered tri-service Defense Safety Oversight Council (DSOC) interactive ergonomics computer-based training initiative. Tier I, General Ergonomics Awareness, is posted on the Enterprise Safety Administrative Management System (ESAMS) and both Tier 1 General Ergonomics Awareness and Tier 2, Ergonomics for Safety and Occupational Health (SOH) Personnel are currently posted and available on the Defense Ammunition Center website at https://ammoschool.sumtotalsystems.com. These courses are free for all DoD employees. All non-DoD employees (those without a ".mil" email address) are required to pay a $500 course fee.
  - Developed the "Ergonomics Guidelines for Office Chair Selection." This guidance document identifies the salient features of a well designed chair to assist purchasers in making informed choices in selecting chairs to reduce risk to injury. This document is currently posted on the Naval Safety Center website.
  - Submitted ergonomics success stories to Naval Safety Center for posting on the Success Stories web pages.

- **Fall Protection Task Action Team (FP TAT)** - The FP TAT serves as the technical and policy advisor on all matters regarding fall protection issues. The FP TAT concentrates on assigned focus areas associated with slips trips, and falls (whether falling on the same walking/working surfaces or falling from heights). During FY08, the FP TAT accomplished the following:

  - Completed the development of a comprehensive fall protection guidance document for aircraft maintenance and inspection work ashore. This document is posted at: http://www.safetycenter.navy.mil/osh/shore/downloads/guidance_for_aircraft_Maint_4.doc.
  - Continued the development of a Draft Fall Protection Guide for Ashore facilities. Incorporated the requirements from the new ANSI Fall Protection Code (ANSI Z359 Standards) in the fall protection guide.
  - Provided subject matter expertise and guidance on best practices and applications of fall protection systems and equipment Navy-wide.
  - Updated the fall protection program chapter for the update of OPNAVINST 5100.23 Series, Navy Safety and Occupational Health Program Manual.
  - Developed a fall protection checklist for compliance with OPNAVINST 5100.23 Series, Fall Protection program chapter.

- Updated fall protection web based training for end users and supervisors of end users.
- Updated fall protection web based training for slips, trips and falls.

- **Traffic Safety/Recreation Off-Duty Safety Working Group (TS/RODS WG).**
  Major accomplishments of the TS/RODS WG include:

  - Completion of a review and endorsement of Travel Risk Planning System (TRiPS) into Web Enabled Safety System (WESS),
  - Standardization of a process to receive timely submission of Private Motor Vehicle Mishap Investigation Reports (PMV MIR).
  - Recommendation to incorporate emergent technologies into motorcycle training.

FY 2009 GOALS:

Executive Steering Committee (ESC)
The ESC will develop a U.S. Navy Safety Campaign Plan and Plan of Action and Milestones (POA&M). The Navy Safety Campaign Plan is envisioned to be an action plan defining Navy goals and actions to implement the new DON Safety Vision. The accompanying POA&M will describe more specific tasks and assign participant and due dates.

- **High Risk Behavior Working Group (HRB WG).**
  - Complete collection of and analyze data from the high risk behavior screening survey.

- **Operational Risk Management Working Group (ORM WG)**
  - Publish updated ORM Instruction.
  - Implement TCRM modeling and mentoring program at all accession points.
  - Create a framework for an ORM training continuum.
  - Create additional innovative ORM training scenarios.

- **System Safety Acquisition Board (SSAB)**
  - Continue use of the SSAB as a forum for review of systems engineering and risk management approaches.

- **Occupational Safety & Health Working Group (OSH WG)**

  - **Ergonomics Task Action Team (ERGO TAT)**
    - Identify and develop solutions and alternatives to ergonomics hazards of high risk occupations. Beginning with welders, will develop solutions guide for ergonomics hazards.
    - Improve ergonomics awareness by emphasizing Navy-wide training and education. Format the interactive computer based training modules "General Ergonomics Awareness" and "Ergonomics for SOH Personnel" for posting on Navy Knowledge Online eLearning website. This will result in easier access by Navy personnel, tracking of those completing the course, and notification of the requirement to complete the training. It is a Navy requirement that all Navy personnel complete "General Ergonomics Awareness" as applicable to their jobs. This computer-based course satisfies the requirement.
    - Develop necessary tools and procedures and integrate ergonomics methodology through the lifecycle of all Navy programs.
    - Interact with Navy and non-Navy organizations on the technical aspects of implementing ergonomics resources for the anticipation, recognition, evaluation, and control of workplace hazards; and finding innovative solutions for Navy implementation.

- **Fall Protection Task Action Team (FP TAT)**
  - Review and provide recommendations on existing Navy fall protection policies.
  - Continue to focus on awareness, technical assistance, training, and the execution of fall protection projects to reduce Navy fall mishaps.
  - Provide tools, criteria, and safe work practices to ensure viable fall protection programs are developed and managed at afloat or ashore Commands.
  - Improve existing criteria documents to integrate fall protection requirements into the Navy acquisition process.

- **Traffic Safety/Recreation Off-Duty Safety Working Group (TS/RODS WG)**
  - Continue use of the TS/RODS WG as a forum for review of policies and programs to enhance traffic and recreational off-duty safety.
    - Complete update of OPNAVINST 5100.25B, Navy Recreation and Off-Duty Safety Program.
    - Continue enhancements to the Travel Risk Planning System to enhance program accessibility.
    - Complete full implementation of the Traffic Safety Training Contract.

ATTACHMENT C – SUMMARY OF NAVY SAFETY TRAINING

Course	Course ID	Retrain Period (Mos)	Course Length (Hrs)	Personnel Completed Training	Total Man Hrs Trained	Available On Web
40 Hour Contractor Safety/Hazard Identification	74	0	40	11	440	No
Advanced Accident Investigation	65	0	0	2	0	No
Advanced Hazardous Waste Management Annual Certification Workshop	1009	0	8	12	96	No
Aerial Lift/Powered Work Platform Operational Certification	1290	36	0.5	24	12	No
Aerial Lift/Powered Work Platform Operational Classroom Training	1288	0	2	15	30	No
Aerial Lift/Powered Work Platform Operational Safety Practical	1289	0	1	19	19	No
American EHS Health and Safety (CPR Instructor)	2198	48	0	2	0	No
Annual Occupational Exposure Survey	410	12	0	5	0	No
Annual Safety and Health Training for NAVSEA Supervisors	1095	12	4	4	16	No
Annual Safety Training (for Industrial Personnel)	206	12	4	42	168	No
Anthrax Exposure and Awareness	1071	0	1	3237	3237	Yes
Asbestos and Man-made Vitreous Fibers (MMVF) Hazard Awareness (CNRSW)	1238	12	1	508	508	Yes
Asbestos Awareness	1725	0	0	3410	0	No
Asbestos Awareness - OSHA Class IV Asbestos Training	14	12	2	11675	23350	Yes
Asbestos Awareness Required Reading (Specific to WPNSTACHAS)	2148	0	1	532	532	Yes
Asbestos Inspector Initial [301]	33	12	24	15	360	No
Asbestos Inspector Refresher	242	12	4	53	212	No
Asbestos Management Planner [302]	34	12	16	2	32	No
Asbestos Management Planner Refresher	1000	12	4	13	52	No
Asbestos Project Designer [304]	35	12	40	18	720	No
Asbestos Project Designer Refresher	229	12	8	64	512	No
Asbestos Supervisor Initial (formerly Asb Sup/Worker)[303]	32	12	40	30	1200	No
Asbestos Supervisor Refresher	212	12	8	183	1464	No
Asbestos Worker Refresher	2083	12	8	27	216	No
Aviation Confined Space Awareness	2191	12	1.5	278	417	No
Aviation Gas Free Engineering for Aircraft Maintenance	234	0	24	1	24	No
Aviation Safety Specialist	1004	0	0	11	0	No
Back Injury Prevention Training (Annual)	40	12	1	39014	39014	Yes
Basic Life Saving (BLS)	1386	24	8	31	248	No
Basic Operational Risk Management (ORM)	228	0	1	17464	17464	Yes
Battery Safety for COMNAVAIRFOR 4790.2 (Quarterly)	1103	3	0.5	8481	4240.5	No
Beryllium Awareness Training (OJT by supervisor)	384	12	1	1131	1131	No
Bloodborne Pathogen Instructor Training	400	0	0.5	68	34	No
Bloodborne Pathogen Training	98	12	1	17558	17558	Yes
Bloodborne Pathogens Exposure Control Plan (ECP) Review	2395	12	1	1085	1085	No

[1)] Data Source: Navy Enterprise Safety Application Management System (ESAMS). This safety management system encompasses about 50% of the Navy, making it the most comprehensive source of classroom and online safety training information.

Course	Course ID	Retrain Period (Mos)	Course Length (Hrs)	Personnel Completed Training	Total Man Hrs Trained	Available On Web
C-9B Pilot Electrical System Safety Training	1100	0	0	53	0	Yes
Cadmium Awareness Training (OJT by Supervisor)	385	12	1	423	423	No
Carbon Monoxide Awareness Training (OJT given by the Supervisor)	405	12	0	10013	0	No
CAT 3 WHE CRANE OPER INITIAL	2199	24	8	5	40	No
CBRNE Respirator User Training	1243	12	1	2815	2815	No
CESVITEC Corso di Aggiornamento per Responsabili Igiene Sicurezza ed Ecologia	2262	0	0	1	0	No
Chromate Awareness Training (OJT by Supervisor)	397	12	1	2787	2787	No
COLD WEATHER INJURIES	2156	0	0	42	0	No
Collateral Duty Safety Officer (16 Hours) Training	1101	0	16	40	640	No
Collateral Duty Safety Officer Meetings	2069	0	1	201	201	No
Compressed Gas Cylinders (May receive instruction from Supervisor)	92	12	0	3142	0	No
Confined Space Shipyard, competent Person and Industrial	2010	12	0	1	0	No
Confined Space / Entry Supervisor, Attendant, and Entrant	11	12	1	629	629	No
Confined Space / Entry Supervisor, Attendant, and Entrant (one time only)	1651	0	2	15	30	No
Confined Space Awareness Training (OJT by Supervisor)	1273	12	1	2153	2153	No
Confined Space Entry/Emergency and Rescue	114	12	8	23	184	No
Confined Space Rescue and Emergency Training	59	12	4	2031	8124	No
Confined Space Rescue Drill Practical Exercise	1205	12	2	2237	4474	No
Confined Space Safety	66	0	10	224	2240	No
Confined Space Structural Rescue	2267	0	0	42	0	No
Confined Space Training for Qualified Person Initial and Annual Refresher	57	12	8	665	5320	No
Confined Space Worker Training (Entrant, Attendant, Supervisor)(OJT by Supervisor)	404	12	1	5571	5571	No
Construction Quality Management - QA	375	0	8	16	128	No
Construction Safety QA/Construction Safety - There is No Substitute	1297	0	4	447	1788	No
Construction Safety Standards	230	0	80	9	720	No
Construction Safety Training (EM 385-1-1 On-line Course)	2305	0	0	13	0	No
Contractor Safety/ U.S. Army COE/EM-385-1-1 [345]	76	0	0	7	0	No
Contractor Site Safety Orientation	1027	0	1	2	2	No
Corporate Safety Management	2296	0	0	1	0	No
CPR - Automated External Defibrillator (AED) - (Red Cross 1Yr)	1236	12	8	469	3752	No
CPR - Automated External Defibrillator (AED)/(Am. Heart Assoc. Heart Saver- 2Yr)	1011	24	3	2807	8421	No
CPR American Heart Association (BLS for Healthcare Providers)	2059	24	8	673	5384	No
CPR American Heart Association (Child and Infant)	1059	24	4	246	984	No

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Course	Course ID	Retrain Period (Mos)	Course Length (Hrs)	Personnel Completed Training	Total Man Hrs Trained	Available On Web
CPR American Heart Association (Heart Saver- 2 Yr Requal)	227	24	4	3357	13428	No
CPR American Red Cross (Adult)	103	12	4	1661	6644	No
CPR American Red Cross (Child and Infant)	210	12	4	1127	4508	No
CPR and First Aid for Security Personnel (Initial and Refresher)	1788	24	16	543	8688	No
CPR For the Professional Rescuer (American Red Cross)	1762	12	8	236	1888	No
CPR Instructor Training (American Heart Association)	1098	24	4	162	648	No
CPR Instructor Training (American Red Cross)	226	24	0	40	0	No
CPR MTN Resuscitative Program Adult Child and Infant with AED	1175	24	4	363	1452	No
CPR National Safety Council	2016	24	4	51	204	No
Crane Safety	93	0	32	42	1344	No
Delivering a High-Perfomance Safety Management System	2407	0	16	1	16	No
Depleted Uranium (DU) General Awareness Training	1796	0	1	25	25	No
Director of Golf	2053	0	1	1	1	No
DOD VPP CX - Hazard Analysis of Routine Activities	2357	0	1	120	120	Yes
DOD VPP CX 101	2281	0	1	1569	1569	Yes
Ejection Seat Checkout (Quarterly)	1400	3	1	114	114	No
Ejection Seat Checkout (Semiannual)	1148	6	1	259	259	No
Electrical Safety - Low Voltage	1766	0	0	122	0	No
Electrical Safety Standards	297	0	32	380	12160	No
Electrical Safety Work Practices	1926	0	2	2	4	No
Electrical Safety Work Practices for Workers (OJT by Supervisor)	67	12	1	4847	4847	No
Electrostatic Discharge (ESD) Safety Training	1030	12	0	2629	0	Yes
Emergency Action Plan (EAP) Walk Through	2172	3	1	395	395	No
Employee Reports of Unsafe/Unhealthful Working Conditions (OJT By Supervisor)	1726	0	0	2805	0	No
Ergonomic Awareness (OJT By Supervisor)	1727	0	0	2994	0	No
Ergonomic Awareness Training	371	0	1	25188	25188	Yes
Ergonomic Baseline (conducted by the Supervisor)	373	0	1	22098	22098	No
Ergonomics Awareness Basic Requirement	2187	12	1	5	5	No
Ergonomics Awareness Training for Supervisors	372	0	1	9810	9810	Yes
ESAMS - Train-the-Trainer	1793	0	16	2	32	No
ESAMS General User Training	1610	0	3	659	1977	No
ESAMS Training - Administrative Access	296	0	8	155	1240	No
ESAMS Training - for Safety Professionals	1646	0	24	76	1824	No
ESAMS Training For Class Administration	1714	0	2	49	98	No
ESAMS Training for Medical Personnel	1060	0	2	7	14	No
ESAMS Training for Supervisors (Web or Classroom)	215	0	3.5	8342	29197	Yes
Excavation and Trenching Basics (Instruction may be provided by Supervisor)	235	12	1	1112	1112	No

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Excavation, Trenching and Soil Mechanics	250	0	32	47	1504	No
Fall Protection	222	0	32	317	10144	No
Fall Protection - Annual (OJT by Supervisor)	1073	12	1	9014	9014	No
Fall Protection and Prevention Safety Awareness Training for Architects and Engineers	1900	0	4	14	56	No
Fall Protection Equipment Inspector	401	24	8	7	56	No
Fall Protection for Workers (Authorized User)	1257	0	4	129	516	No
Fall Protection Qualified Person	2469	0	40	7	280	No
Fall Restraint Indoctrination Training (one time only)	1719	0	1	35	35	No
Fire Emergency Evacuation Training	1126	0	1	1	1	No
Fire Extinguisher - Live Training	1067	0	0	503	0	No
Fire Extinguisher Training - Flight Line	1064	12	1	2	2	No
Fire Marshall Training	1006	0	0	30	0	No
Fire Prevention and Portable Fire Extinguisher Training and Education	1024	12	0.5	26028	13014	Yes
Fire Prevention, Protection, Emergency Evacuation and Safety Procedures	1281	12	1	280	280	No
Fire Protection and Life Safety	1065	0	32	271	8672	No
Fire Safety In The Workplace	1063	0	1	55	55	No
Fire Wardens Workshop	1066	0	1	206	206	No
First Aid and Survival Training	1107	12	0.5	163	81.5	No
First Aid Training (1 Year Retrain)	2364	12	24	310	7440	No
First Aid Training (3 Year Retrain)	240	36	4	1936	7744	No
First Aid/CPR/AED Red Cross Instructor Training	390	24	16	83	1328	No
Food Handler Training	1022	12	2	1419	2838	No
Forklift Training (OSHA Operators Safety Training Program)	247	12	0	44	0	No
Gas Free Engineering	1249	12	1	6	6	No
General Industry Safety Standards [511]	68	0	40	57	2280	No
General Safety Training for COMNAVAIRFOR 4790.2	1178	12	4	5954	23816	Yes
Hand Safety (OJT by Supervisor)	2014	0	1	451	451	No
Hazardous Materials	2358	0	32	238	7616	No
Hazardous Materials Control and Management Technician	315	0	40	184	7360	No
Hazardous Materials Control/Safety	69	0	0	269	0	No
Hazardous Materials Handling Cert. for DOT 49 CFR Trans. Reg.	195	0	0	12	0	No
Hazardous Waste Handling [322]	55	12	40	59	2360	No
Hazards of Electromagnetic Radiation to Ordnance (HERO)	1369	0	1	71	71	No
HAZCOM Annual Refresher	1387	12	0.5	55	27.5	No
HAZCOM Initial Training (One Time Only)	1169	0	3	17454	52362	Yes
HAZCOM Training for Supervisors (Initial and Annual Refresher)	1058	12	1	6159	6159	Yes
HAZCOM Training Job/Chemical Specific (OJT by Supervisor)	100	12	1	52039	52039	No
HAZWOPER / ERT - First Responder Operations Level	118	12	8	19	152	No
HAZWOPER for Uncontrolled Hazardous Waste Site Workers	1253	12	40	22	880	No

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Hearing Conservation Training	110	12	1	44850	44850	Yes
Heartsaver First Aid (American Heart Association - 2 year)	2409	24	3.5	3	10.5	No
Heat Stress - Heat Illness (OJT by Supervisor)	58	12	1	6973	6973	No
HOT WEATHER INJURIES	2157	0	0	49	0	No
Housekeeping (OJT By Supervisor)	1729	0	0	851	0	No
Hurricane Awareness	2102	0	4	6	24	No
Hurricane Response Pre-Deployment Safety Briefing	1794	0	1	95	95	Yes
Indoor Air Quality Awareness	1072	0	1	64	64	Yes
Industrial Hygiene Survey Training	196	0	0	113	0	No
Industrial Noise	1056	0	0	8	0	No
Intro to Industrial Hygiene for Safety Professionals	1054	0	32	53	1696	No
Introduction to Hazardous Materials (Ashore)	1055	0	40	92	3680	No
Introduction to NAVOSH Ashore	70	0	40	221	8840	No
Introduction to the OSHA Voluntary Protection Program (VPP)	2297	0	1	881	881	Yes
Ionizing Radiation Program (Refresher Training)	2179	12	4	14	56	No
Isocyanate Training (OJT by Supervisor)	1106	12	0.5	2013	1006.5	No
Job Hazard Analysis Training	326	0	0.5	1668	834	Yes
Ladder Safety (OJT By Supervisor)	1730	0	0	3161	0	No
Laser Safety Awareness (OJT by Supervisor)	1074	12	0	4432	0	No
Laser Safety Refresher Training	2293	12	1	138	138	Yes
Lead Awareness - Basic	1260	0	0.5	56	28	No
Lead Awareness - Non-Lead Workers (Possible Contact)	322	12	1	11389	11389	Yes
Lead Awareness (OJT By Supervisor)	1731	0	0	1520	0	No
Lead Inspector/Risk Assessor Training	183	12	40	2	80	No
Lead Supervisor	85	12	32	29	928	No
Lead Worker	84	12	24	20	480	No
Lifeguard Training and First Aid	1193	36	4	86	344	No
Limited Radiation Worker Annual Training	1947	12	1	207	207	No
Lockout/Tagout Awareness	1213	0	1	298	298	No
Lockout/Tagout for Affected Employees (OJT by Supervisor) -Annual	22	0	1	17433	17433	No
Lockout/Tagout For Authorized Employees - Annually	1097	12	8	791	6328	No
Lockout/Tagout For Authorized Employees (3 YR) CNRH	1832	36	1	31	31	No
Lockout/Tagout For Authorized Employees (CNRSW)	1603	0	1	429	429	Yes
Lockout/Tagout For Authorized Employees (OJT by Supervisor) (CNRF)	62	12	8	2478	19824	No
Lockout/Tagout For Authorized Employees (One Time Only)	1240	0	1	23	23	No
Machine Guarding Safety and Operation	1286	12	1	105	105	No
Machinery and Machine Guarding Standards	1041	0	32	35	1120	No
Management Principles for Safety Professionals	302	0	40	14	560	No
Management Safety Training	1368	0	1.5	67	100.5	No

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Manager / Supervisor Safety Training	2270	0	0	27	0	No
Man-Made Vitreous Fibers (MMVF)	1043	12	16	23	368	No
Man-Made Vitreous Fibers (OJT by Supervisor)	398	12	1	4486	4486	No
Mercury Awareness Training (OJT by Supervisor)	383	12	0.5	142	71	No
Methylene Chloride Awareness Training (OJT by Supervisor)	399	12	0.5	2976	1488	No
Military Safety Indoc	1201	0	1	716	716	No
Mishap Investigation (Ashore)	1047	0	32	199	6368	No
MISHAP Investigation, Rreporting, Recordkeeping for CLASS C & D	2153	0	0	6	0	No
Mishap Reduction Required Reading (One-time Only)	1146	0	1	7614	7614	Yes
Monthly Safety Talks - Given	291	1	1	76527	76527	No
Monthly Safety Talks - Received	292	0	0	452685	0	No
Monthly Self-Safety Inspection by Supervisors	2285	1	1	467	467	No
Motor Vehicle Operator Driving Initial and Refresher (5 Yr)	243	60	1	294	294	No
Naval Aviation Maintenance Program (NAMP) Indoc	1635	0	8	42	336	No
NAVFAC Bloodborne Pathogens (OJT By Supervisor)	2097	0	0.05	2000	100	No
NAVFAC Construction Hazard Awareness Training Course (5 days)	329	0	40	413	16520	No
NAVFAC Construction Safety and Health Correspondence Course Part 1	1298	0	16	422	6752	No
NAVFAC Construction Safety and Health Correspondence Course Part 2	1299	0	4	359	1436	No
NAVFAC Equipment Safety (OJT By Supervisor)	2098	0	0.05	612	30.6	No
NAVFAC Facility Support Contract (FSC) Construction/Alteration/Repair Safety and Health Requirements Course.	2012	0	0	11	0	No
NAVFAC Fire Safety (OJT By Supervisor)	2099	0	0.05	1676	83.8	No
NAVFAC Mishap Investigation and Reporting (OJT By Supervisor)	2101	0	0.5	1097	548.5	No
NAVFAC Operational Risk Management (ORM) Training	1718	0	1	9141	9141	Yes
NAVFAC SAFETY ORIENTATION FOR TOP MANAGERS	1822	0	1	220	220	Yes
NAVFAC Safety Orientation Training for Employees (Administrative/Professional)	1293	0	1	3899	3899	Yes
NAVFAC Safety Orientation Training for Employees (Industrial)	1237	0	2	3554	7108	Yes
NAVFAC Safety Orientation Training for Supervisors (Administrative/Professional)	1294	0	1	871	871	Yes
NAVFAC Safety Orientation Training for Supervisors (Industrial)	1295	0	2	518	1036	Yes
NAVFAC Scaffold Safety (OJT By Supervisor)	2100	0	0.5	1176	588	No
NAVOSH for Safety Advisors	2011	0	8	9	72	Yes
NAVOSH Assessment Tools and Strategies	321	0	32	50	1600	No
NAVOSH for New Employees	1202	0	1	1656	1656	No
NAVOSH Orientation	1356	0	0	6466	0	Yes
Navy Ergonomics Program Course	248	0	40	50	2000	No

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Navy Fall Protection (Slips, Trips and Falls) Awareness (One Time Only)	1259	0	1	2454	2454	Yes
Navy Fall Protection Awareness Training for End Users Working at Heights and Supervisors of End Users	2018	0	1	1573	1573	Yes
NCC CATEGORY 2 and CAB OPERATED CAT 3 CRANE SAFETY	1304	0	16	6	96	No
NCC CATEGORY 3 NON CAB OPERATED CRANE SAFETY	1012	0	12	46	552	No
NCC CATEGORY 3 NON CAB OPERATED CRANE TRAIN THE TRAINER	1309	0	16	1	16	No
NCC CRANE ELECTRICAL INSPECTOR	1308	0	8	7	56	No
NCC CRANE ELECTRICIAN	1300	0	32	7	224	No
NCC CRANE MECHANIC	1301	0	28	9	252	No
NCC CRANE RIGGING AND CAT 3 CRANE SAFETY	1314	0	40	7	280	No
NCC GENERAL CRANE SAFETY	1302	12	40	5	200	No
NCC GENERAL CRANE SAFETY REFRESHER	1305	12	8	34	272	No
NCC MECHANICAL CRANE INSPECTOR	1312	0	16	4	64	No
NCC MOBILE CRANE MECHANIC	1311	0	12	14	168	No
NCC RIGGING GEAR INSPECTION	1315	0	8	7	56	No
New Employee Indoctrination (CNRM)	1648	0	3	8	24	No
New Employee Indoctrination Training CNRMA	1370	50	1	750	750	No
New Employee Indoctrination Training CNRSE	1377	0	1.5	260	390	No
New Employee Safety Orientation Training for Region Hawaii	1341	0	2	597	1194	No
Non-Destructive Inspection Technician Course	1051	36	590	3	1770	No
NSWC Dam Neck - Hand Tools	2415	0	1	1	1	No
NSWC Dam Neck - Computer Use/Desk Duties	2410	0	1	1	1	No
NSWC Dam Neck - Forklift Operations	2416	0	1	1	1	No
NSWC Dam Neck - Gas Pwered Pressure Washer Operation	2414	0	1	1	1	No
NSWC Dam Neck - Using a Portable Hand Truck or Pallet Jack	2417	0	1	4	4	No
NSWC Dam Neck - Using Electric Powered Portable Hand Tools	2413	0	1	1	1	No
OASIS GALLEY JHA	1827	0	1	15	15	No
Occupational Reproductive Hazard Awareness	1242	0	1	2086	2086	Yes
Office Safety (OJT By Supervisor)	1732	0	0	983	0	No
Office/Supply	1129	0	1	20	20	No
Operational Risk Management ORM (OJT By Supervisor)	1733	0	1	1638	1638	No
Orientation For Safety Coordinators (Classroom by Safety Office)	2022	0	8	22	176	No
ORM ALL NAVY APPLICATION & INTEGRATION	2215	0	0	13	0	No
ORM All Navy Essentials for Leaders Course	2093	0	0	693	0	No
ORM All Navy Essentials for Leaders Course (Annual)	2193	12	1	6	6	No
ORM All Navy Executive Overview Course	2094	0	1	137	137	No

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ORM ALL NAVY FUNDAMENTALS	2216	0	0	21	0	No
OSH Policy Council Meeting	1274	0	1	37	37	No
OSHA VPP Challenge	1384	0	1	966	966	Yes
Pediatric CPR and First Aid for Children, Infants, and Adults Version (Medic First- 2 yr requal)	2398	24	6	4	24	No
Polychlorinated Biphenyls (PCBs) (OJT By Supervisor)	1734	0	0	39	0	No
Portable Hand Tool Safety (OJT by Supervisor)	82	0	1	3573	3573	No
Portable Power Tool Safety (OJT by Supervisor)	83	0	1	3301	3301	No
Powder Actuated Tools [331]	38	0	1	66	66	No
Powered Industrial Lift Trucks (332)	271	60	0	5	0	No
Powered Industrial Trucks (Forklift) Familiarization	1110	36	4	964	3856	No
Powered Industrial Trucks (Forklift) Familiarization (For Explosive Handlers)	1131	36	0	49	0	No
Powered Industrial Trucks (Forklift) Formal Instruction (Available On The Web)	1109	36	2	2393	4786	Yes
Powered Industrial Trucks (Forklift) Formal Instruction (For Explosive Handlers)	1130	36	0	84	0	No
Powered Industrial Trucks (Forklift) Practical Working Exam	1111	36	4	893	3572	No
Powered Industrial Trucks (Forklift) Practical Working Exam (For Explosive Handlers)	1132	36	0	67	0	No
PPE Job Specific Usage - Conducted by your supervisor (OJT by Supervisor)	239	12	1	41337	41337	No
PPE Training (General - One Time Only)	1398	0	1	4573	4573	Yes
Preventing Slips, Trips and Falls	81	0	0	143	0	No
Principles of Scaffolding	1017	0	32	9	288	No
Process Review and Measurement System (PRMS)	1397	0	1	688	688	Yes
Professional Development Conference (PDC)	2403	0	40	6	240	No
Quarterly Mail Safety, Security and Emergency Plan Brief (OJT by Supervisor)	2074	3	0.5	138	69	No
Quarterly Self-Safety Inspection by Supervisors	1706	3	0	2601	0	No
Radiation Safety Conference	2404	0	24	1	24	No
Radiation Safety for Emergency Response Personnel	1033	12	0.5	2147	1073.5	No
Radiation Safety Health Training	1036	6	0	55	0	No
Radiation Safety Officer Course	402	0	80	44	3520	No
Radiation Safety Training for Baggage Inspectors	1038	12	1.5	282	423	Yes
Radiation Safety Training for Limited Radiation Workers	1039	12	1	181	181	No
Radiation Safety Training for Organizational Personnel	1034	12	1	200	200	No
Radiation Safety Training for X-Ray Radiographer (6-hr refresher).	1040	12	6	14	84	No
Radiation Safety Training for XRF Operators	1035	12	2	211	422	No
Radiofrequency Radiation Safety Training (OJT by Supervisor)	1037	12	1	4678	4678	No

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Regional III Voluntary Protection Program Training	2401	0	8	2	16	No
Reproductive Hazards Job Specific Training - Annual (OJT by Supervisor)	197	12	1	17793	17793	No
Respirator Fit Test Protection Instructor Training (Train the Trainer)	1272	0	8	98	784	No
Respirator Protection Manager Training (Departmental or RPPA)	1020	12	2	701	1402	Yes
Respirator User Training	112	12	1	9183	9183	No
Respiratory Protection / Program Management [508]	72	0	0	157	0	No
Respiratory Protection Fit Testing	5	12	0.5	11380	5690	No
Respiratory Protection Fit Testing SCHEDULING ONLY (Not for recording actual Fit Test)	2479	0	0.5	1	0.5	No
Rigging and Weight Handling Equipment Safety	1248	0	2	28	56	No
Roll Call Training	1767	0	1	679	679	No
Roofing (OJT By Supervisor)	1735	0	0	549	0	No
Safety Appraisal [509]	73	0	0	7	0	No
Safety Committee Meeting	2070	0	1	459	459	No
Safety HAZMAT Representative	1765	0	4	21	84	No
Safety Indoctrination for Personnel at CNRM	1660	0	1	152	152	No
Safety Management I	2294	0	0	5	0	No
Safety Management II	2295	0	0	1	0	No
Safety Orientation for Administrative Supervisors (this is a one time requirement, followed by an annual refresher)	2228	0	0	226	0	No
Safety Orientation for Non-Supervisors	1093	0	4	12246	48984	Yes
Safety Orientation for Supervisor (CNRM)	1647	0	4	77	308	No
Safety Orientation for Supervisors - Annual	1388	12	2.5	33	82.5	No
Safety Orientation for Supervisors (Web or Classroom)	1077	0	4	8589	34356	Yes
SAFETY ORIENTATION FOR TOP MANAGERS	1361	0	2	735	1470	No
Safety Orientation Training for New Supervisors and Employee Representatives	1233	0	1.5	64	96	No
Safety Programs Afloat	1029	0	40	10	400	No
Safety Stand Down	211	12	4	23772	95088	No
SCBA (Self Contained Breathing Apparatus) Training	121	12	1	3187	3187	No
Servicing Multi-Piece and Single Rim Wheels [336]	12	0	1	42	42	No
Servicing Single and Multi-piece Rims (OJT By Supervisor)	1736	0	0	63	0	No
Sight Conservation Training	111	0	1	25529	25529	Yes
Site Safety Quality Management Board (QMB) Meeting	221	0	2	129	258	No
Slips, Trips and Falls (OJT By Supervisor)	1738	0	0	2495	0	No
Spill Management Team	1184	0	15	20	300	No
Statistical Analysis of Safety Data	2408	0	8	1	8	No
STOP Awareness	2013	0	1.5	123	184.5	No

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STOP for Supervisors Unit 1	1265	0	1.5	9	13.5	No
STOP for Supervisors Unit 2	1266	0	1.5	2	3	No
STOP for Supervisors Unit 3	1267	0	1.5	1	1.5	No
STOP for Supervisors Unit 4	1268	0	1.5	1	1.5	No
STOP for Supervisors Unit 5	1269	6	1.5	32	48	No
STOP for Supervisors Unit 6 (Refresher)	1270	24	1.5	5	7.5	No
Supervisor Annual Training - Industrial (CNRSW)	1396	12	1.5	1321	1981.5	Yes
Supervisor JHA/AJHA Annual Review/Update	1705	12	0	38	0	No
Supervisor Safety Training - VPP	2370	0	3	16	48	No
Supervisor Safety Training for Industrial Supervisors (Includes HAZCOM Initial)	1365	12	4	751	3004	No
Supervisor Safety Training for Industrial Supervisors Refresher (Includes HAZCOM Refresher)	1366	12	2	342	684	No
Supervisor Training - Non-Industrial (CNRSW)	1395	0	1	1411	1411	Yes
SUPERVISORS/CDSO, HM / HW Coord, Fire Warden Training	2050	3	1	5	5	No
Supplemental Training for New Collateral Duty Safety Personnel	2527	0	3	80	240	No
Swimming - Class II Certification	1028	0	0	18	0	No
Tag-Out Users Manual (TUMS) Training Afloat	2190	0	0	5	0	Yes
Top Managment Brief	1138	0	0.5	44	22	No
Traffic Safety (OJT By Supervisor)	1739	0	0	518	0	No
Trainer Course in OSHA Standards for General Industry	2106	48	0	2	0	No
Transportation of Radioactive Material	2393	0	0	1	0	No
VLS Missile Blast Residue HAZCOM	2147	12	2	9	18	Yes
Voluntary Protection Program (VPP)	1373	0	0.5	5335	2667.5	Yes
Voluntary Protection Program (VPP) Passport Incentive Program	2286	0	0	147	0	No
Voluntary Respirator Training	2049	12	2	126	252	No
VPP - My Personal Commitment to Safety Letter	2303	0	1	1241	1241	No
VPP Training Session I (SERMC)	2352	0	1	313	313	No
West Nile Virus Awareness Training	1234	0	0	1405	0	Yes
				1252147	1173221.9	

[1)] Data Source: Navy Enterprise Safety Application Management System (ESAMS). This safety management system encompasses about 50% of the Navy, making it the most comprehensive source of classroom and online safety training information.

ATTACHMENT D
MISHAP PREVENTION/HAZARD ABATEMENT PROGRAM

The Navy's Mishap Prevention and Hazard Abatement Program (MP/HAP) is available to fund mishap prevention initiatives and abatement of hazards for which local activities do not have sufficient funds and to address hazards at multiple activities that can be corrected with common designs. The Navy Safety and Occupational Health (SOH) Program requires commands to identify workplace hazards during self assessments, investigations, evaluations, oversight inspections, and through employee reports. The program also requires commands to evaluate and correct identified hazards. Navy commands were able to correct some identified workplace hazards in FY 08 with funding secured through the Navy's MP/HAP Fund that is administered by the Naval Facilities Engineering Command (NAVFACENGCOM). Priority for funding was given to areas connected with the highest degree of risk.

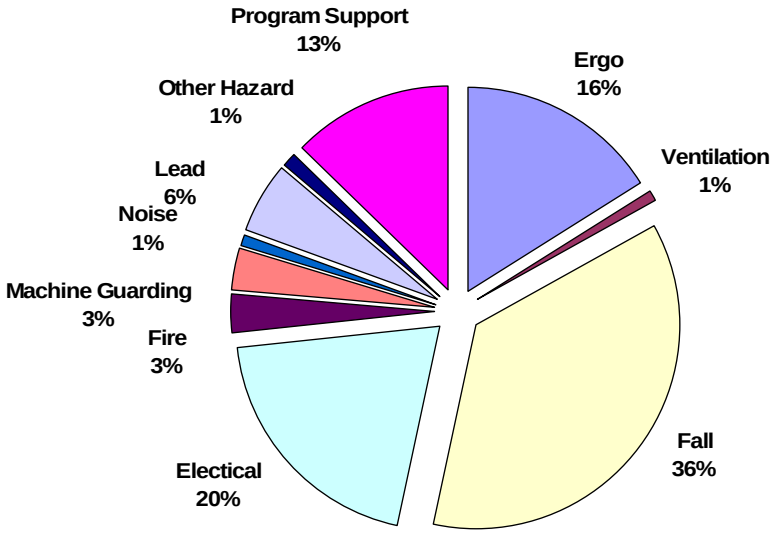
In FY08, the Navy continued to make great progress in expanding the traditional scope of the MP/HAP to address electrical issues. Approximately $9.26 million was obligated and implemented into the system by NAVFACENGCOM to fund FY08 MP/HAP projects. Approximately 42 HA projects were approved and awarded during FY08. The majority of these HA projects fit into the categories of falls, ergonomics, industrial ventilation, electrical and emergency egress. Examples of FY08 HA projects are listed at the end of this attachment.

Pie Chart 1 illustrates the cost percentages for the breakdown of FY08 MPHA Program projects.

CONSTRUCTION PROJECTS FY08

Ergo	**$ 1,486,116.00**
Ventilation	**$ 80,000.00**
Fall	**$ 3,361,063.00**
Electical	**$ 1,836,913.00**
Fire	**$ 292,560.00**
Machine Guarding	**$ 300,000.00**
Noise	**$ 73,000.00**
Lead	**$ 532,556.00**
Other Hazard	**$ 87,000.00**
Program Support	**$ 1,186,116.00**
	$ 9,235,324.00

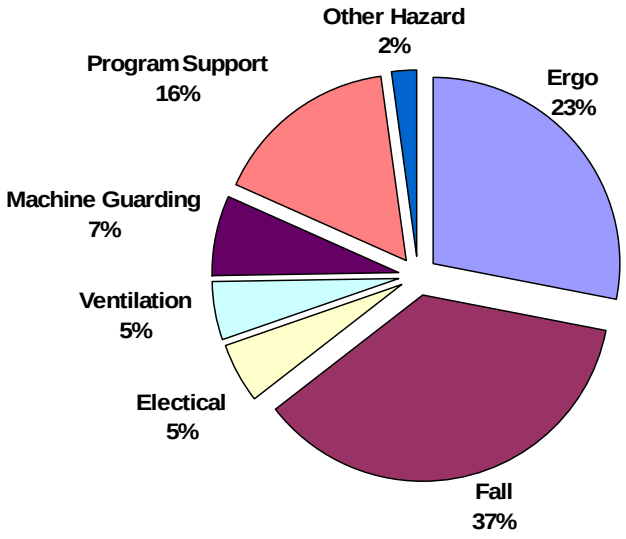
FY08 HAZARD BREAKDOWN FOR DESIGN AND CONSTRUCTION



Pie Chart 2 illustrates the cost percentages breakdown of the FY09 proposed projects for the MPHA Program by hazard category for both design and construction. The budget for FY09 is $9.3 Million.

PROPOSED PROJECTS FOR FY09 EXECUTION

DESIGN AND CONSTRUCTION PROJECTS FY09	
Ergo	**$ 2,395,897.00**
Fall	**$ 3,097,500.00**
Electical	**$ 445,000.00**
Ventilation	**$ 436,388.00**
Machine Guarding	**$ 600,000.00**
Program Support	**$ 1,360,000.00**
Other Hazard	**$ 195,000.00**
	$ 8,529,785.00



Navy MPHA Program Highlights for FY08

Navy Ergonomics Training - Naval Facilities Engineering Command Southwest (NAVFAC SW) in conjunction with the Naval Safety and Environmental Training Center offers the Navy Ergonomics Program Course (A-493-0085) to 40 students five to seven times a year at various sites across the U.S. and abroad. Since 2000, the course has been conducted by two Certified Professional Ergonomists (CPEs) employed by General Dynamics Information Technology (GDIT).

The course is a hands-on, practical approach to ergonomics with extensive class exercises and case studies of Navy and Marine Corps work environments. Upon completion, students have a firm understanding of the ergonomics principles affecting their work environment. The course content includes information on work-related musculoskeletal disorders (WMSDs); workstation and task design; ergonomics policy; establishing an ergonomics program; computer and industrial workstation set-up and evaluation; and utilization of the Ergonomics Survey Tools from the Navy Safety and Occupational Health (SOH) Program Manual, OPNAVINST 5100.23 Series. Participants conduct an ergonomics assessment in the field at a work activity, analyze the data, and present their findings.

The Navy recognizes the importance of early prevention of WMSDs by including in the SOH Program Manual a requirement that all employees attend general ergonomics awareness training and all safety professionals attend the Ergonomics Program Course. Graduates of the Ergonomics Program Course are qualified to instruct general ergonomics awareness training posted on the NAVFAC web site (www.navfac.navy.mil/safety).

In addition to the above courses, the CPEs present Ergonomics Awareness Seminars at the Navy Safety Professional Development Conference (PDC) every year. These sessions present the basic definitions of ergonomics hazards and the necessity and mechanisms for establishing a successful ergonomics program.

The presentation was given at the 2008 PDC held in the Norfolk area in March and is planned for the March 2009 PDC in San Diego.

On August 11th and October 27th, 2008 four-hour ergonomics training sessions, prepared and conducted by Dr. Lee Ostrom, were held at Norfolk Naval Ship Yard, Norfolk, VA. The first session related how the principles of ergonomics could be combined with the concept of lean engineering to not only optimize a work place, but to reduce the potential for injuries and illnesses. Approximately 100 engineers and technicians attended this session. The session on October 27th was primarily related to industrial ergonomics and was attended by approximately 75 technicians and some engineers. Both sessions were well received.

During FY08, full 40-hour courses were taught to students at Naval Air Station (NAS) Whidbey Island, WA, NAS North Island, CA, Marine Corps Logistics Base Barstow, CA, Naval Station (NAVSTA) Norfolk, VA, and Camp Lejuene, NC. The FY 09 schedule has been coordinated between NAVFAC SW and the Naval Safety and Environmental Training Center and will include seven sessions in the U.S. and abroad.

Electrical Safety Task Action Team (ES TAT) – Through the MPHA Program, NAVFAC SW has investigated and successfully resolved over a dozen electrical safety tasks at Navy shore sites in the U.S. and has provided recommendations for resolutions at several others. The ES TAT will be established in FY 09 to:

1. Draft a stand alone chapter for the next revision of OPNAVINST 5100.23 Series, Navy Safety and Occupation Health (SOH) Program Manual, that defines and establishes a Navy-wide Electrical Safety Program;
2. Prepare an Electrical Safety Awareness training course which covers the basics of electrical safety, inspection methodology, Occupational Safety & Health Administration//National Fire Protection Association (NFPA)/National Elelctrical Code (NEC) rules and provides electrical safety inspection checklists for shore site safety and facility managers;
3. Assist the respective Navy System Commands in updating applicable electrical safety manuals, instructions, guidelines, and handbooks to ensure compliance with current electrical safety codes.

Navy Electrical Program - NAVFAC SW electrical specialists continue to investigate and resolve electrical safety hazards at shore facilities across the U.S. In FY08, electrical hazards that exposed personnel to risk of shock or worse were completed at the Fleet Readiness Centers (FRC) at both NAVSTA Norfolk, VA and NAS Oceana, VA. NAVFAC SW is also continuing hangar and flight line electrical surveys and providing recommendations for hazard resolutions related to the introduction of the MH-60R/S Seahawk helicopter in Navy shore sites in the U.S. and abroad; all U.S. sites have been surveyed with the overseas sites scheduled for FY09.

Navy Fall Protection Program

The Navy Fall Protection Subject Matter Expert (SME) provides fall protection program and technical support to all Navy commands and represents the Navy on the American National Standards Institute (ANSI) Z359 Standards Committees for developing fall protection standards as part of the National Fall Protection Code and serving as the Vice Chairman for the main Z359 Committee. The National Fall Protection Code became effective in November 2007. Several other standards are presently being developed by the ANSI Z359 Committee. In FY08 the SME continued to provide fall protection expertise and deliver various fall protection training, Navy-wide and to other DoD agencies. The SME also served as the Chair for the Fall Protection Task Action Team (FP TAT) which is under the auspices of the Operational Safety and Health Working Group as part of the Navy Operations Safety Support Committee.

The FP TAT also continued to address fall protection initiatives by providing parameters, tools and intervention strategies to reduce fall mishaps within the Navy Ashore and Afloat Commands.

Examples of Mishap Prevention and Hazard Abatement Projects for FY 08

Electrical

Resolution of Electrical Safety Hazards at Fleet Readiness Center (FRC) Naval Station (NAVSTA) Norfolk, VA

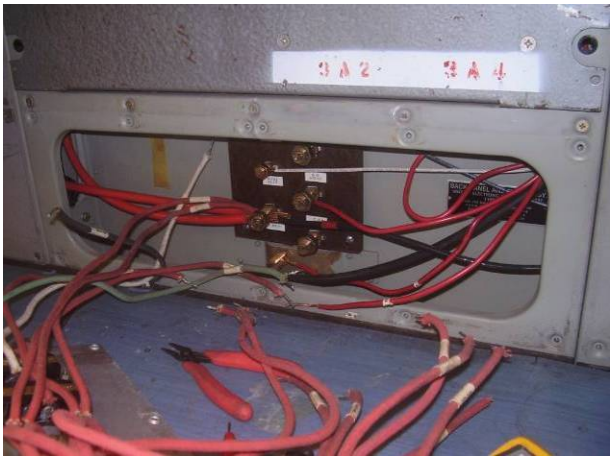
As a follow-up to a power systems survey in the NAVSTA Norfolk, VA FRC (Building SP-300), NAVFAC SW MPHA Team electrical and power quality specialists performed an inspection of various FRC work centers. This inspection was accomplished to verify and obtain details of the safety hazards and discrepancies previously identified, enable the Team to clearly define a Statement of Work (SOW) and to determine the funding required for corrective action.

The inspection revalidated the hazards from the previous survey dealing with improper wiring and grounding measures and incorrect labeling/circuit identification, all of which could put both personnel and sensitive electronic equipment at risk.

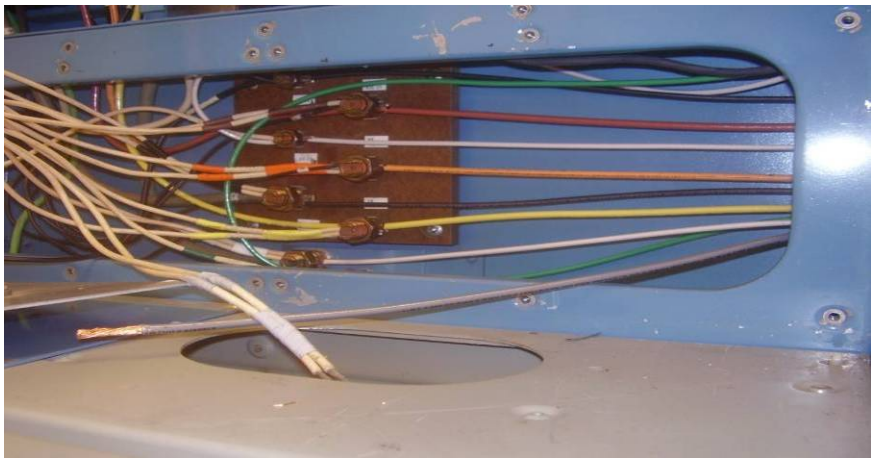
These deficiencies presented clear personnel safety hazards and violated SPAWARINST 5100.9D (Navy Shore Electronics Safety Precautions) and NAVAIR 01-1A-512 (Design Guide For Avionics Shop Power Distribution). Discrepancies and hazards noted included:

- Internal bench wiring not properly color-coded
- Ground loops that allowed current flow through equipment housings
- Approximately 222 workbench sections and 126 Power Output Panels improperly wired
- 60 Hz Ground Fault Circuit Interrupter (GFCI) protection missing from all electronic workbenches
- Circuit breakers improperly sized for total amperage carried
- Safety straps missing from all workbenches
- Loose ground fittings
- 400 Hz frequency inverter not properly bonded to building steel

In early April 2008, as a result of a competitive bid process, a fixed priced contract was awarded to a local Norfolk contractor to provide qualified personnel and materials to correct the electrical safety hazards identified in the SOW. A pre-implementation meeting was held at the FRC in mid-May attended by representatives from the NAVFAC SW MPHA Team, the local contractor, all involved FRC shops and safety and security departments to work out security, safety, and access requirements prior to the start of the work. Corrective actions commenced one week later under the continuous oversight of the NAVFAC SW MPHA Team. The entire repair process was successfully completed in under five weeks, without any major disruptions to FRC operations or maintenance activities, and successfully eliminated all the hazards identified, thereby increasing the safety environment for both personnel and equipment. The bulk of the repair work centered on rewiring over 220 workbenches to conform to NEC, SPAWAR and NAVAIR requirements.

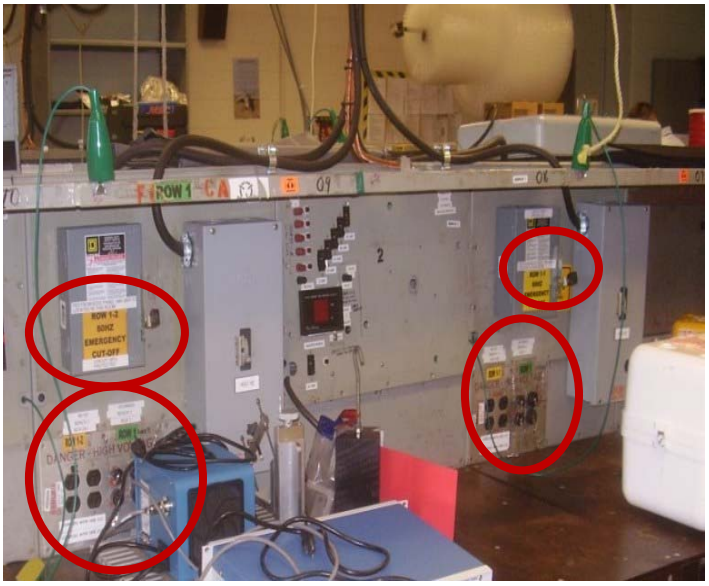


The correct wire size and color, per NAVAIR instructions, was installed in the PS1-A power supplies and benches and neutral circuits were isolated from ground circuits.

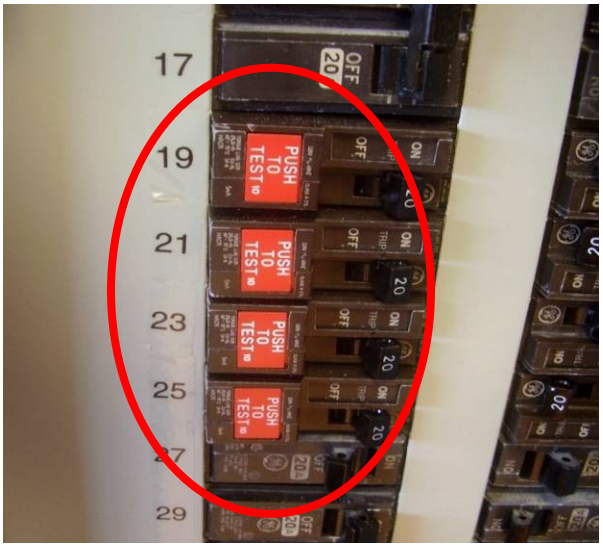


Green ground wires and clips, used for equipment grounding, were installed on every four feet of workbench.

Labels were installed to identify circuit locations and designations.



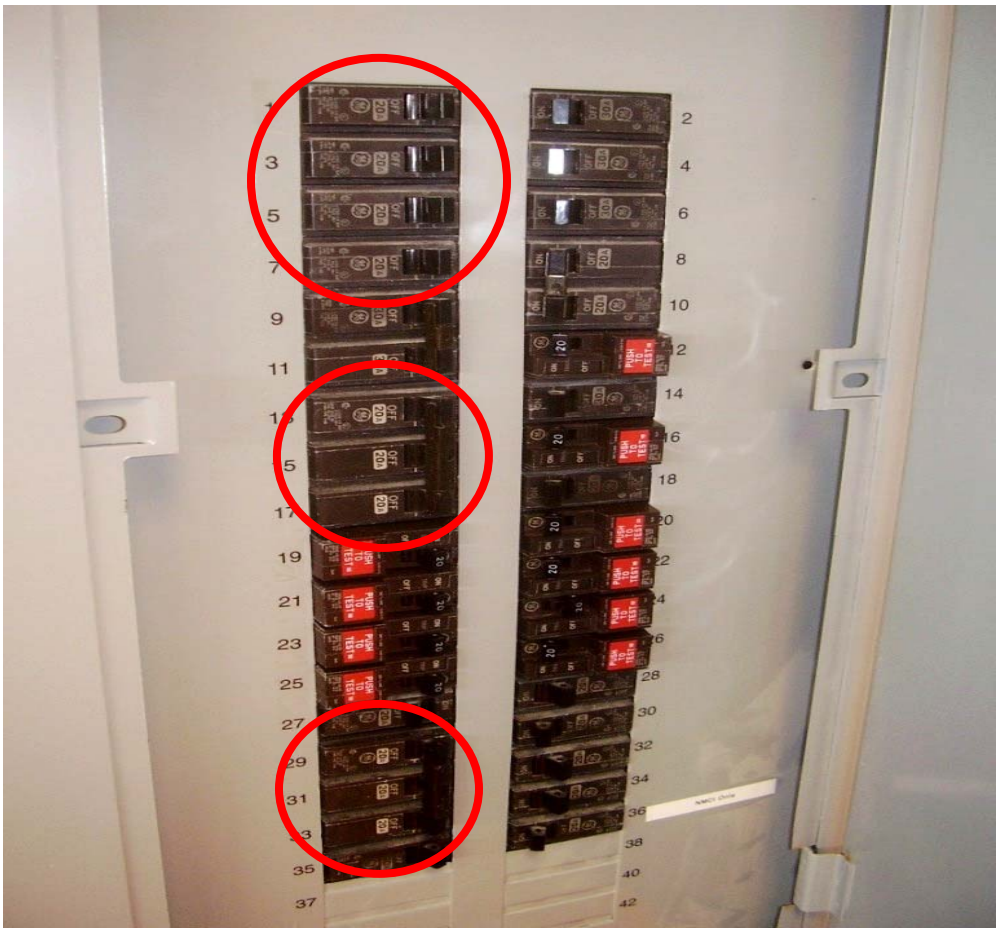
GFCI protection was installed on all 60 Hz circuits, per NEC, using two basic methods.



On simple circuits - GFCI Circuit Breakers were installed to provide shock/fault protection.

On complex circuits - GFCI Outlets were installed at the bench location to provide shock/fault protection.

Some Circuit Breakers were improperly oversized for the circuit wiring they were connected to causing a real potential for circuit overheating and fires along with providing a false sense of protection for the connected equipment.



All oversized 30 Amp breakers were replaced with proper 20 Amp breakers.

Resolution of Electrical Safety Hazards at Fleet Readiness Center (FRC) Naval Air Station, Oceana, VA

In August of 2007, as a follow-up to a survey of the FRC Building 513 power systems, NAVFAC SW MPHA Team electrical and power quality specialists conducted an inspection of the numerous work centers located within the FRC. Prior to the initial survey, the base had just started a major upgrade of the FRC building and work centers. The 2007 inspection was conducted to determine what recommendations from the earlier survey had been correctly implemented during the upgrade; document the remaining safety hazards and discrepancies, enable the Team to prepare a detailed Statement of Work (SOW), and determine the funding required for corrective actions needed to bring the electrical systems into compliance with current electrical safety codes.

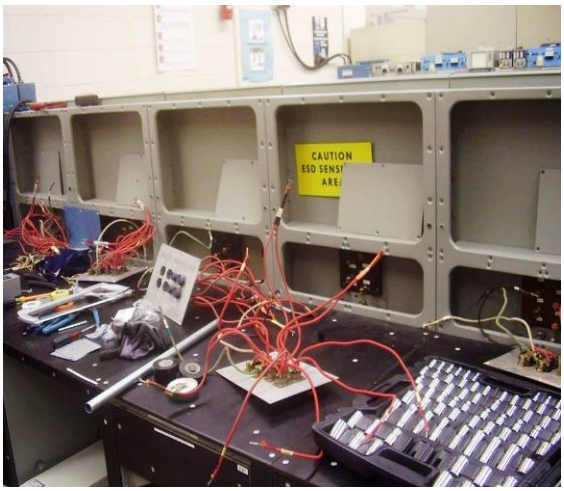
The inspection revalidated most of the hazards previously identified dealing with improper wiring and grounding measures as well as errors in labeling/circuit identification, all of which put both personnel and sensitive electronic equipment at risk. These OSHA/NFPA/NEC deficiencies presented clear personnel safety hazards and were also violations of SPAWARINST 5100.9D (Navy Shore Electronics Safety Precautions) and NAVAIR 01-1A-512 (Design Guide for Avionics Shop Power Distribution). Among the discrepancies and hazards noted were:

- Internal bench wiring not properly color-coded
- Ground loops which allowed current flow through equipment housings
- Approximately 111 workbench sections, 74 Power Output Panels and 22 PS-1A + 28V Power Supplies improperly wired

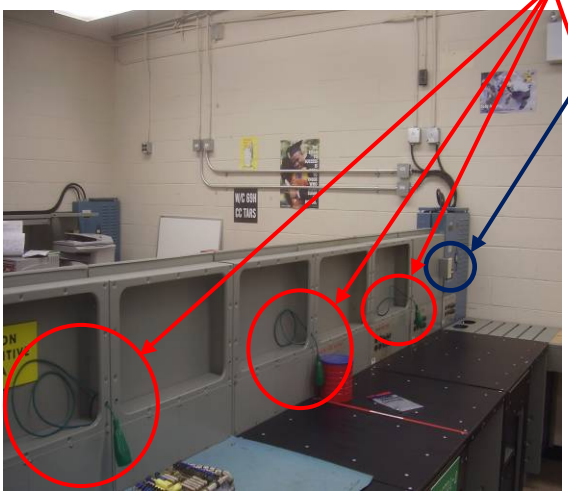
- 60 Hz Ground Fault Circuit Interrupter (GFCI) protection missing from all electronic workbenches
- Circuit breakers misidentified
- Improperly sized circuit breaker protection
- Lack of local disconnect means
- Safety straps missing from workbenches
- Loose ground fittings

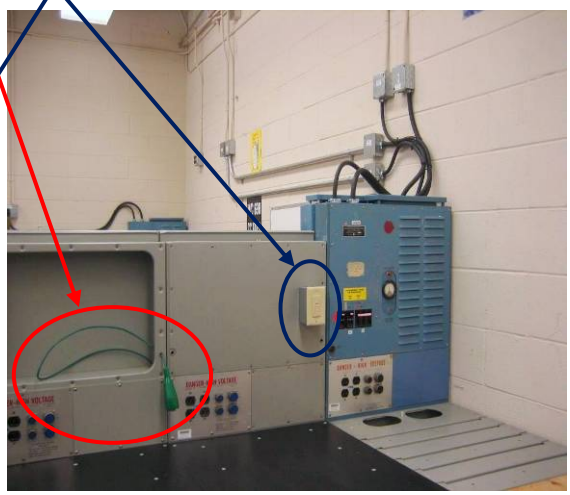
In April 2008, as a result of an open competitive bid process, NAVFAC SW awarded a firm fixed priced contract to a local Oceana firm to provide qualified personnel and code compliant materials to correct the electrical safety hazards identified. A pre-implementation meeting was held in mid-May with representatives from NAVFAC SW, the selected contractor, all involved avionics shops, safety and security codes to coordinate security, safety, and access requirements prior to the start of the work.

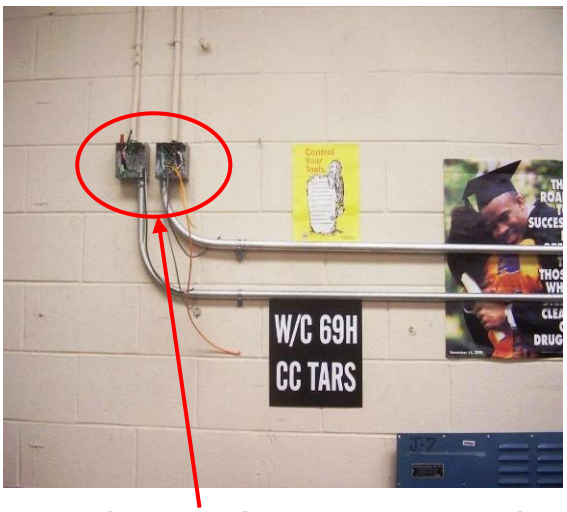
Two weeks later implementation efforts were initiated, with continuous oversight by a member of the NAVFAC SW MPHA Team. All hazard resolutions were fully and successfully implemented in 11 weeks with no major disruptions to FRC operations or maintenance activities. The most intensive efforts were centered on rewiring over 100 workbenches to conform to NFPA/NEC, Space and Warfare Command (SPAWAR) and Naval Air Systems Command (NAVAIR) requirements.

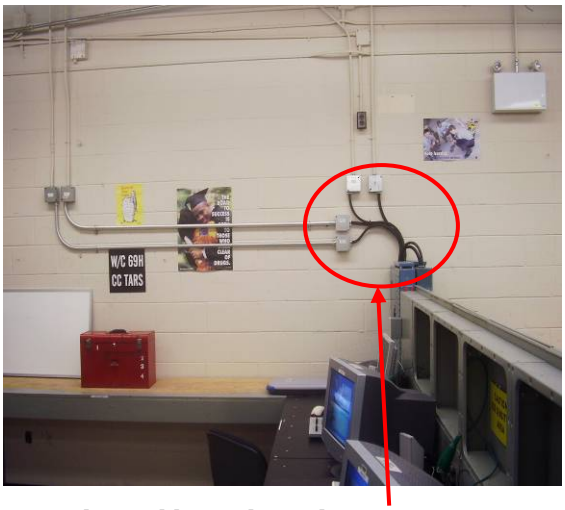


Workbench wiring was gutted and benches were rewired to meet NAVAIR/SPAWAR/NEC requirements including ground safety straps, GFCI protection and correct color coding.

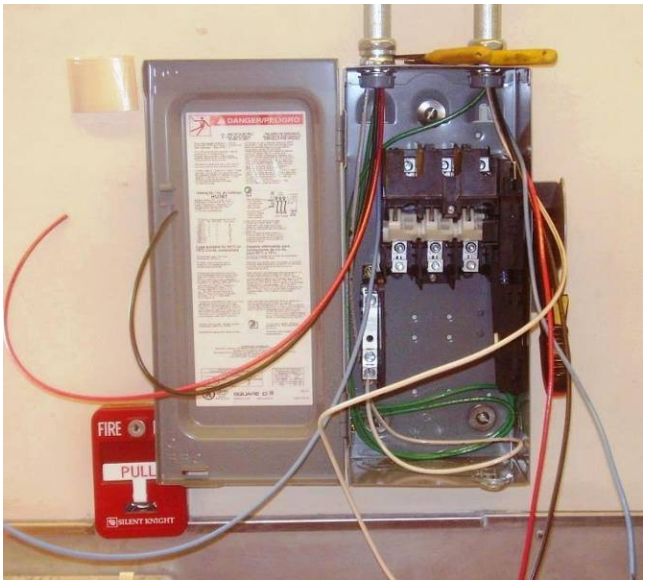








Unused 400Hz and 60Hz circuits were utilized to introduce additional supply circuits going to the benches in order to comply with the maximum outlet per circuit requirements outlined in the NEC.



Local disconnects were installed to meet necessary safety requirements.

In the Fleet Readiness Center (FRC), Room 905, work centers 62A/B & 69C/F, an Emergency OFF paddle switch with associated wiring was installed to trip OFF relays controlling power panels “T” (400Hz) and “R” (60Hz) in case of emergency.

In FRC Room 512, work center 640, dedicated 400Hz and 60Hz panels were installed to correct several issues including providing a local disconnect means, correcting wire size and colors, isolating the neutrals between the 400Hz and 60Hz circuits, providing necessary grounding and providing a safe circuit distribution system to replace the old custom aluminum raceways that contain inherent safety issues that could cause shock injuries to personnel.

The successful correction of the electrical safety hazards translates to a significant increase in the safety environment of both personnel and equipment. NAVFAC SW will continue to monitor work center maintenance factors and ready-for-issue statistics to determine the rate of return-on-investment previously estimated to be $1.2M per year for a typical work center.

Ergonomics

Fort Kamehameha, Pearl Harbor, HI

Built in 1970, the wastewater treatment plant at Fort Kamehameha ("Ft Kam", Pearl Harbor, HI) processes 6-million gal/day of wastewater produced by a military and civilian population of more than 50,000. The treatment process begins as screens remove material from the raw wastewater and discharge them into a compactor. Raw wastewater is then pumped to primary clarifiers for separation of more solid matter. During clarification, skimmers collect scum from the surface and bottom of the clarifier. Next, aeration tanks provide oxygenation to support waste-devouring bacteria. Secondary clarifiers then remove most remaining suspended solids. Finally, the wastewater flows through effluent filters to remove remaining particulate, through an ultraviolet disinfection system to kill any residual bacteria, and the clean wastewater is discharged into the ocean.

Collected sludge sits in digester tanks for over 30 days, where "good" bacteria break down (digest) the material thereby reducing its volume and odor. The sludge is then dewatered and discarded. Treatment plant employees are responsible for a wide range of labor intensive activities, including maintaining the tanks, pumps, conveyors, blowers, filters, wells, pool and drying beds.

The plant engineer was particularly concerned with the ergonomics hazards associated with employees lifting the stop gages during pool isolation and cleaning settling pond filters. The plant engineer coordinated efforts with Navy Ergonomics Subject Matter Experts (SMEs) for the submission and execution of an MPHA project to eliminate the hazards.

Photos 1 - 6 show the stop gates which are positioned 6” below the deck, measure 96" x 30" and weigh approximately 120 pounds. The six gates for each pool are lifted, cleaned, and lowered at least twice a year. A biomechanical modeling program found that 81% of the male and 45% of the female populations had insufficient hip strength to perform the task repeatedly without injury or spinal compression in excess of the National Institute for Occupational Safety & Health (NIOSH) action limit.

Two overhead handling units, similar to a gantry crane, were fabricated to lift the stop gates above the deck with one gantry positioned at each end of the waste pools. The overhead units virtually eliminate handling of the heavy gates and the associated hazards (Photos 8 – 9).

Downward facing stainless steel weir gates were installed at the surface level of three of the waste pools. Opening the gates will allow skimming the scum/debris off the surface before the pool is drained (Photo 7) and will reduce the quantity and time associated with hand shoveling the scum/debris off the bottom once dried. The improvement did not eliminate the repetitive shoveling or handling of heavy loads but has reduced the duration and severity of the exposure. Return on investment (ROI) potential is not yet fully realized due to the recent completion of the project although it is expected that the two gantries will have eliminated the risk of injury. According to Bureau of Labor Statistics data from 2003, the average cost of a cumulative trauma injury is $15,757. If one injury is adverted, the ROI could be realized in 141 days. In addition, it is anticipated that the weir gates will reduce handling and processing time by 50%.


Photos 1 & 2: Two people are required to lift gate into place and lower it on to the frame guides.


Photos 3 & 4: Removal requires a reach below deck and lift up on handles. Gate position presents difficultly in obtaining the proper body position to lift.


Photos 5 & 6: Level lifting is required to avoid gate from binding in frame guide. Shorter workers have difficulty lifting the gate above the decking.

Photo 7: Scum/debris floating on surface of pool.

Photos 8 & 9 Gantry type lifts for isolation gates.

Ergonomics Resolutions at Naval Base Kitsap (NBK), Bangor WA

The safety specialist at NBK Bangor submitted an MPHA project after reviewing and validating the risk factors found with the paper sorting process within the recycle facility.

Recyclable paper was transported to the facility and dumped onto the floor. Two to three times a week, depending on the volume of material, two workers sorted the paper. The task exposed workers to direct compression on their lower extremities from sitting or kneeling on the floor; awkward postures associated with reaching, bending and twisting in combination with a high repetition rate.

The project was validated by the Navy SMEs at NAVFAC. NAVFAC manages the MPHA program and provides no-cost technical ergonomics support to all Navy activities. The Ergonomists assisted NBK Bangor with the project execution. The recycle center staff worked in conjunction with the safety professional at NBK Bangor to design a custom system that would eliminate the risk factors associated with the sorting task.

Paper is now dumped directly onto the table and moved towards the workers. The workers are able to easily and efficiently sort the paper at elbow height which eliminates reaching and twisting. The custom sorting system not only eliminated the risk factors but increased productivity by eliminating the transportation of sorted paper and reducing wasteful motions. Paper is sorted faster with fewer errors. The system has been well received and is being well used by the recycle center staff.

Old recycle center paper sorting process exposed workers to a high rate of bending and twisting.

Recycle centers' new sorting system eliminates awkward postures, compression, twisting, and bending.

Southwest Regional Maintenance Center, CA Reduces Risk of Work-Related Injuries

Southwest Regional Maintenance Center (SWRMC) received a formal site visit in support of MPHA project 799AS and their on-going initiative to reduce work-related injuries and illnesses in the accommodation ladder and watertight fitting repair facility. Two Certified Professional Ergonomists (CPEs) visited the site and discussed options with SWRMC personnel to formalize solutions that would eliminate or reduce ergonomics stressors in their work areas.

Building 3418 is used for maintenance and repair of the accommodation ladders and watertight fittings (scuttles, hatches, doors) for San Diego's home ported ships. No true standard exists for the accommodation ladders and, therefore they are of varying configuration and size. Because ladders and fittings can only be serviced when a ship is in port, the service interval varies based on the length of the ship's mission.

Two personnel are typically involved in the ladder dismantling process, and a complete overhaul can last up to two weeks during which the ladders are completely dismantled, sandblasted, tested and repaired. Bolts holding the components together (hand rails, treads, platforms) corrode in the shipboard salt air environment and are extremely difficult to remove. Personnel use a hammer and chisel or an impact hammer to extract the bolts, which exposes them to high hand forces, impact and vibration while working in awkward postures.

Corrosion on accommodation ladder.

Typical height of accommodation ladder on saw-horses.

To help ensure a more successful project and achieve an effective resolution, the CPEs solicited inputs from shop personnel. This input regarding their years of experiences working with all aspects of ladder repair were used as a baseline for further discussions. During the initial site visit, personnel discussed placing the accommodation ladders on saw-horses to perform maintenance work and repairs. This arrangement was inherently unstable and had the potential to allow the ladder to tip over or fall off the work stands resulting in possible injury to personnel in the area. Additionally, the 2,000 pound ladder assembly had to be manually flipped over to allow personnel to work on the bottom or sides. Welding tasks are best performed in the horizontal position, but using this configuration, welders were required to stand on top of the ladders during repair or weld in awkward body positions (shoulders elevated, elbows abducted). The ergonomics team discussed a fixture to hold and articulate the ladder during the repair process.

The initiation of the hazard abatement project, the support of management, and the initial discussions with the ergonomics team motivated SWRMC personnel to fabricate a prototype articulating fixture for the repair process. The design will be improved upon, formalized and engineered into a final product as part of the MPHA project.

SWRMC personnel also fabricated a pin pusher (modified c-clamp) for removing the corroded hinge pins on the watertight fittings. Another facet of the MPHA project is using the prototype concept to engineer a mechanical device that uses principles of a lever to multiply the mechanical advantage of the user for removing pins and pushing on the water tight fittings and bolts on the accommodation ladders.

SWRMC personnel fabricated an articulating fixture for the accommodation ladder repair process.

Watertight fitting attachment point where the pins are difficult to remove.

Watertight fitting hinge pin

Watertight fitting

SWRMC personnel are currently working with the ergonomics team to finalize the designs which will be used to eliminate or reduce the ergonomics hazards within the accommodation ladder and watertight fitting repair facility. Once finalized and tested, the new equipment will be exported to Navy sites that perform similar activities.

Fall Protection

Global Fall Abatement Resolutions for Fixed and Rotary Wing Aircraft

. NAVFAC SW MPHA Program funds the investigation of a wide variety of fall hazards and subsequent development and implementation of resolutions to these hazards at Navy shore sites in the U.S. and abroad. As Navy sites report fall issues associated with aircraft maintenance, funding is identified and applied to the appropriate HA item and the resolution is provided to the sites. A major area of interest centers on fall abatement resolutions for fixed and rotary wing aircraft.

Navy aircraft squadrons consisting of fixed wing (C-2, C-9, C-20, C-37, C-40, C-130, P-3/EP-3, E-2C, EA-6B, F/A-18, and F-105) and rotary wing (H-53 and H-60 variants) have reported issues with maintenance at height on their respective aircraft. Personnel are required to maintain various aircraft external structural/mechanical components or internal electrical/electronic equipment while at heights over four feet. When maintenance is performed within hangars, using a combination of horizontal lifelines (HLLs) and self-retracting lifelines (SRLs) is a viable option. The restriction is that the aircraft must be “parked” at specific locations so that the HLLs/SRLs can be accessed.

Serious risk of falling arises when the HLL/SRL combination is not feasible or when maintenance must be performed outside of the hangars or on the flight line. For these cases, alternate fall abatement resolutions must be provided. NAVFAC SW has been successful in introducing a number of OSHA compliant Commercial-Off-The-Shelf items that resolve the majority of fall abatement issues on both types of aircraft.

For NAS Key West, FL, four stands, or Mobile Horizontal Rail Systems (see photos below), and American National Standards Institute (ANSI) certified full-body harnesses for each stand were delivered and assembled. Training was provided to personnel on the proper use of the harnesses as well as maintenance of the stands. The stands, one large, one medium, and two small (the difference being the overall height of the stand and maximum working height), will be used to protect personnel from potential falls from F-18 and F-105 fighters and H-60 helicopters.

Mobile Horizontal Rail Systems were delivered to NAS Key West for fall protection when maintaining fighter planes and helicopters.

Naval Air Facility (NAF) Washington, D.C. was provided with one large and one medium Mobile Access Platform (see photos below), again with harnesses, to allow maintenance access for C-20s and C-37s. This also included assembly and training.

Stands used at NAF Washington, D.C . allow maintenance access for C-20s and C-37s

NAF Washington was also provided with three 2-pad vacuum based fall abatement systems and storage carts for maintenance on their C-130s and C-37s with one more system scheduled for delivery in FY 09. Systems were provided to NAS JRB New Orleans, LA, two 2-pad systems with carts for their C-130s; NAS Brunswick, ME, four 2-pad systems with carts for their C-130s; and NAS JRB Willow Grove, PA, four 2-pad systems with carts for their C-9 and C-130 aircraft.

Although funding was not available in 2008 for helicopter stands, several are on the schedule for FY 09. In order to expedite funding, procurement, delivery, and training for aircraft fall abatement resolutions, NAVFAC SW has established three “Global” fall abatement items in the HA database; one for the wrap-around helicopter stands; another for the vacuum based anchor systems; and a final entry for the mobile platforms/horizontal rail systems.

Fall Hazard Abatement at Naval Computer and Telecommunication Station (NCTS), Cutler, ME

The primary mission of NCTS Cutler is to provide a very low frequency (VLF) broadcast link between high level command authority ashore and U.S. and NATO ships, planes, and submarines operating at sea in areas of broadcast coverage. A previous study by Cutler safety personnel reported significant fall hazards - situations in which maintenance personnel would be in danger of sustaining injuries by falling while working on or operating equipment - in both the North and South Helix Houses. The NAVFAC SW MPHA Team was tasked to evaluate the fall hazards and to develop, design, and implement "best value" resolutions to the validated hazards.

The May 2003 U.S. Navy Fall-Protection Guide For Ashore Facilities (and the primary reference for OPNAVINST 5100.23G, Chapter 13, Fall Protection Program), states ". . . the standard fall protection height for federal employees (military and civil service) on US Navy Ashore Facilities is 4 feet as per 29 CFR 1910, Subpart D." The guide goes on to say ". . . fall protection must be provided each employee on any elevated surface ABOVE 4 FEET including working from ladders – where there is a possibility of a fall to a lower level, onto dangerous equipment, or environment or onto impalement hazards."

NCTS Cutler broadcasts VLF radio signals through two very large circular antenna arrays, each with a diameter of about one mile and supported by approximately twenty 980 foot towers. Radio signals generated in the transmitter are tuned and frequency matched to the antennas by the elements in the Helix Houses, located at the center of each array. Because of the strong electromagnetic (EM) field generated within the Helix Houses, they must be shut down before personnel are allowed to enter. During the initial survey, the Team was told that the North and South Helix House (the one evaluated) configurations are practically identical.

Each house is 80 feet high and laid out like a "Y." At the base of the "Y" is a room containing the electrical equipment that creates the radio signal, which is then conducted to two of the six panels of the antenna array. From the two rooms at the ends of the arms, also 80 feet high, the signal is conducted to the remaining four panels of the antenna array. All walls, ceilings and floors of the Helix Houses are lined with grounded shielding material. An additional room at the base of the "Y" houses the Saturable Reactor.

Helix house

The intense EM field generated within a Helix House during operation also places material restrictions on any fall abatement resolutions introduced within range of the EM field. Because the supporting fixtures within the Helix House must not interfere with the broadcast signal, the primary construction material for both structures and fasteners is laminated wood. Designers also had to consider that any material of a permanently implemented resolution that could either conduct or re-radiate an EM signal could degrade the facility's operability capability.

Within each Helix House are a variety of structures, each with their own unique fall hazards. The laminated wood structures are held together with threaded wooden bolts and nuts, and are in many cases over 40 years old. A good number of fasteners are at heights up to 40 feet and require inspection by hand on an annual basis to determine their integrity. The only possible anchorage points available to the maintenance crew were the wooden members of the structure they were climbing and inspecting, and it was doubtful whether they would be strong enough to resist the forces produced by a fall.

At several locations in each Helix House, maintenance is required at ceiling level, which is 80 feet high. In these locations, scaffolding was built from the ground up, which took several hours, and guy-wired to local plumbing. Once the work was completed, the scaffolding was dismantled and removed from the Helix House. The wooden structures, as well as the insulators along the ceiling of the Helix Houses, require frequent dusting to keep the entire structure electrically insulated.

The MPHA Team provided fabrication design drawings for the final recommended resolutions to the facility and SPAWAR Subject Matter Experts (SMEs) for review and comment. Agreement was reached on the designs, and all materials were fabricated and shipped to the site. As a result of subsequent meetings with SPAWAR SMEs, a few items were redesigned and fabricated from non-conducting materials (fiberglass).

The photos below show a sampling of the types of improvements that were made to the Helix Houses to resolve fall hazards. The MPHA Team worked closely with facility personnel and the implementation contractor and facility to schedule all work during a brief operational stand-down. Work commenced on 09 September and completed on 01 October 2008, a week earlier than originally planned. At the conclusion of the implementation, SPAWAR SMEs conducted full power (110%) tests and have indicated in their final report that the installed fall abatement resolutions did not interfere with the operation of the Helix House. Facility maintenance personnel were also complementary in their assessment of the resolutions and stated that their maintenance procedures would be greatly simplified and the time spent on maintenance significantly reduced.

Horn gap access platform

Deicing switch access ladder and platform

Ladder and rail on elevated gallery

Large trap door (closed) with safety rail

ATTACHMENT E – SAFETY SUCCESS STORIES

The *1,001 Safety Success Stories* web pages were developed and posted on the public domain portion of the Naval Safety Center website, http://www.safetycenter.navy.mil/success/default.htm to communicate the Navy's commitment to the safety and quality-of-life of our personnel. The purpose of the Success Stories is to inform Sailors, their families, Navy civilians, and the general public about what the Navy is doing to protect the military and civilian work force from workplace fatalities, life-threatening injuries and illnesses, and crippling disabilities. By providing real examples at Navy field activities, the stories widely disseminate valuable lessons-learned, innovative technologies, and successful programs and initiatives.

The examples of SOH successes reported in the Safety Success Stories also demonstrate the value added by safety and best business practices, and how such initiatives result in productivity gains and cost savings. An additional feature of the Success Stories web pages is the ***Safety Stories Cost/Time Savings Chart*** (see sample from chart on page 5 below), which highlights in table form the challenges, improvements, and cost, time and labor savings of selected stories. The *Safety Stories Cost/Time Savings Chart* helps the Navy to build the "business case for safety." A conservative estimate is that for every dollar invested in safety, the return is between three and ten dollars.

An easy guide to the Success Stories is the Executive Summary, which contains a synopsis of each story and a link to the full story http://www.safetycenter.navy.mil/success/summaries.htm. An excerpt from the Success Stories Executive Summary containing the FY08 stories is shown on page E-5 below.

In FY08, five new stories were posted to the *Safety Success Stories* web pages. The stories focused on OSH areas of concern, such as ergonomics, fall protection, traffic safety, and the Navy installations that have achieved *Star* status in OSHA's Voluntary Protection Program. Summaries of two stories are provided as examples:

Standardized Fall Protection Equipment Improves Safety on Navy Vessels - Many tasks onboard Navy surface ships and submarines involve accessing areas that can't be reached from the deck or from built-in work platforms. Working in these areas can be hazardous because of the risk of falling to a deck, pier, or into the water. A fall of just a few feet could result in serious injury, even death. For this reason, Navy policies and procedures require the use of full body safety harnesses and safety lanyards when working from heights.

For 40 years, the Navy used a parachute-type safety harness and safety lanyard for shipboard applications where fall protection is required.

For 40 years, the Navy used a parachute-type safety harness and safety lanyard for shipboard applications where fall protection was required. Over the years, the Department of Defense (DoD) and industry standards to which these components were originally designed were either cancelled without replacement by the DoD or withdrawn by the American National Standards Institute (ANSI). The manufacture of the parachute-type safety harness and braking lanyard originally specified by MIL-H-24460 for use aboard Navy vessels

was no longer controlled by recognized procurement standards or by nationally recognized industry standards. Consequently, the parachute-type safety harnesses and braking lanyards entering the supply system to be used by Sailors began to deviate from the original established requirements. These harnesses and lanyards had not been evaluated for the specific submarine and shipboard processes where fall protection was necessary.

The naval shipyards were among the first Navy commands to implement state-of-the-art fall protection equipment. In an effort to reduce confusion and eliminate retraining, the naval shipyards began standardizing equipment used in the shipyard environment. Today, the Navy's shipyards have switched to the use of a *crossover style* safety harness almost exclusively. More than twelve thousand naval shipyard workers have been trained on and employ the *crossover-style* safety harnesses to control fall hazards during ship repair and dismantlement.

The Naval Sea Systems Command (NAVSEA) also recognized the benefits of standardizing fall protection equipment onboard Navy vessels. In 2003, NAVSEA initiated an effort to identify a suitable standardized replacement for the shipboard parachute harnesses and braking lanyards. Standardization was necessary to simplify the supply system, reduce the need for retraining as Sailors transfer commands, and eliminate safety risks from equipment unsuited for specialized needs aboard ships and submarines. Drawing upon expertise gained at the naval shipyards, NAVSEA joined forces with members of the Navy's Fall Protection Task Action Team and Naval Safety Center personnel to identify a suitable replacement harness and lanyard. After extensive review, two manufacturers' crossover-style safety harnesses and twin-leg safety lanyards were selected for evaluation aboard surface ships and submarines.

U.S. Naval Academy midshipmen relax on USS Constitution's main fighting top nearly 70 feet above the spar deck. About 50 midshipmen visited "Old Ironsides" for a morning of mast climbing, while wearing crossover-style safety harnesses and twin-leg safety lanyards.

Surface ship and submarine evaluations of the fall protection harnesses and lanyards were conducted using an established Navy process. The technical expertise for the evaluations and shipboard training were provided by NAVSEA. The evaluations were conducted aboard ten ships. The evaluation results confirmed that crossover-style safety harnesses and twin-leg safety lanyards utilized by the naval shipyards are suitable for surface ship use and meet standards of the American National Standards Institute (ANSI).

The crossover-style safety harness eliminates the need for a horizontal chest strap to hold the shoulder straps in place. This design also eliminates the need for an integral waist belt required by the old parachute-type safety harness. It allows greater freedom of motion and provides a greater level of protection in the event of an arrested free fall. Side D-rings are provided for use in fall restraint and for the Spin-Around Lanyard used on decks of submarines.

The safety lanyard chosen for evaluation and approved for use by surface vessels is the twin-leg safety lanyard with tie-back (below right). The lanyard consists of two six-foot lanyard legs

attached to a decelerating device (shock absorber). Advantages of the lanyard are that it allows the user to move from one area to another while remaining connected at all times, supporting a "tie-off at all times" policy and it has adjustable tie-back D-rings that allow the user to pass the lanyard around an object and connect back to the D-ring without concern of "forced roll-out."

While the crossover-style safety harnesses were judged suitable for submarine use, the twin-leg safety lanyards were not. The twin-legged lanyard is not suitable for submariners since the lanyard creates additional hazards when used on the bridge. NAVSEA is currently developing a safety lanyard meeting ANSI Z359.1 that can be utilized on the deck with a Spin-Around Feature and function in the sail without the Spin-Around feature.

Identifying the harnesses and lanyards that meet shipboard needs is just a small part of the Navy's overall fall protection effort. The Navy's focus is not only to ensure we remain current on state-of-the-art fall protection systems and meet standards for this equipment, but to continually improve the total fall protection program. To best continue this approach, the Navy's designated Fall Protection Engineer is a member of the ANSI Committee on Standards for Fall Protection and a member of the International Society of Fall Protection. Significant changes were issued with the ANSI Z359 standards in 2007. The ANSI Committee widened its scope beyond fall arrest equipment by developing standards that address managed fall protection programs, work positioning and work restraint systems, and the rescue aspect of protecting personnel exposed to fall hazards in both the Navy and the nation's industrial workplaces.

For more than forty years, the Navy's equipment and procedures to protect personnel working aloft and over the side were static, without significant improvements. Through a joint effort by the naval shipyards, NAVSEA, Chief of Naval Operations Fall Protection Advisory Council, the Naval Safety Center and industry experts, Navy surface ships and submarines now have standardized fall protection equipment and a recognized set of specifications controlling their manufacture. The industry and the Navy will continue working to develop program and technical improvements that protect our most valued resource - our people - from the hazards associated with falls, both afloat and ashore.

LED Crosswalk Signs Enhance Traffic Safety at Naval Station Mayport - Naval Station (NS) Mayport, Florida is the third largest Naval Facility in the continental United States. Vehicular traffic at NS Mayport is very busy, especially on weekday mornings. Added to the mix of vehicles are pedestrians who need to cross the busy thoroughfares. The potential exists for drivers not to see pedestrians when they attempt to cross the street, especially where there are no designated crosswalks or poorly marked crosswalks.

SERMC crosswalk at NS Mayport had been a dangerous area for pedestrians.

The crosswalk leading to Southeast Regional Maintenance Center (SERMC) had long been a dangerous area for pedestrians. Most crosswalks on the base are situated at intersections with stop signs or street lights, which are safer for walkers. The SERMC crosswalk is in the middle of Massey

Avenue, one of the busiest streets at Mayport. In the past, many SERMC military and civilian personnel experienced near mishaps with vehicles at this crosswalk.

A campaign was coordinated through Base Safety to make the crosswalk safer. Research efforts to find a resolution led to the *BlinkerSign*™ - a solar/battery-powered flashing LED traffic sign. The BlinkerSign™ is a top-of-the-line warning sign that meets all safety requirements of the Department of Transportation. The sign has yellow ultra-bright LEDs that blink up to 60 times per minute and remain on at all times. The BlinkerSign's ™ LEDs are each equipped with a light enhancing magnifying lens that increases the sign's visibility range up to twenty times, dramatically impacting drivers. A BlinkerSign™ was purchased by the Mayport Public Works Department and installed at the Massey Avenue intersection by the NS Mayport repair and maintenance contractor.

Pedestrian crossing sign and its flashing LED lights are clearly visible to approaching vehicles

The BlinkerSign™ installed at the SERMC crosswalk will make a huge impact for the pedestrians there. NAS Jacksonville installed a BlinkerSign™ similar to the SERMC sign, and an assessment of the affected intersection at NAS JAX showed the BlinkerSign™ reduced traffic accidents by 100 percent in the first ten months following its installation.

An article about the new sign was placed in the base's newspaper, and the electronic marquee at the front gate flashes reminders about pedestrian safety on a regular basis. In addition, NS Mayport has emphasized the importance of Operational Risk Management (ORM) for pedestrians. Said Mayport Assistant Traffic Safety Coordinator John Sifuentes, "Pedestrians have to remember to wait for the cars to allow them to cross. They can't just walk into the intersection and expect the drivers to slow down and stop every time. Some drivers don't pay attention. It's all about using Operational Risk Management to assess the situation and handle it appropriately."

Prior to installation of the new sign, Base Safety received regular complaints about safety issues from personnel who had to cross Massey Road and there were several near misses evidenced by skid marks in the crosswalk area. With the installation of the BlinkerSign™, SERMC employees have been impressed with the change at the crosswalk.

NS Mayport has already obtained funding for and installed a second set of lights on the busiest roadway on base. An enhancement consisting of additional lights is planned for a third BlinkerSign™, which will be installed in front of the command building. The additional solar-powered, in-pavement LED lights will be embedded on the white lines of the crosswalk and will blink for 21 seconds as pedestrians pass two sensing bollards.

SAMPLE SAFETY SUCCESS STORIES COST/TIME SAVINGS CHART
FY 2008

ACTIVITY	CHALLENGE	IMPROVEMENT	COST SAVINGS	TIME/LABOR SAVINGS
ACU-4 Little Creek, VA	Prolonged awkward postures, extended reaches overhead. 	Design of height-adjustable, rotating mobile propeller fixture for transporting LCAC propellers and working on them in the Propeller Shop.	Reduced risk of WMSDs of the neck, back, arms, and shoulders with resulting workers' compensation costs.	Return on investment of 223 days based on improvements in productivity and the statistical probability of avoidance of at least one work-related injury or WMSD.

EXECUTIVE SUMMARY FOR FY 2008 SAFETY SUCCESS STORIES

[Note: If reading an electronic file of this report, click on title to view the entire story]

Standardized Fall Protection Equipment Improves Safety on Navy Vessels - For more than forty years, the Navy's equipment and procedures to protect personnel working aloft and over the side were static, without significant improvements. Through a joint effort by the naval shipyards, NAVSEA, Chief of Naval Operations Fall Protection Task Action Team, the Naval Safety Center and industry experts, Navy surface ships and submarines now have standardized fall protection equipment and a recognized set of specifications controlling their manufacture.

MCLB Barstow First Marine Corps Voluntary Protection Programs Star Command - MCLB Barstow is the first Marine Corps installation to commit to the Occupational Safety and Health Administration's Voluntary Protection Programs (OSHA VPP). During a 10 July 2008 ceremony, MCLB Barstow received the OSHA VPP Star designation, highest status in the VPP. The base's proven track record in occupational safety and health programs is demonstrated by the fact that MCLB Barstow has met and exceeded the Secretary of Defense's 75% mishap reduction goals. Since the baseline year of 2002, MCLB Barstow reduced its lost time mishap rates by 88% and reduced its 2003 lost production day rates by 78%. This story contains specific examples of how MCLB Barstow took action to attain VPP Star status as well as valuable resources on the OSHA VPP Program, the application process, and how to qualify for membership.

Naval Submarine Base Kings Bay Awarded Voluntary Protection Program Star Status - In April 2007, NSB Kings Bay received the Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP) Star designation. A determinant in NSB Kings Bay's achievement was the fact that their injury and illness Total Case Incident Rate was 58% below the 2002 Bureau of Labor Statistics (BLS) industry average. The command's three-year Days Away From Work, Restricted Work Activity, or Transferred (DART) was 34% s below the BLS 2002 average. Another vital factor in attaining Star status was employee involvement. This story contains specific examples of how NSB Kings Bay took action to attain VPP Star status as well as valuable resources on the OSHA VPP Program, the application process, and how to qualify for membership.

LED Crosswalk Signs Enhance Traffic Safety at Naval Station Mayport - A crosswalk in the middle of a very busy street was poorly visible to oncoming vehicular traffic, putting pedestrians at risk for mishaps. NS Mayport's Traffic Safety Coordinator worked with Base Safety and others

to abate this traffic safety hazard. A BlinkerSign™ - a solar/battery-powered LED warning sign - was installed at the crosswalk. The BlinkerSignT has been so successful that NS Mayport obtained funding for and installed a second set of lights at another busy crosswalk. Plans for installment of a third BlinkerSignT with enhanced features are underway.

Fleet Readiness Center (FRC) East Uses Lazy Susan Design to Prevent Work Related Musculoskeletal Disorders - Many of the maintenance and repair tasks performed on aircraft engines at Fleet Readiness Center (FRC) East involve repetitive motions, forceful exertions, and working in awkward postures for long periods. During a site visit to FRC East, an ergonomist on staff with the Navy's Ergonomics Program identified ergonomics risk factors in FRC East workshops. Workshop artisans, shop supervisors, shop engineers, and the FRC East industrial ergonomist worked together to come up with a unique solution to minimize or eliminate risk factors for work related musculoskeletal disorders in FRC East workshops. The result was a variety of Lazy Susan designs specifically formulated to fit individual tasks performed in FRC workshops.

FY 2008 U.S. Marine Corps Annual Occupational Safety and Health Report to the Secretary of Labor

Name of Department/Agency: United States Marine Corps
Address: Commandant of the Marine Corps (SD), 3000 Marine Corps Pentagon, Washington DC 20350-3000
Number of federal civilian Marines this report covers: 16,664

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EXECUTIVE SUMMARY

The overall goals of the Marine Corps Occupational Safety and Health (OSH) program are to prevent occupational injury and illness; reduce the severity of mishaps; preserve material resources; and improve operational readiness. The OSH program applies to U.S. Marine Corps installations and units worldwide and our military and civilian employees at those locations.

The population covered in this report is comprised of active duty military and civilians employed both in the United States and abroad. This population includes 200,000 Marines and 16,664 appropriated-fund civilian employees at training bases, air stations, and logistic bases within the United States, and deployed at field locations across the globe. Missions are widely diverse, ranging from offices, schools, hands-on training in high-risk occupations, deployments to contingency operations, and general industrial operations. Mishap statistics contained herein include only civilian personnel.

The Marines and civilian Marines maintained their sharp spear as well as their human and material resources in Fiscal Year 2008. The injury and illness rates and the federal workers compensation program costs reflected overall downward trends.

The leadership of the U.S. Marine Corps strongly supports the safety and occupational health of its Warrior and civilian Marines with both resources and professional staffs in garrison and field operations. The U.S. Marine Corps trained 46 tactical safety specialists at the U.S. Army Combat Readiness Center's Career Program Twelve (CP-12) course. The USMC Executive Safety Board (ESB) has approved a phased increase of safety professionals during the next three years.

Injury and illness recordkeeping continues to improve. A web-based program developed by the Naval Safety Center (NAVSAFECEN) called the Web Enabled Safety System (WESS) is used by the Marine Corps for injury and illness recordkeeping. WESS is Part 1960 compliant and continues to evolve. NAVSAFECEN is the repository of all Marine Corps mishap information and is the only command authorized to release such information.

Marine Corps Logistics Base, Barstow CA, became the first Marine Corps installation to achieve Voluntary Protection Programs STAR recognition. Additionally, the Marine Corps had six other commands working toward OSHA recognition in FY 08 and two more slated to begin the journey in FY 09.

Local Marine Corps command involvement with Field Federal Safety and Health Councils continues. Employee support initiatives included sponsorship of several OSH professional development courses. Section III of this report provides specific information.

Key FY 2009 initiatives focus on revising our safety strategic plan; assessing implementation of our Core Safety Services; improving the safety culture to reduce motorcycle mishap losses; improving data quality and completing actions to hire an additional 498 safety specialists and supporting staff for the Marine Corps operating forces.

Statistics

- **Injury and Illness Trends -** New injury and illness cases, as reported by the U.S. Department of Labor, Office of Workers Compensation (OWCP), have increased by 5.4 percent, above FY 2007 statistics. The total case rate (TCR) was 4.37 and the lost time case rate (LTCR) was 3.14 as compared to 4.34 and 3.14 percent respectively in FY 07. The workers' compensation total chargeback cost increased by 3.3 percent to $22.5 million; however, the 2008 continuation of pay (COP) cost decreased 17.2 percent and the chargeback for the current chargeback year cases decreased 11.1 percent. There was a 6.9 percent decrease in lost workdays, as well as an 18 percent decrease in the lost work day rate, due to injuries and illnesses. The USMC also experienced a 14.5 percent reduction in the lost workday rate (LWDR).

- **Fatalities and Catastrophic Accidents** - None reported.

- **Emergency Response and Disaster Recovery Operations**

  - In September 2008, FEMA identified MCLB Albany as a National Logistics Support Area for rapid response to the threat from Hurricane Ike, which had hit parts of the Caribbean Sea, including Cuba, with Category 4 winds and rain. FEMA positioned telephone and satellite links at MCLB Albany, along with trucks loaded with Meals Ready to Eat and bottled water.
  - Emergency response mishaps are entered into WESS and involved civilian personnel file the CA-1.
  - WESS currently does not specifically code "emergency response" mishaps.

OSH Initiatives

Safety, Health, and Return-to-Employment (SHARE) Presidential Initiative — The Marine Corps increased its civilian workforce by 4.75% in FY 2008 and struggled with SHARE goals, as follows:

- Increased total injury and illness case rate by seven-tenths of a percent.
- Increased lost time injury and illness case rate by 1.2 percent.
- Increased timely reporting of injuries and illnesses by 6.1 percent.
- Reduced lost workday rate 14.5 percent.

Motor Vehicle/Seat Belt Safety - In FY 2008, the Marine Corps had only eight civilian Marine motor vehicle accidents with zero civilian fatalities. We attribute this to aggressive seatbelt use and no cell phone use campaigns, including strong enforcement and ticketing. These items are a routine part of daily safety briefings, safety stand-downs and targeted enforcement.

Employee Support

- Numerous installations and major commands participate in regional Field Federal Safety and Health Councils such as MARFORCOM, MCIWEST, MCIEAST etc.

- All installations publish a comprehensive annual training program for their respective organizations and tenant activities. This training covers the full spectrum of OSH programs, such as electrical, HAZCOM, lock out tag out, PPE etc . However, a strong emphasis is put on supervisor training, operational risk management, and other programs targeted at reducing key trends.

- All identified emergency responders receive required training, such as bloodborne pathogens, EMT, CPR, radiation safety, and emergency vehicle operator training. Training records are reviewed during the annual inspection process by the local safety offices.

DETAILED REPORT

I. Statistics

A. Injury and Illness Statistics

a. **Injury and illness rates:**

	FY 2007	FY 2008	Change
Number of Federal Civilian Employees, including full-time, part-time, seasonal, intermittent workers	15,906	16,664	+4.75 %
Number of Federal Civilian Employees that Perform Emergency Response and Disaster Recovery Operation, including full-time, part-time, seasonal, intermittent workers	N/A	N/A	N/A
Number of Supervised Contractors that Perform Emergency Response and Disaster Recovery Operations	None	None	N/A
Number of Volunteers that Perform Emergency Response and Disaster Recovery Operations	None	None	N/A
Total Cases Injury/Illness (number of injury/illness cases—no lost-time, first aid, lost-time and fatalities)	690	728	+5.4%
a. Total Injury/Illness Cases Related to Emergency Response and Disaster Recovery Operations	None Known	None Known	N/A
Total Case Rate (rate of all injury/illness cases per 100 employees)	4.34	4.37	+.7%
Lost Time Cases (number of cases that involved days away from work)	493	522	+5.9%
a. Lost Time Cases Related to Emergency Response and Disaster Recovery Operations (Number of cases that involved days away from work)	N/A	N/A	
Lost Time Case Rate (rate of only the injury/illness cases with days away from work per 100 employees)	3.1	3.14	+1.2%
Lost Work Days (number of days away from work)	6023	5611	-6.9%
a. Lost Work Days Related to Emergency Response and Disaster Recovery Operations	N/A	N/A	
Lost Work Day Rate (per 100 employees)	36.59	30.07	-18%

Source: http://www.osha.gov/dep/fap/index.html and http://www.safetycenter.navy.mil

b. **Emergency Reponse and Disaster Recovery Operations**

Currently, the Marine Corps uses military and DoD civilian personnel for disaster recovery operations, though most emergency response organizations maintain support

agreements with local civilian agencies. Marine Corps emergency responders, in the terms of law enforcement, ambulance drivers, EMT, and fire department personnel, have their mishap data recorded into WESS and if civilian, reported to DOL, via the CA-1 and CA-2 forms.

c. **Facilities with high injury and illness rates** are identified by the Defense Manpower Data Center Personnel Safety Metrics web site, https://www.dmdc.osd.mil/ltwi/owa/ltwi. Command leadership, supervisors, and employees are joined by safety, occupational health, industrial hygiene, and FECA professionals on FECA Councils to return injured employees to productive positions as soon as practical after an injury. Marine Corps leadership took decisive actions this year in several cases to engage the local commands in better management of local FECA programs. Intensive case management resulted in lowering the number of personnel on compensation rolls and a strong return to work program.

B. Fatalities and Catastrophic Incidents

Fatalities/ Catastrophic Events	Cause—FY 2008
None	

Fatality and Catastrophic Accident Investigations - None.

C. Office of Workers' Compensation Programs Costs

	CBY* 2007	CBY* 2008	Change
Total Chargeback	$21,771,146	$22,490,846	+ 3.3 %
Total Continuation of Pay (COP)	$443,140	$366,965	- 17.2 %
Total Chargeback + COP	$22,214,286	$22,857,811	+ 2.9 %
Chargeback for Cases that occurred in the CBY	$1,057,636	$940,442	- 11.1 %**

*** Charge Back Year (CBY)**

**** Reflects new cases for CBY illustrating the reduction of injuries and associated compensation costs.**

Over 80% of the total chargeback compensates workers for injuries that occurred prior to 2008, some as far back as 1992. Old cases continue to have a significant impact on the Lost Workday Rate. Increased emphasis on case management is the key to that success. Commander involvement in case management through their FECA councils is resulting in large reductions in open cases. For example, MCRD Parris Island removed five old cases from their rolls this year which will dramatically reduce their overall CBY expenses in the near term.

The Marine Corps published the MCO 12810.1, Federal Employers Compensation Act Program, in January 2008. This order requires FECA councils for all installations, as well as the use of FECA fraud investigators in each major region.

D. Significant Trends and Major Causes or Sources of Lost Time Disabilities

a. Tracking accidents

FY 2008 Major Trends		Description
Nature (i.e. sprains, contusions, etc.)	**% of Total**	
Sprains, strains, or tears	34	Back; neck; shoulder; knee; ankle; wrist
Contusions or bruising	23	Head; chest; shoulder
Lacerations	4	Finger; hand
Other	13	Miscellaneous
Fractures	16	Striking against, impacts
Head injuries or concussions	10	Striking against, impacts
Cause of Injury (i.e., slips, handling tools, etc.)	**% of Total**	
Slips, trips or falls	63	Wet surfaces; slopes
Lifting or bending	12	Pulling; lifting; running; moving boxes; handling weights
Handling equipment or tools	1	Improper use
Other	18	Miscellaneous
Contact with object	6	Inattentiveness

b. Controlling Trends

A clear majority of injuries experienced by Marine Corps personnel were the result of slips, trips and falls. Corps-wide awareness of items that may cause slips, trips, and falls began with encouraging the use of Unsafe/Unhealthful Working Condition Reports and increased supervisory inspections of workspaces, including parking lots and other outdoor walking surfaces. Emphasis on trend analysis is a key element of the Marine Corps' Command Safety Assessment (CSA) process to ensure that all installations and commands are focusing their efforts on key trends relevant to their installation and command.

Marine Corps Installations (MCI) WEST

MCI West installations are using a combination of awareness campaigns (sports injuries, POV safety, etc) and safety training (OSH/OSHA, hand tool & PPE use, risk management/ORM, hazard communication/mitigation, etc.) to make employees and leaders aware of risks. Employees are trained to perform organizational and individual risk management of hazards and hazardous activities.

A review of injuries and illness rates performed at Marine Corps Base Barstow to determine if activities inside or outside facilities contributed to higher rates was inconclusive. The study indicated indoor injuries were only slightly more likely. Both maintenance centers, Albany and Barstow, have large footprints with numerous facilities where depot level maintenance is performed. Injuries and illnesses are generally spread without a pattern throughout the depot, with numbers outside the crane way/main production/assembly line slightly higher. Lower rates inside the crane way could be attributed to a larger safety awareness presence e.g. posters, signs,

banners etc. and numbers and presence of management and visitors. Of note, Maintenance Center Albany reported that most minor injuries occur within the paint and body shop. Most minor cuts and abrasions are associated with prepping vehicles for painting.

Marine Corps Bases (MCB) Japan

MCB Camp S. D. Butler Installation Safety Office tracks trends closely throughout its workforce. Training programs are developed to address specific mishap trends and prevention/mitigation measures including supervisory training and web-based training support tools. Risk management/mishap awareness is further disseminated throughout the community using local print, radio, and television media as well as formal presentations during semi-annual Back in the Saddle and Critical Days of Summer operational pause/safety stand downs.

Marine Corps Air Station (MCAS) Iwakuni Safety Center continues to lower its lost workdays by actively working closely with the multi-cultural workforce and using ORM and Job Safety Analyses to further reduce and mitigate mishaps.

MCAS Futenma uses Operational Risk Management training to emphasize hazard awareness principles and risk reduction in both operational and recreational activities. Program areas within the Station are integrated at the small unit/activity utilizing unit collateral duty safety representatives. Weekly safety bulletins are published throughout the command to address specific safety topics to include off duty, recreational activities.

Combined Arms Training Center (CATC) Camp Fuji provides for increased awareness through close supervision during sports activities to mitigate specific trends in this area. Training is also provided that includes supervisor's safety, ORM and operational specific training. Daily and holiday safety briefs are provided by section Officer-In-Charges, company commanders, and the commanding officers.

MCB Hawaii

Developed trend charts by organization to identify and target areas of concern.

Using "Reports of Unsafe/Unhealthful Workplaces," urged all hands to report hazardous walking and working surfaces, particularly those in parking lots, sidewalks and building entranceways.

MCRC

Marine Corps Recruiting Command has hired a Command Safety Officer to develop and administer a safety and occupational health program within the command. The Safety Officer is developing the command safety policy and providing education and training to each district safety representative on every aspect of safety. The Regional Commands have also instituted regional safety councils (VTC) with the recruiting districts within their region and MCRC headquarters also participates.

Due to the recruiting mission of MCRC, motor vehicle mishap reduction is the command's primary mishap reduction goal. Mishap trends are briefed monthly to the chain of the command and discussed routinely at the regional safety councils.

E. Contract Workers and Volunteers

The Marine Corps Logistics Command employed almost 800 contractors performing a wide range of work, including administrative, information technology, anti-terrorism, maintenance and repair of military vehicles and equipment, etc.

Marine Corps Special Operations Command reported 114 contract workers and 30 volunteers.

Marine Corps System Command reported 355 contractors.

Marine Forces Reserve Command reported 23 contractors.

Marine Corps Combat Development Command reported 151 volunteers.

In all cases above, mishap recording and reporting was completed by the contract employer, with information on injuries provided to the Marine Corps safety offices by the contractor safety offices.

II. OSH Initiatives—SHARE, Motor Vehicle and Seat Belt Safety, Recordkeeping, Workplace Violence, and Establishments

A. **SHARE**—Safety, Health, and Return-to-Employment Initiative

a. <u>SHARE Analysis</u> - The United States Marine Corps met Department of Labor SHARE goals, per http://www.dol.gov/esa/owcp/dfec/share/getxls.asp?id=0120

1. Did not meet the goal of 3% reduction of total injury and illness case rates – **.**7% increase.

2. Did not meet the goal of 3% reduction of lost time injury and illness case rates – 1.2% increase.

3. Exceeded the timely filing of injury and illness claims increase by 5% per year – 6.1% increase.

4. Exceeded the 1% rate of reduction goal for workdays lost via injuries or illnesses – 14.5% reduction.

b. <u>SHARE Programs/Initiatives</u> - The Marine Corps has launched several initiatives in support of SHARE, including meeting the DOD mishap reduction goal of 75 percent by FY 2012. Seven commands are in various stages of the OSHA VPP process, with two more joining the effort in 2009. The Naval Safety Center also provides specialized safety surveys to field

commands upon request. The Marine Corps Center for Lessons Learned (http://www.mccll.usmc.mil) maintains a website containing information compiled from mishaps, including those in combat zones, which may be used to improve safety programs and procedures. In addition, senior commands have begun inspecting the programs of subordinate commands, ensuring full implementation of the Marine Corps safety program. Further, tactical safety specialists have deployed to Iraq to reduce operational mishaps in theater. The publication of MCO 12810.1, FECA program and the advent of online filing were key in improving the case management process, standing up FECA councils, and timeliness of reporting. Increased command emphasis at all levels has brought sharp focus to the FECA program, return to work, and case management.

B. Motor Vehicle / Seat Belt Safety

	FY 2007	FY 2008	Change
Number of motor vehicle accidents experienced by employees	7	8	
Number of accidents resulting in personal injury	7	8	
OWCP costs of accidents	**N/A**	**N/A**	**N/A**
Vehicle repair costs due to accidents	********	********	********
Amount of liability claims against the agency due to accidents	0	0	0

N/A Not Available
****** Not reported**

a. Number of motor vehicle accidents experienced by employees in FY 2008.

Eight occupational motor vehicle accidents were experienced by Marine Corps employees in 2008, vice seven in 2007.

b. Mechanisms in place to track the percentage of seat belt usage by employees.

Seat belt use is mandatory for all personnel on and off base in both government and privately owned and operated vehicles.

The requirement to use seat belts before the car is put into motion is part of check-out sheet for all government-owned vehicle operators. Further, a reminder plaque is placed on dashboard of all government vehicles.

Base Provost Marshal Offices, Motor Transportation Office Roadmasters, and the safety offices conduct bi-weekly seat belt checks on installations. Citations are issued and adjudicated by the local traffic court. Additionally, some installations/commands provide offenders' names to the local commander for additional administrative action.

c. Efforts taken to improve motor vehicle safety and seat belt usage.

All Marine Corps installations monitor seat belt usage and reports quarterly to the Commanders' Safety Council meeting. Motor vehicle and seat belt safety training are topics included in safety awareness training. Holiday safety briefs include motor vehicle and seat belt safety training and accident driving safety tips. Additionally, hand-held cell phone use is prohibited on all Marine Corps installations and is a major focus of target law enforcement actions.

Installations conduct routine and frequent seatbelt and cell phone surveys, using a variety of personnel (law enforcement, Roadmasters, and Safety). They conduct 100-200 vehicle surveys at unannounced times and locations. The results are reported to the Commanders, discussed at the safety councils and reported to HQMC via the Warrior Preservation Status Report (WPSR), on a quarterly basis. A citation results in an automatic seven day loss of installation driving privileges.

III. Employee Support

A. OSH Training

The installation safety departments offer training and media in diverse OSH subjects, including, asbestos awareness, biological and bloodborne pathogens, confined space safety, crane safety, ergonomics, employee orientation, fall prevention, forklift operation, hazard identification and abatement, lockout/tag out, personal protective equipment including respiratory protection, eye and foot protection, operational risk management, process improvement, traffic safety, trenching and excavation safety, workplace inspections, etc. New supervisor training and annual supervisor safety training are offered continuously. Consistently, training and education is proven the most effective way to reduce mishaps in the workplace. The number of mishaps decreases proportionately to the awareness of hazard abatement concepts by workers and supervisors. All safety departments participate in health fairs, safety stand-downs, and operational pauses designed to increase risk awareness among the force. Weekly safety articles are provided electronically to key personnel throughout the Command to share with subordinates.

The USMC also uses the quarterly WPSR reporting matrix to track unit and installation compliance with key safety metrics, such as supervisor safety training, safety councils, seatbelt compliance, ORM training, percentage of workplace inspections completed, mishap statistics, and other safety officer training.

MCB Camp S. D. Butler and MCAS Iwakuni publish quarterly OSH safety training schedules that include course descriptions and requirements that are distributed to department heads, supervisors, and unit safety representatives. Additionally, training requirements are discussed at the quarterly safety council meetings, safety briefs, and other safety/staff meetings. Mandatory training requirements are monitored closely by safety program managers and scheduled as necessary. Safety offices work closely with unit safety managers in support of specialized safety training as may be required. Recent safety training provided at MCAS Iwakuni successfully contributed to a more informed supervisory work force.

Full-time OSH professionals are required to receive a minimum of eight continuing education units (or equivalent) per year. The pursuit of professional certifications is encouraged through advanced college level courses and the American Society of Safety Engineers (ASSE) in their Certificate in Safety Management and the Executive Program in Safety Management. Such training is locally funded. These accomplishments are documented in Individual Development Plans (IDP) that track training and professional development for each GS-0018, from intern thru senior management positions. Installation safety personnel have endeavored to increase their effectiveness by maintaining professional knowledge through attendance at safety informational meetings, expositions, and certification training. All Tactical Safety Specialists receive Occupational Health and Safety Technologist (OHST) certification from Eastern Kentucky University upon graduation from the U. S. Army's 15-week Career Program (CP)-12 courses. Forty-six new Tactical Safety Specialists graduated from CP-12 in FY 2008.

Marine Corps Special Operations Command Safety Department participates in multiple levels of Navy and Marine Corps Special Operations safety informational meetings and professional development training seminars, including the USMC Executive Safety Board and associated safety managers meeting.

Required OSH Training is provided for employees at Maintenance Centers on a recurring basis. Training and Education Command sponsored Ground Safety for Marines locally to complete training for leadership and top management. Supervisory training including: "Pro-Active Safety Attitudes", PPE, HAZCOM, Fire Safety, Job Safety Analysis, and Office Safety is completed. Ergonomics, Back Safety, Fire Warden, Facility Representative, and workplace safety has been provided to employees. Safety videos are available from Installation Safety Office library for individual and departmental training. Pamphlets developed for supervisors and employees on procedures to follow for managing on-the-job injuries.

Safety and Health conferences: A number of MCIWEST & Installation Safety Professionals participate in National and State level (California, Arizona) Councils and conferences (National Safety Council; VPPPA and national & regional VPPPA conferences; ASSE; Pacific Safety Council; and the Safety Council of the Louisiana Capital Area). MCIWEST and Installation Safety Professionals also participate in multiple levels of Navy/Marine Corps Safety conferences and professional development training seminars. The major commands normally host annual safety conferences with all their respective safety managers meet to discuss current trends, proactive measures, results of key initiatives and plan future actions.

Marine Forces Command uses Clarity Net to deliver self-paced training to Marines and Civilian Marines at all locations. This on-line training, customized with content to meet the specific needs of our workforce, is designed to keep Marines informed about the issues that are essential to them, their safety, and productivity. This training venue has already been successfully utilized by over 150 personnel.

Additionally, Individual Development Plans have been instituted for all OSH Specialists using the NAVEDTRA 10076A, Career Development Plan for Safety (Occupational Safety & Health) Personnel standard.

	Types of Training Provided in FY2008	Number Trained
Top management officials	Operational Risk Management	49
	Supervisor Safety Training	15
	Slip, Trip and Fall Prevention	10
	Executive Staff	84
	OSHA 10 hr General Industry Outreach &/or Refresher Training	19
	Commander's Safety Council/Meetings Training	41
	VPP Programs	12
	Traffic Safety	10
	Substance Abuse	61
	HRO: New Empl Ort. Safety Awareness	40
Supervisors	Supervisor Safety/VPP training	575
	Mishap reporting and unsafe conditions (hazard recognition)	117
	Asbestos & Lead awareness training	69
	OSHA 10 hr General Industry Outreach	72
	Supervisor HAZCOM & Safety Training or Refresher Training	249
	Commander's Safety Council/Meetings Training	36
	Traffic Safety	6
	Substance Abuse	76
	Bloodborne Pathogens	91
	Hearing Conservation	9
	Supervisor Safety Awareness Training	134
	Operational Risk Management	212
	Slip, Trip and Fall Prevention	156
	Ergonomics	45
	HRO: New Empl Ort. Safety Awarenes	5
	Staff Level Briefings/Meetings	250
	HAZCOM	92
	Intro to industrial hygiene for safety professionals	10
	Machinery and machine guarding standards	8
Safety and health specialists and inspectors	Management principles for safety professionals	3
	Electrical standards	4
	Construction Safety Standards	1

	Transportation of Radioactive materials	1
	Confined Space	13
	Blueprint reading	2
	Laser	2
	Forklift	8
	Radiation	12
	Crane	2
	VPP Assessor	2
	Defensive Driving Instructor	2
	GSM	7
	Explosives	72
	PPE	10
	OSHA 10 and 30 hr	13
Collateral duty safety and health personnel and committee members	Ground Safety for Marines	313
	Fire Prevention	2
	Electrical standards	5
	HAZCOM	45
	Collateral duty safety officer mgr	115
	Quarterly safety councils/cmt	280
	Radiation safety assistant	13
	Initial refresher CDSO safety training (Civilian & Military)	42
	OSHA 10 hr general industry outreach	32
	LASER range safety officer	24
	Explosives	30

B. Field Federal Safety and Health Councils.

a. <u>Involvement</u> – Marine Corps attendance and participation is authorized by DoD Instruction 6055.1.

Safety Specialists attend quarterly, state sponsored Federal Safety and Health Council meetings. Marine Corps Systems Command attends and participates in quarterly, Marine Corps Base, Quantico Safety Council meetings, held at the host facility, MCB, Quantico.

The Marine Corps Base Hawaii Deputy Safety Director chairs the State of Hawaii Federal Safety & Health Council (Hawaii FSHC). Three (3) additional command representatives are members of the Hawaii FSHC.

Marine Corps Installations EAST and WEST involvement in the Field Federal Safety and Health Councils, as well as State Councils (North Carolina, California & Arizona) is growing. Multiple installations are involved in the Regional and National VPPPA chapters, and are in varying stages of progress toward VPP recognition. In addition, all installations are involved in the Marine Corps Safety Council system, feeding up from employee level, through installation leadership, through multiple levels of higher headquarters levels, up to the Assistant Commandant of the Marine Corps' Executive Safety Board.

b. <u>Field Council Support</u> – Chiefs of Staff and Safety Managers attend these quarterly meetings and provide data (mishap trends, OSH training, and unique hazard abatement remedies) to the council for discussion. Subordinate command involvement in field Federal safety and

health councils is encouraged by MARFORCOM. Participation with field Federal councils varies by location. Commands have implemented Joint Safety Councils, comprised of Safety, Security, Industrial Hygiene, Fire and Medical professionals, and union representatives.

C. Other Support Activities. All Marine units and installations are required to conduct two safety stand-downs each year, including a "Back in the Saddle" safety event immediately after the New Year's holiday period. These events are preplanned and promote a wide range of safety topics for all civilian and active duty Marines.

Marine Corps Systems Command encourages professional development, including continued education toward professional certifications. Marine Forces Command installations have formed councils such as the Command Safety Council and the Drive Safe Council. These forums are formal opportunities to address salient safety issues and conduct training, as required.

Marine Corps Recruiting Command is an active member of the ESB, whose purpose is to develop reduction strategies for both on and off duty mishaps, to enhance both unit and individual readiness. In order to further broaden the Command's awareness of OSH related topics, Marine Corps Recruiting Command will incorporate more regular attendance at Federal Safety and Health Council events. They are currently participating in Regional Safety Councils within their six recruiting districts.

IV. Self Evaluations

- **Evaluations** – All installations are mandated to follow all OSHA governed guidelines, standards, and regulations. As such, commands are evaluated through internal and external inspections and audits at all levels. Examples include Inspector General of the Marine Corps (IGMC) inspections; Logistics Command Radiological Controls audits/program reviews, and command level Functional Area Inspections (FAI).

- FY 08 was the first year of the USMC Command Safety Assessment Program (CSA) for the USMC. HQMC Safety Division completed seventeen CSAs, which were comprehensive four to five day onsite safety assessments for installations and higher command organizations. Deficiencies were noted and recommendations for correction were made. This process requires quarterly follow-up until complete resolution of any noted program deficiencies. The major commands are conducting similar inspections of their subordinate installations and major operational unit safety programs. This program has been a highly successful and has increased the level of awareness for local inspections, training and most importantly, the trend analysis of findings, discrepancies and mishaps for both civilians and Marines.

- Specialty program evaluations by DOD/Navy/Marine Corps proponents and program managers using higher level/regulatory checklists (Industrial Hygiene, Medical Monitoring/Surveillance programs, Radiation Safety, Explosives Safety, etc.).

- Installations conduct local safety program evaluations and complete facilities inspections annually.

V. Accomplishments

- MCB Barstow was the first USMC installation to achieve the OSHA star status in July 2008. Barstow also has two personnel recognized by OSHA as Special Government Employees (SGE), able to help other commands navigate the VPP process.

- The Marine Corps completed a detailed analysis of the use of our Tactical Safety Specialists (TSS) with operational units. Their deployment and use has helped deployed units achieve a 60% reduction in non-combat mishaps. Through this effort, we identified a new requirement for over 498 new TSS and supporting staff in operational units and installations across the Marine Corps. The ESB has approved the concept and directed the initiative to proceed. The TSS will provide comprehensive safety support, including inspections and the full complement of safety training for operational units and other organizations that are currently forced to rely on collateral duty personnel.

- The new FECA program directive is a major step in codifying the program elements, such as the requirement for FECA councils, aggressive case management, and return to work to decrease our overall FECA costs. Manpower personnel work closely with HRO and safety offices to evaluate workers compensation cases and work environments for the return-to-work program, as it relates to occupational injuries, illnesses and disabilities.

- Ergonomics programs has proven invaluable for evaluating work environments in preventing repetitive motion disabilities and for accommodating employees who have already been identified with musculoskeletal disorders. Installations are required to have ergonomics councils to conduct worksite ergonomics evaluations, provide training assist with return to work programs. For example MCB Quantico has conducted numerous ergonomic evaluations, provided training, and assisted in identifying the requirement for purchase of key ergonomic related equipment to provide safer worksites for installation personnel.

VI. Resources

- Resourcing all levels is a continuous battle against competing priorities; however, the USMC has taken the initiative to emphasize the importance of the safety offices and managers to use the USMC resourcing process to document their budgetary needs through the annual budget and POM process.

- A key element of the CSA process is determining if the chain of command has given the safety program the resources to function properly. CSAs also verify that the safety managers are submitting complete and accurate requests. This process has proven to be a major factor in obtaining monetary and human resources.

- Comprehensive trend analysis with detailed identification of concerns has proven to be a key factor in obtaining funds. This analysis affords the commanders and staff the justification for resources. This process has proven to obtain resources and prioritize deficiency correction for commands.

VII. Recognition

- Employees with superior OSH performance are rewarded via local, U.S. Marine Corps, and Department of Navy-wide recognition programs.

- Individual commands are required to have a Safety Awards program. Personnel and units are recognized for their specific contributions to the installation safety program via commemorative coins, certificates, time-off and monetary rewards.

- Additional examples include local publications the TIGER, "In the Spotlight" articles, letters of appreciation or special award from the Commander at the various Awards Ceremonies.

VIII. Goals

Current USMC Strategic Goals and Objectives

Goal 1. Foster and enhance the safety culture at all levels through leadership, mentoring and accountability.

Objective 1.1: Leadership establishes commitment through policy and actions which demonstrate safety, mishap prevention and operational risk management are a valued part of Marine Corps culture to enhance readiness.

Objective 1.1a: All levels of leadership understand and implement current policy, orders and directives that govern the safety program.

Objective 1.2: Leadership will utilize available culture workshop and climate survey tools to identify strengths and weaknesses in the organizations culture to maximize the value of mishap prevention strategies.

Objective 1.2a: CMC SD will continue to identify and train safety culture workshop facilitators.

Objective 1.2b: Develop metrics to track, measure and report organizational culture and its contribution to overall readiness.

Objective 1.3: Implement and maintain the Marine Mentoring program ("Steel Sharpens Steel").

Objective 1.4: Identify and implement specific performance criteria for evaluating individual safety performance on fitness reports and pro/con marks.

Objective 1.5: Document administrative or disciplinary actions for operational and off-duty mishaps involving negligence in order to track at-risk behavior to prevent further incident and hold Marines accountable for their behavior.

Objective 1.6: Institutionalize Operational Risk Management (ORM) as an integral decision-making tool for workplace, operational and off-duty activities.

Goal 2. Reduce Mishaps and Job Related Injuries

Objective 2.1: Identify, fund and implement mishap prevention initiatives to achieve a 75% mishap reduction (from the FY 2002 baseline) by the end of FY 2012 to comply with the Secretary of Defense's Strategic Planning Guidance.

Objective 2.2: Target all off-duty motor vehicle and recreational mishaps as key areas with the greatest losses of personnel due to mishaps.

Objective 2.3: Record and analyze mishap data in a timely manner; identify and communicate leading mishap indicators. Continually adjust training initiatives and mitigation techniques to target risk areas.

Objective 2.4: Manage military lost work time and civilian injury case management in coordination with Secretary of the Navy and Department of Defense efforts. Focus on identified areas which cause the highest lost work time and most civilian workers compensation case rates.

Objective 2.5: Target tactical vehicle mishaps as a key area of concern for operational losses that are not due to direct enemy action. Focus on training and operational risk management (ORM) as primary areas for improvement.

Objective 2.6: Reduce human error in aviation mishaps.

Goal 3. Provide the warfighter with the required resources to improve force preservation and deliver the safety message to all Marines

Objective 3.1: Leadership provides resources to perform core safety services.

Objective 3.1a. Fill all safety billets with qualified safety personnel in accordance with current Marine Corps Orders.

Objective 3.1b. Commanders will budget and fund safety billets and programs in accordance with MCO 5100.29A and MCO 5100.8.

Objective 3.2: "Professionalize" the Safety Program by increasing the number of safety professionals with higher education degrees and certifications throughout existing Marine Corps safety billets.

Objective 3.2a. Safety Division will provide guidance to support career development of technician and journeyman level for all safety professionals.

Objective 3.2b. Continue Tactical Safety Specialist program (GS-7 to 11) for civilian safety specialists.

Objective 3.2c: Support and fund professional career development for safety staff.

Objective 3.3: Develop, monitor and adjust the method to deliver safety to the operating forces from the Marine Corps Expeditionary Forces through the Marine Corps Systems Command to each Battalion/Squadron.

Goal 4: Provide required safety education and training

Objective 4.1: Standardize Organizational Safety Training

Objective 4.1a. Ensure ORM principles, Force Preservation techniques, safety awareness, individual responsibilities, and safety culture are embedded throughout the training continuum for every service member and civilian employee.

Objective 4.1b. Standardize ground and aviation safety training to meet the requirements established by the operating forces.

Objective 4.1c. Ensure documentation of safety training is maintained in personnel records of service members and civilian workforce.

Objective 4.2: Standardize Specialized Safety Training

Objective 4.2a. Establish a training curriculum for safety professionals that promotes standardization, skill progression and information sharing.