

PEARL HARBOR NAVAL SHIPYARD AND INTERMEDIATE MAINTENANCE FACILITY ACHIEVES OSHA VPP STAR STATUS

Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility (PHNSY & IMF)



plays a critical role in maintaining the readiness of the U.S. Pacific Fleet. Located about seven miles from downtown Honolulu, the shipyard enjoys a rich heritage dating back to the days of the Hawaiian monarchy. Today, PHNSY & IMF is Hawaii's regional maintenance center for the United States Navy and, in that capacity, keeps Navy ships and submarines "fit to fight"...and win. PHNSY & IMF maintenance capabilities include excellence in overhauling, repairing, converting, alteration, refurbishing, refueling, defueling, and decommissioning Navy vessels.

The command's 112 acre facility includes 114 buildings and structures and four dry docks, many categorized as historic. PHNSY & IMF carries on its proud tradition of service to the fleet, supporting some 30 ships home ported in Pearl Harbor, as well as fleet units that stop there while transiting the Pacific.



Aerial view of Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility

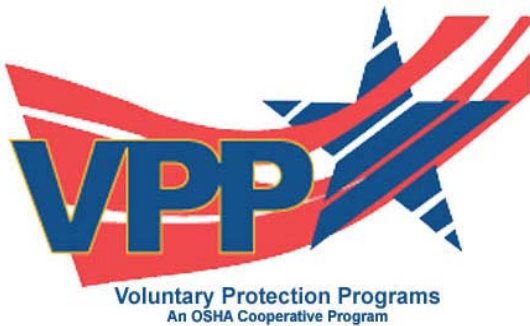
On 22 June 2007, the U. S. Department of Labor's Occupational Safety and Health Administration (OSHA) recognized the PHNSY & IMF for excellence in safety and health in the workplace. A special flag-raising ceremony took place in front of historic Building One to commemorate the PHNSY & IMF's attainment of "Star," or highest level, status within OSHA's Voluntary Protection Program (VPP).

PHNSY & IMF is the only U.S. Department of Defense (DoD) organization to rate VPP *Star* distinction within OSHA's Region IX, which encompasses Arizona, California, Hawaii, Nevada, Guam, and American Samoa. It is the fourth Naval Sea Systems Command (NAVSEA) shipyard and the sixth DoD worksite in the nation to become an OSHA VPP *Star* site. Read about the other NAVSEA shipyards and their VPP success stories by clicking on:

<http://www.safetycenter.navy.mil/success/all.htm>

OSHA's VPP recognizes and promotes effective workplace safety and health management. Employers in the VPP typically achieve average injury rates that are at least 50 percent lower than others in their respective industries. More than 1,700 worksites representing more than 270 industries nationwide participate in the program.

OSHA protects the safety and health of workers through enforcement of occupational safety and health regulations; outreach, education, and compliance assistance; and cooperative programs. VPP is an OSHA cooperative program that rewards employers with outstanding workplace safety and health



programs that control hazards and protect workers. Through the VPP, management, labor and OSHA establish a collaborative relationship at a worksite that has implemented strong safety and health systems.

To qualify for VPP status, sites must meet or exceed all OSHA regulatory standards and submit to an OSHA review of their

programs. OSHA approves successful employers by designating them to one of three VPP program levels: *Star*, *Merit*, or *Star Demonstration*. The VPP *Star* award designation indicates that the organization receiving the award has exceeded the four basic VPP elements:

- Management Leadership and Employee Involvement,
- Worksite Analysis,
- Hazard Prevention and Control, and
- Safety and Health Training.

VPP *Star* employers have exceptional management systems and programs that prevent occupational injuries and illnesses. A designated *Star* site must have all of its OSH program elements operating effectively for at least one year, and its injury and accident rates must be below the national average for that industry.

PHNSY & IMF Safety Branch Head, Lyrita Gochenouer, said the shipyard began striving for VPP recognition in 2004, and that many employees participated in the journey to reach *Star* status. “We have a successful safety and health program because of our workers’ personal commitment to work safely and look out for the safety of their coworkers,” she said. “Our shipyard’s accident rates are currently 44 percent below the national average for the shipbuilding and repair industry because of our high safety standards.”

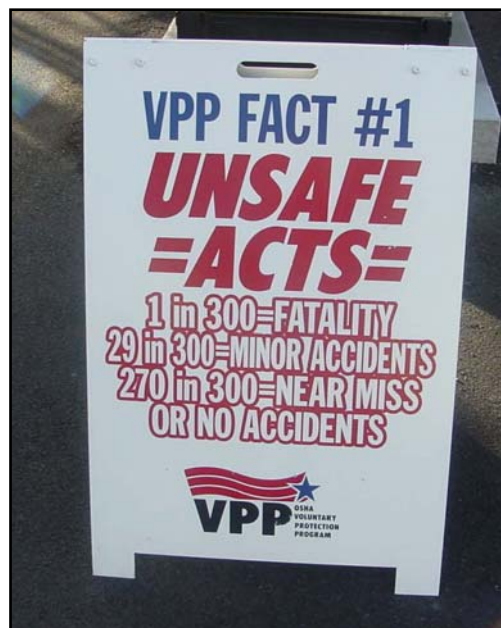
The *Star* designation was awarded to PHNSY & IMF after a 10-person OSHA team, from six different regions, conducted a weeklong on-site review of the PHNSY & IMF VPP application and the command's safety and health programs. The on-site review also included interviews with employees and contractors, and a complete tour of the PHNSY & IMF worksites. The evaluation team commended several best practices, including cleanliness of shops and dry docks, bicycle safety, shop safety, health bulletins and newsletters, an Ergonomics "Flex and Stretch" Program, and the VPP Passport (an incentive program for individual employees).



"HURT" [Help U Reduce Trauma] newsletter stimulates employee interest in safety and health.



PHNSY & IMF invested in an ergonomics program that includes an employee-led "Flex and Stretch" program.



A VPP "Sandwich Board" communication system is located in high traffic areas throughout PHNSY & IMF.

Examples that illustrate how PHNSY & IMF transformed itself to attain VPP Star recognition:

- Injury rates have declined consistently since 2004. This has been the primary safety and health goal and objective of PHNSY & IMF. Mishap reduction goals are established at a 20 percent reduction from the previous year. Specific mishap reduction targets are established for each shop based on the previous year's performance. Mishap and severity goals/targets are established for each submarine repair project depending on the best previous rate, or the most recent similar availability.
- Employees are intimately involved in the safety and health management program through:
 - Inspection of workplaces and hazard abatement
 - Safety committee involvement
 - Job Hazard Analysis
 - Participation in the PHNSY & IMF VPP Passport Program.
- The VPP Passport Program encourages all employees to become actively involved with improving the safety culture at PHNSY & IMF.
 - Program enables employees to become familiarized with the VPP principles and requirements.
 - Passport is an activity-based series of steps employees complete and submit to supervision for verification.
- A "Sandwich Board" communication system with VPP "Fast Facts" is used, and signs are located in high traffic areas throughout PHNSY & IMF.
- Code 970, Coatings and Services Shop's "HURT" [Help U Reduce Trauma] newsletter stimulates employee interest in safety and health at work and demonstrates that safety and health awareness and practices apply to their personal lives as well as to their occupations.
- Job Hazard Analyses are conducted to ensure safety and health considerations are properly addressed in the following areas:
 - Drawings and specifications for construction projects
 - Procurement of new equipment
 - New or modified processes, materials, or equipment
 - Task-based and system/process hazard analyses
 - Routine operations
 - Machines.

Examples that illustrate how PHNSY & IMF transformed itself to attain VPP Star recognition (Continued):

- PHNSY & IMF has invested in an ergonomics program that includes ergonomics training by a contractor, an employee-led “Flex and Stretch” program in some shops, self-led ergonomics digital video disc (DVD) exercises, and ergonomic assessments by the PHNSY & IMF OSH office.
- The shipside Shipboard Hazardous Energy Control Program process includes a very robust trend analysis process that reviews audit deficiencies including documentation, communication, and implementation abnormalities. The information is used to determine root causes so corrective actions can be developed and implemented. A Work Control Training Bulletin is developed and sent out fleet-wide to inform the work teams of issues to prevent reoccurrence.
- Housekeeping throughout the facilities and dry docks is a high priority, and all areas are exceptionally well maintained.
- PHNSY & IMF requires all personnel using a bicycle as a mode of transportation within the shipyard to wear bicycle helmets.
- Code 920, Structural Shop, has designed and fabricated a flexible welding lead cover from sheet metal that can be applied to the leads to protect welders from welding slag and burn through.
- “Take Two” is a simple concept to prevent an accident or injury by taking steps to eliminate hazards or implementing necessary precautions.
 - Take two minutes before you start a job or task to identify hazards that could result in you being injured while performing that particular job or task. Look around, above and below you to spot any potential hazards.
 - Ask yourself these questions before starting any job at home and at work:
 - What can hurt me or those around me on the job today?
 - What am I doing about it?
 - If I can’t fix it, who can I call to help me get it fixed?

PHNSY & IMF derives numerous benefits from being a VPP *Star* site. Because the Command has taken its occupational safety and health programs well beyond the minimum regulatory requirements, OSHA removed the shipyard from its programmed inspection list. OSHA, however, is required to continue to respond to reports of major mishaps, valid employee complaints, and

chemical spill incidents. Additional advantages include fewer work-related injuries and illnesses, improved employee morale, and reduced costs. The entire shipbuilding and repair industry benefits from the PHNSY & IMF model of excellence that influences safety and health practices industry-wide.

The VPP *Star* rating presentation and flag-raising ceremony took place on the lawn before historic Building One, where Navy cryptologists helped the United States achieve victory in the Battle of Midway by deciphering Japanese military codes in the building's basement. Distinguished visitors included: Deputy Assistant Secretary of Labor for OSHA, C. Bryan Little; Director, Readiness Programming and Assessment, Office of Deputy Under Secretary of Defense (Readiness), Joseph J. Angello, Jr.; Assistant Deputy Commander, Maintenance, Modernization, Environment and Safety (NAVSEA 04R) (SES), Steven Schulze; and Acting Region IX Director, OSHA, Christopher Lee.



Deputy Assistant Secretary of Labor for OSHA C. Bryan Little presents the *Star* certificate and VPP flag to commanding officer PHNSY & IMF Captain Frank Camelio.

the *Star* certificate and VPP flag to Captain Frank Camelio, commander of Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility.

“Through hard work, compassion for your fellow employees, team spirit and commitment to excellence, Pearl Harbor has achieved *Star* status in OSHA’s Voluntary Protection Program,” the agency’s Deputy Assistant Secretary C. Bryan Little said at the ceremony. “The VPP *Star* is OSHA’s highest level of recognition for safety and health excellence. You have reached this elite level – the best of the best – by realizing that the best way to protect each other on the job is by preventing injuries and illnesses.”

Little concluded, “Captain Camelio and the men and women of Pearl Harbor, you reached for the stars and today you have one – a VPP *Star* to call your own! Congratulations and well done!”

Captain Frank Camelio said, “Credit and recognition for this award go to all employees of this Shipyard and came through their hard work, dedication, and commitment to make safety a top priority every day.”

He then directed the VPP flag to be raised. The VPP *Star* flag flew over the Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility for the first time, proclaiming the shipyard as a national workplace of excellence in employee safety and health.

For more information on OSHA's Voluntary Protection Program, how to qualify, a VPP eligibility checklist, and a VPP application, please visit:

OSHA VPP

<http://www.osha.gov/dcsp/vpp/>

VPP Participants' Association

<http://www.vpppa.org/>

VPP Eligibility Checklist

<http://www.osha.gov/dcsp/vpp/vppflyer.pdf>

VPP Information Kit

http://www.osha.gov/dcsp/vpp/VPP_Kit.pdf

VPP Application Information, OSHA Instruction TED 8.4

http://www.osha.gov/OshDoc/Directive_pdf/TED_8_4.pdf

Naval Safety Center VPP Guidance

<http://safetycenter.navy.mil/osh/shore/VPP.htm>

DoD VPP Center of Excellence (CX)

<http://www.vppcx.org/>

Point of Contact: Ms. Lyrita E. Gochenouer, Safety and Occupational Health Manager, Pearl Harbor Naval Shipyard and Intermediate Maintenance Facility

Telephone: (808) 473-8000, Ext. 4448

Email: lyrita.gochenouer@navy.mil



VPP flag is raised at PHNS & IMF on 22 June 2007.