

Department of Defense Office of the Inspector General

Safety and Occupational Health Accountability in DoD Individual Performance Evaluation Reports



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Work Accomplished

Objective. Examine compliance with the Department of Defense (DoD) requirement to include safety and occupational health accountability in individual performance evaluation reports.

Methodology.

- Policy Review
- Surveys targeted Flag/SES leadership
 - Telephonic: 159 (validated survey)
 - Web-based: 1086 of 2800 responses (43%)

1. Are you aware of DOD's policy to evaluate supervisor performance of safety & health program mgmt?
2. Do your subordinates place an emphasis on safety?
If so, what methods do they use: briefings, policy letters, posters, stand-downs, or any other methods?
3. Are safety goals and objectives included in the description of your duties?
4. Do you reflect your subordinates' safety performance in their evaluations?
5. Did you hold anyone accountable for poor performance in safety & health program mgmt in the past year?



Observations and Recommendations

Observations:

Q1: Awareness - 34% stated they were unaware of policy

Q2: Support - 95% believe subordinates place emphasis on safety

Q3&4: Interpretation

- 39% incl requirements or performance in duties or evaluations

- 27% didn't reflect safety performance in subordinate appraisals

Q5: Accountability - 40% held personnel accountable for SOH

Conclusion: *Policy is adequate; compliance requires work*

Recommendations: The DUSD(I&E) should:

Communicate and clarify the intent of DODI 6055.1

Institutionalize appraisal of SOH performance within rating systems

"One Professional Team"
Accountability - Integrity - Efficiency