IN REPLY REFER TO:

5103
SD
18 Dec 06

MEMORANDUM FOR THE DEPUTY ASSISTANT SECRETARY OF THE NAVY (SAFETY)

From: Commandant of the Marine Corps

Subj: ANNUAL AGENCY OCCUPATIONAL SAFETY AND HEALTH REPORT

Ref: SECNAV Tasker 2006-11-7281 dated 17 Nov 06

Encl: Annual Occupational Safety and Health Report of the U.S. Marine Corps for Fiscal Year 2006

1. Per the reference, Marine Corps input to the subject report is enclosed.

2. Point of contact is Mr. R. D. Coulton

D. C. WEIGHTMAN
By direction

FY 2006 - U.S. Marine Corps
Annual Occupational Safety and Health Report to the Secretary of Labor

Name of Department/Agency: U.S. Marine Corps
Address: 2 Navy Annex, Washington DC 20380-1775
Number of federal civilian employees this report covers: 15,387

	Name	Official Title	
Director of Safety:	Donald C. Weightman	Director, Safety Division	_____
OSH Manager:	Richard M. Coyle	Head, Occupational Safety and Health	_____

EXECUTIVE SUMMARY

The United States Marine Corps faced many challenges in the past year. With on-going combat operations in Iraq and other parts of the world, and an increased operations tempo, safety of our personnel was of paramount concern. The primary goals of the Marine Corps Occupational Safety and Health (OSH) program are to prevent fatalities, injuries, and occupational illness; reduce the severity of mishaps; preserve material resources; and improve operational readiness.

The population covered in this report consists of 15,387 appropriated-fund civilian employees at installations, offices, stations and bases in the United States and locations throughout the world. Missions are widely diverse, ranging from offices, schools, hands-on training in high-risk occupations, deployments in foreign countries in support of military personnel performing peacekeeping or humanitarian missions, and general industrial operations.

The Marine Corps had many accomplishments during FY 2006 as shown in section IV of this report. They included safety policies, leadership involvement, management support, and training. Behavioral Science Technology, Inc. (BST) also supports the Marine Corps safety program. BST has developed an Organizational Culture Diagnostic Instrument (OCDI) survey for the Marine Corps. The OCDI is administered during Inspector General, Marine Corps (IGMC) inspections with follow-on of Culture Workshops and Ground Command Assessment surveys to enhance safety awareness.

New injury and illness cases, as reported by the U.S. Department of Labor, Office of Workers Compensation (OWCP) have increased by 22 percent over FY 2005. The total case rate (TCR) and the lost time case rate (LTCR) increased by 17 and 27 percent respectively. It should be noted however, that the TCR has *decreased* by 11 percent since FY 2003. The workers' compensation total chargeback cost increased by 6.8 percent to $22.420M, however the 2006 continuation of pay (COP) cost *decreased* by 48 percent to $820K from $1.5M.

There was a 15 percent decrease in lost workdays, as well as a 24 percent decrease in the rate of lost production days due to injuries

and illnesses. There was one civilian fatality recorded in FY 2006, involving an employee killed in a motor vehicle mishap.

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.

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

Key FY 2007 initiatives focus on implementing our safety strategic and campaign plans; implementing Installation Core Safety Services; working with leadership to improve the safety culture; and creating strategies for data quality improvement.

Further details on the Marine Corps safety and occupational health program and initiatives that are aligned with the OSHA FY 2006 Report template can be found in the separate attached detailed report.

FY 2006 - U.S. Marine Corps
Annual Occupational Safety and Health Report to the
Secretary of Labor

Fiscal Year: 2006

Name of Agency: Department of the Navy

Name of Component: U.S. Marine Corps

Address: 3000 Marine Corps Pentagon
                                              Washington, DC 20350-3000

**Number of federal civilian
employees covered by this report:**   15,387 Civilian Workforce

Name of USMC Senior Safety & Health   Gen Robert Magnus, USMC
Official: Assistant Commandant of the Marine
Title: Corps

USMC Safety and Occupational Health   Donald C. Weightman
Policy Point of Contact: Director, Safety Division

                                              _____

                                              Richard M. Coyle
USMC Occupational Safety & Health   Head, Occupational Safety & Health
Program Technical Point of Contact: Commandant of the Marine Corps,
                                              Safety Division

                                              _____

                                              Robert D. Coulton
                                              Industrial Hygiene Program Manager
Prepared by: Commandant of the Marine Corps,
                                              Safety Division

                                              _____

FY 2006 - U.S. Marine Corps
Annual Occupational Safety and Health Report to the Secretary of Labor

DETAILED REPORT

The United States (U.S.) Navy and the United States Marine Corps (USMC) comprise the Department of Navy. The Commandant of the Marine Corps and the Chief of Naval Operations submit separate OSHA reports to the Office of the Assistant Secretary of the Navy (Installations and Environment).

The U.S. Marine Corps' Safety and Occupational Health (SOH) program protects over 250,000 individuals worldwide – active duty military, reserve military, U.S. civilians, and foreign national employees. Marine Corps workplaces are diverse, including shipyards, shipboard operations, aircraft repair facilities, research facilities, hospitals, laboratories, construction sites, on both domestic and foreign Navy bases.

I. Statistics

a. Injury and Illness Statistics

i. Injury and illness rates

	FY 2005	FY 2006	Change
Number of Federal Civilian Employees, including full-time, part-time, seasonal, and intermittent employees	14731	15387	656 4.4% increase
Total Cases Injury/Illness (number of injury/illness cases—no lost-time, first aid, lost-time and fatalities)	735	898	163 22% increase
Total Case Rate (rate of all injury/illness cases per 100 employees)	4.98	5.84	0.86 17% increase
Lost Time Cases (number of cases that involved days away from work)	497	658	161 32% increase
Lost Time Case Rate (rate of only the injury/illness cases with days away from work per 100 employees)	3.37	4.28	0.91 27% increase
Lost Work Days (number of days away from work)	8030*	6772*	(-1258) 15% improvement
Lost Work Day Rate (per 100 employees)	52.57*	39.58*	(-12.99) 24% improvement

* Source: Naval Safety Center

ii. Facilities with high injury and illness rates - Marine Corps Logistics Base (MCLB) Barstow, California; Marine Corps Base (MCB) Camp Lejeune, North Carolina; and MCLB Albany, Georgia are identified on the DOD "Top 40" list of commands with high lost workday rates.

MCLBs Barstow and Albany initiated OSHA Voluntary Protection Program (VPP) applications in FY 2006. MCB Camp Lejeune is in the process of applying for VPP in FY 2007. In addition, both Barstow and Albany had ergonomics assessments conducted by the Naval Facilities Engineering Command ergonomics team to evaluate work tasks to reduce injuries. Both efforts are in support of meeting the DOD goal of reducing mishaps by 75 percent by FY 2008.

b. **Fatalities** - One fatality was recorded in FY 2006 by the Naval Safety Center.

Fatalities	Cause FY 2006
1	See Motor Vehicle/Seat Belt Safety section for details

c. **Office of Workers' Compensation Programs Costs**

	CBY 2005	CBY 2006
Total Chargeback**	$20,976,240.31	$22,420,637.23
Total Continuation of Pay (COP)***	$1,594,699.06	$820,434.09
Total Chargeback + COP	$22,570,939.37	$23,241,071.32
Chargeback for cases that occurred in the CBY***	$521,912.62	$693,614.74

** Source: DEFPAC
*** Source: MCI West and MCI East FECA Coordinator

d. **Significant Trends and Major Causes or Sources of Lost Time Injuries**

i. Tracking accidents

FY 2006 Major Trends****			Description
Nature (i.e. sprains, contusions, etc.)	% of Total N = 188	% of Cost	
Other Injury	36	Not available	Knee, internal organs, hand
Sprain/Strain	34	Not available	Ankle, back, stomach, hand, knee
Laceration	12	Not available	Hand, finger
Multiple Body Parts	6	Not available	Back, hand, knee, leg
Abrasion	4	Not available	Forearm, eye, leg
Contusion	4	Not available	Hip, knee, leg
Fracture	4	Not available	Ankle, forearm, hand, wrist
Cause of Injury (slips, handling tools, etc.)	% of Total	% of Cost	
Information not tracked by NAVSAFECEN			

**** Source: Naval Safety Center

ii. <u>Controlling Trends</u> – The Marine Corps' Executive Safety Board (ESB) developed and implemented a safety program tracking tool, the Warrior Preservation Status Report (WPSR). The WPSR tracks various components of a viable safety program, including mishap statistics, at all levels of command, to document program implementation. The WPSR is completed by command safety managers on a quarterly basis and reported up the chain-of-command to the ESB. Initial reports indicate that the visibility of the local program status at higher headquarters is having positive impact on mishap experience.

e. **Contract employees**

   i. <u>Contract employees covered by the OSHA 300 requirements</u>, i.e., those supervised by federal personnel on a day-to-day basis.

   Contract employees under direct supervision of federal managers are not centrally tracked. Such arrangements are rare in the federal sector, though contractors are often provided work space in federal facilities. Typically, statements of work identify specific milestones in a project and the on-site contractor's work is guided by those milestones. In such arrangements, injuries would be reported to the contractor supervisor, vice the federal manager.

   ii. <u>Contract employees who are an integral part of your agency's federal workforce</u>, but not covered by the OSHA 300 requirements (if available).

   The Marine Corps does not maintain injury statistics on contractor personnel. Serious injuries/fatalities at construction sites are reported to the U.S. Navy, Naval Facilities Engineering Command.

   iii. <u>Separate but regular contract employees</u>, such as security and housecleaning personnel (if available).

   OSHA 300 Logs are maintained by service contractor's employer. Injuries to such personnel are not tracked by the Marine Corps.

   f. **Volunteers** – Eight volunteers worked for the Marine Corps in the past two years, in the restoration branch of our Historical Division, Headquarters, United States Marine Corps. No injuries were reported by the volunteers during FY 2005 and FY 2006. Were such injuries to occur, they would be reported in WESS.

II. OSHA Initiatives - SHARE, Seat Belt Safety, and Recordkeeping Requirements

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

      i. <u>SHARE Analysis</u>

         1. **Reduce total injury and illness case rates by 3% per year**.

For FY 2006 the total case rate (TCR) for the Marine Corps was 5.84, an increase of 17 percent from FY 2005. It should be noted however, that the TCR has *decreased* 11 percent since FY 2003.

2. **Reduce lost time injury and illness case rates by 3% per year.**

   For FY 2006 the lost time case rate (LTCR) for the Marine Corps was 4.28, an increase of 32 percent from FY 2005. For FYs 2003 through 2006 the LTCR increased 5.9 percent. The number of lost work days decreased 29 percent, from 9570 to 6772 over the same period.

3. **Increase the timely filing of injury and illness claims by 5% per year.**

   For FY 2006 the timeliness of filing CA-1 and CA-2 claim forms (TFC) was 73.3 percent. FY 2005 data for comparison is unavailable from USDOL OWCP. There was no FY 2006 target established, as data is currently combined with the Department of Navy.

4. **Reduce the rate of lost production days due to injury and illness by 1% per year.**

   For FY 2006, the Navy's lost production day (LPD) rate due to injury and illness was 52.0, a slight increase from the FY 2005 rate of 51.0. Separate data for the Marine Corps is not available from USDOL OWCP.

ii. <u>SHARE Programs/Initiatives</u>

The Marine Corps has launched several initiatives in support of SHARE, which includes meeting the DOD mishap reduction goal of 75 percent by FY 2008. Seven commands are in various stages of the OSHA VPP process. The Naval Safety Center also provides specialized safety surveys to field commands upon request. The Marine Corps Center for Lessons Learned (http://hqinet001.hqmc.usmc.mil/sd/lessonslearned.htm) 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.

b. **Motor Vehicle / Seat Belt Safety**

   i. <u>Number of motor vehicle accidents experienced by employees in FY 2006</u>. There were six motor vehicle mishaps involving civilian personnel while on official business. One mishap resulted in a death, two had injuries, and three had no injuries.

	FY 2005	FY 2006	Change
Number of motor vehicle accidents experienced by employees	11	6	-5
Number of accidents resulting in personal injury	7	3	-4
OWCP costs of accidents	Not available	Not available	
Vehicle repair costs due to accidents	*****	*****	
Amount of liability claims against the agency due to accidents	0	0	

***** Vehicle repair costs are not reported in the Naval Safety Center mishap database if less than $5K.

Motor Vehicle Fatality Details

Fatalities	Fatality Details, Causal Factors & Corrective Actions Taken
1	21 November 2005 – Marine Corps Mobilization Command, Kansas City MO. Civilian employee (GS-7) was killed in a private motor vehicle accident while moving his office (he was transferring) from the Bannister Federal Complex to MOBCOM Facilities in South Kansas City. The individual was traveling south on highway 71 near Interstate 435 when his vehicle collided with the rear end of a flatbed truck stopped/moving slowly because of heavy traffic and road construction. Individual attempted to avoid the collision by swerving to the right, made and stayed in contact with the flatbed truck for the length of his vehicle, pushed the flatbed truck forward approximately 15 feet, moved past the flatbed truck, and then coasted approximately 936 feet to a final rest. **Causal factors** Because road conditions were good and the weather was clear and sunny, inattention seemed to be the key factor. Speed may have been a contributing factor. The individual <u>was not</u> wearing a seatbelt. Wearing a seatbelt might have reduced the seriousness of injuries. **Corrective Actions Taken** The command conducted a complete review of their Traffic Safety Program to ensure it was in compliance with the Marine Corps Traffic Safety Order 5100.19E. "Autowatch" vehicle monitors installed in all of the command's government motor vehicles. Monitor data is reviewed monthly for speeding. Random monthly seatbelt use checks are performed. Mandatory Summer and Winter safety stand-downs are held on vehicle/driver safety.

ii. <u>Mechanisms in place to track the percentage of seat belt usage by employees</u>. The NAVSAFECEN mishap database tracks seat belt usage, if reported, by submitting command. For the three FY 2006 vehicle mishaps *with* injuries, one was not wearing a seat belt.

iii. <u>Efforts taken to improve motor vehicle safety and seat belt usage</u>. The Marine Corps has several programs to improve motor vehicle safety. Bases have periodic seat belt inspections for all vehicles entering and leaving the base. Individual units also have motor vehicle safety presentations and bases support seat belt awareness campaigns such as "Click it or Ticket". Reinforcement of the importance of seat belt usage is covered in Marine Corps and base orders. On base, anyone discovered not wearing a seat belt is stopped and ticketed.

c. Recordkeeping Requirements

i. <u>Implementation</u> - A joint Navy and Marine Corps Order, OPNAV Instruction 5102.1D and Marine Corps Order 5102.1B, Navy and Marine Corps Mishap and Safety Investigation Reporting and Record Keeping Manual, was issued on January 7, 2005. The order incorporated the new Federal civilian injury and illness recording and reporting requirements contained in 29 Code of Federal Regulations (CFR) Part 1960.

ii. <u>Data</u> - A web-based program called WESS, meeting Part 1960 requirements, is used for injury and illness recordkeeping. WESS may be viewed at
http://www.safetycenter.navy.mil/wess/default.htm

> *OSHA 300 Log Systems*

- What system(s) were developed to record and track these incidents/accidents?

  WESS is the electronic recordkeeping system.

- Does the system allow the data to be aggregated so it can be reviewed at the national level?

  WESS has the capability; however there are significant software issues in accurately aggregating the information.

- Does the system encompass OWCP filing, or is it separate?

  The OWCP filing system is separate from WESS.

- Does the system also track no-injury accidents or near misses?

  WESS has the capability to track no-injury accidents or near misses.

- Would your agency be interested in a government-wide recordkeeping system?

  No.

- Describe how the agency has used the data from the new OSHA 300 logs.

WESS (OSHA 300 equivalent) is used by NAVSAFECEN to trend mishap data.

Agency Volunteers

- How many volunteers did the agency have in CY 2006 and what types of services did they provide?

  The number of agency volunteers is not available.

- Is the agency recording incidents/accidents sustained by volunteers in the OSHA 300 logs?

  Commands are directed to record this information in WESS.

III. Employee Support

a. OSH Training

i. Employee Training – All Marine Corps commands are required to provide general safety and occupational health training to all managers, supervisors, employees and employee representatives. More specialized safety and occupational health training is provided locally based on job hazard analysis, safety inspections, and industrial hygiene surveys.

The MCO 5100.8, Marine Corps Occupational Safety and Health Program Manual, establishes requirements for safety training for employees, supervisors, employee representatives, safety and health specialists, and unit safety officers. Installation safety managers are required to provide initial and annual refresher training to all supervisors and maintain records. Supervisors are required to ensure employees are provided the appropriate job safety training, specialized safety and health training, and change-in-work training, and maintain records.

The Commandant of the Marine Corps' Safety Division (CMC SD) sponsors and centrally funds the Ground Safety for Marines, Mishap Investigation, and various other special OSH Courses for Marine Corps personnel.

Further, CMC SD sponsors and funds a special 15-week occupational safety & health training program for its cadre of Tactical Safety Specialists (TSS) at the U.S. Army's Combat Readiness Center, Fort Rucker AL. Known as the Army's CP-12 course, this training enables our TSS to apply OSH principles at forward deployed locations, such as Afghanistan and Iraq.

	Types of Training Provided in FY 2006	Number Trained
Top Management Officials	Not tracked centrally	
Supervisors	Not tracked centrally	
	Confined Space Safety (1 convening)	16
	Construction Safety Standards (1 convening)	20
	Electrical Standards (4 convenings)	83
	Fall Arrest System (1 convening)	22
	Fire Protection and Life Safety (2 convenings)	29
	Ground Safety for Marines (16 convenings)	515
	Introduction to Industrial Hygiene for Safety Professionals (2 convenings)	41
	Machinery and Machine Guarding Standards (3 convenings)	45
	Mishap Investigation Ashore (7 convenings)	179
	Respiratory Protection Management (6 convenings)	98
Safety and Health Inspectors	See above	
Collateral duty Safety and Health Personnel and Committee Members	Not tracked centrally	
Employees and Employee Representatives	Not tracked centrally	

   ii. **Contract Employee Training** - This information is not tracked.

   b. **Field Federal Safety and Health Councils**

   i. <u>Involvement</u> - Attendance and participation, by Marine Corps personnel, is authorized by DOD instruction 6055.1.

   ii. <u>Field Council Support</u> - Subordinate command involvement in field Federal safety and health councils is encouraged by headquarters. Local command participation in these councils is not tracked.

   iii. Each installation is required to have, or participate in, a local safety council. Councils must meet at least quarterly or more frequently as directed by the chairperson. Participation with field Federal councils varies by location.

   c. **Other Support Activities**

   NAVMC DIR 5100.8 requires that all commands support Field Federal Safety and Health Councils, and coordinate with local communities on mutually beneficial mishap prevention programs. Full-time OSH professionals are required to receive a minimum of eight continuing education units (or equivalent) per year. Training may be accomplished through formal or informal courses, laboratory exercises, or field studies. Pursuit of professional certifications is encouraged, and usually funded locally. The Marine Corps is a corporate member of the National Safety Council, with all personnel having membership benefits available to them. All Tactical Safety Specialists receive an Occupational

Safety & Health Technologist certification from Texas A&M University upon graduation from the U.S. Army's 15-week CP-12 course.

IV. **Accomplishments**

a. **FY 2006 Accomplishments**

i. <u>Safety and Health Program Evaluations</u> - We evaluate the success or failure of our accident, injury and occupational illness prevention programs by inspections, surveys, and review of mishap trends. Our inspection programs are designed to measure compliance with Federal and Marine Corps standards and evaluate the overall effectiveness of the safety and health programs. The inspections are implemented at three levels of command.

- All Marine Corps commands are required to conduct formal safety and occupational health inspections at least annually. More frequent inspections are required for high interest areas based on an assessment of the potential for injuries, occupational illness or property damage. Managers, supervisors and employee representatives can participate in the inspections conducted by local safety and occupational health specialists.

- The major commands conduct oversight inspections of their subordinate units using checklists that are developed and updated by the Headquarters Safety Division.
- The Inspector General of the Marine Corps (IGMC), through the command inspection program, conducts oversight inspections of the major subordinate commands. The Headquarters Safety Division augmented ten (10) IGMC inspections during FY 2006 with safety and industrial hygiene inspectors.

The Naval Safety Center also provides safety surveys and mishap investigations to field commands upon request. Navy industrial hygiene personnel conduct periodic surveys of all workplaces. Safety and health trends identified by inspections or surveys that cannot be resolved at the local level are referred to Headquarters Safety Division.

ii. <u>Return-to-work</u> - Efforts are on-going. The Assistant Commandant of the Marine Corps tasked Manpower and Reserve Affairs (M&RA) as the lead for workers' compensation. USMC activities focus on the use of the Pipeline Reemployment Initiative (PRI) to return employees to work.

iii. <u>Performance Standards</u> - Performance appraisal standards and elements are under the purview of the civilian human resources office. Supervisors are evaluated on safety program support and performance. All officers and staff non-commissioned officers (E-6 and above) have a safety performance element in their annual evaluations.

iv. <u>Recognition</u> - Safety Awards. MCO 5100.32 establishes the safety awards program. There are four major safety awards. Commands, and individual military and civilian personnel are recognized for their contributions and accomplishments made in the field of safety and mishap prevention annually.

FY 2005 award winners were:

- Marine Corps Center of Safety Excellence (Marine Corps Bases Hawaii, Camp Lejeune, Camp Pendleton and Quantico; Marine Corps Systems Command)

- Marine Corps Superior Achievement in Safety (LTCOL Michael Miller, 2nd MEF, Marine Corps Base Camp Lejeune; GYSGT Michael Parker, Marine Corps Logistics Base Barstow; Mr. David Barragan, Marine Corps Base Camp Pendleton)

- Marine Corps Achievement in Safety (Marine Corps Air Station Miramar)

- Marine Corps Merit Award in Safety (Marine Corps Logistics Base Barstow)

FY 2006 winners will be announced in calendar year 2007.

v. <u>Other</u>

Executive Safety Board (ESB). Meetings are chaired by the Assistant Commandant of the Marine Corps (ACMC). The ESB meets quarterly. Commanding generals from our operational commands, major bases and supporting organizations attend. The ESB provides safety policies and reduction strategies for prevention of both on and off duty mishaps to enhance both unit and individual readiness.

Policy and Guidance. Updated and issued two Marine Corps orders and directives:

- MCO 5100.8 "Marine Corps Occupational Safety and Health Program" issued 15 May 2006.
- NAVMC Directive 5100.8 "Marine Corps Occupational Safety and Health (OSH) Program Manual" issued 15 May 2006.

The CMC sponsored two major safety campaigns:

- Warrior Preservation Campaign 2006. The goal of this campaign was to enhance force preservation and reduce mishaps across the Corps. Full details available at http://hqinet001.hqmc.usmc.mil/sd/warrior_preservation.htm
- 24/7 Operation Summer Force Preservation. The goal of this outreach strategy was to remind Sailors and Marines of their responsibility to be alert, aware, and able to manage risk all day, every day. Details are available at http://safetycenter.navy.mil/seasonal/criticaldays/default.htm

Fiscal year safety performance updates are issued quarterly.

b. **Achievement of Fiscal Year 2006 Goals**

Goal: Revise or update Marine Corps Orders (MCOs).

Status:

- MCO 5100.8 "Marine Corps Occupational Safety and Health Program" issued 15 May 2006.
- NAVMC Directive 5100.8 "Marine Corps Occupational Safety and Health (OSH) Program Manual" issued 15 May 2006.
- MCO 5100.19F "Marine Corps Traffic Safety Program" drafted. To be issued in FY 2007.
- MCO 5100.30A "Marine Corps Recreation and Off Duty Safety Program" drafted. To be issued in FY 2007.

Goal: Provide intern training for the new tactical safety specialists hired to implement the Installation Core Safety Services.

Status:

- Forty-eight tactical safety specialists were trained at the Joint Service Intern Training Course in FY 2006.

Goal: Continue the contract support from Behavioral Science Technology (BST).

Status:

- On-going support. BST contract services continued.

Goal: Convene quarterly meetings of the Executive Safety Board (ESB) to more aggressively address safety policy issues and on and off duty mishap reduction strategies for all Marine Corps personnel.

Status:

- ESB meetings held quarterly. Meetings will continue at the same frequency in FY 2007.

Goal: Initiatives to improve the workers' compensation programs.

- Focus attention on returning injured workers to employment at each USMC activity.
- Coordinate with USMC activities to focus on the use of the Pipeline Reemployment Initiative (PRI) in returning employees to work.
- Facilitate increased attention on reducing lost production days and increasing the timeliness of reporting injuries and illnesses.

Status:

- On-going. The Assistant Commandant of the Marine Corps tasked Manpower and Reserve Affairs (M&RA) as the lead for workers' compensation. Marine Corps commands continue work on the PRI.

V.   **Resources**

Continued intern training of forty-eight tactical safety specialists hired to implement the Installation Core Safety Services. Additionally, the Department of Navy has five overarching objectives for FY 2007 with one being "Emphasize Safety." Senior leadership has committed to: 1) Improve safety performance across DON to meet Secretary of Defense Strategic Planning Guidance (SPG) to reduce baseline mishap rates by 75% by the end of FY2008; 2) Deploy a DON-wide web-based Risk Management Information System (RMIS) that will facilitate unit level safety program management and provide aggregate reporting, analysis and tracking of all reportable hazards and mishaps; and 3) Establish a corporate risk management and mitigation strategy and ensure that Department leaders and managers use risk-based approaches for planning and problem solving.

VI.   **Goals, Objectives, and Strategies**

USMC OSH Strategic Goals and Objectives FY 2007

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 demonstrates 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 measurements 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 2008 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 P5100.8F.

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 MEF through the MSC's 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 both standardization, skill progression and information sharing.

VII. Questions/Comments

None.

FY 2006 - U.S. Marine Corps
Annual Occupational Safety and Health Report to the Secretary of Labor

DETAILED REPORT

The United States (U.S.) Navy and the United States Marine Corps (USMC) comprise the Department of Navy. The Commandant of the Marine Corps and the Chief of Naval Operations submit separate OSHA reports to the Office of the Assistant Secretary of the Navy (Installations and Environment).

The U.S. Marine Corps' Safety and Occupational Health (SOH) program protects over 250,000 individuals worldwide - active duty military, reserve military, U.S. civilians, and foreign national employees. Marine Corps workplaces are diverse, including shipyards, shipboard operations, aircraft repair facilities, research facilities, hospitals, laboratories, construction sites, on both domestic and foreign Navy bases.

I. Statistics

    a. Injury and Illness Statistics

        i. Injury and illness rates

	FY 2005	FY 2006	Change
Number of Federal Civilian Employees, including full-time, part-time, seasonal, and intermittent employees	14731	15387	656 4.4% increase
Total Cases Injury/Illness (number of injury/illness cases—no lost-time, first aid, lost-time and fatalities)	735	898	163 22% increase
Total Case Rate (rate of all injury/illness cases per 100 employees)	4.98	5.84	0.86 17% increase
Lost Time Cases (number of cases that involved days away from work)	497	658	161 32% increase
Lost Time Case Rate (rate of only the injury/illness cases with days away from work per 100 employees)	3.37	4.28	0.91 27% increase
Lost Work Days (number of days away from work)	8030*	6772*	(-1258) 15% improvement
Lost Work Day Rate (per 100 employees)	52.57*	39.58*	(-12.99) 24% improvement

* Source: Naval Safety Center

        ii. Facilities with high injury and illness rates - Marine Corps Logistics Base (MCLB) Barstow, California; Marine Corps Base (MCB) Camp Lejeune, North Carolina; and MCLB Albany, Georgia are identified on the DOD "Top 40" list of commands with high lost workday rates.

MCLBs Barstow and Albany initiated OSHA Voluntary Protection Program (VPP) applications in FY 2006. MCB Camp Lejeune is in the process of applying for VPP in FY 2007. In addition, both Barstow and Albany had ergonomics assessments conducted by the Naval Facilities Engineering Command ergonomics team to evaluate work tasks to reduce injuries. Both efforts are in support of meeting the DOD goal of reducing mishaps by 75 percent by FY 2008.

b. **Fatalities** - One fatality was recorded in FY 2006 by the Naval Safety Center.

Fatalities	Cause FY 2006
1	See Motor Vehicle/Seat Belt Safety section for details

c. **Office of Workers' Compensation Programs Costs**

	CBY 2005	CBY 2006
Total Chargeback**	$20,976,240.31	$22,420,637.23
Total Continuation of Pay (COP)***	$1,594,699.06	$820,434.09
Total Chargeback + COP	$22,570,939.37	$23,241,071.32
Chargeback for cases that occurred in the CBY***	$521,912.62	$693,614.74

** Source: DEFPAC
*** Source: MCI West and MCI East FECA Coordinator

d. **Significant Trends and Major Causes or Sources of Lost Time Injuries**

i. Tracking accidents

FY 2006 Major Trends****			Description
Nature (i.e. sprains, contusions, etc.)	% of Total N = 188	% of Cost	
Other Injury	36	Not available	Knee, internal organs, hand
Sprain/Strain	34	Not available	Ankle, back, stomach, hand, knee
Laceration	12	Not available	Hand, finger
Multiple Body Parts	6	Not available	Back, hand, knee, leg
Abrasion	4	Not available	Forearm, eye, leg
Contusion	4	Not available	Hip, knee, leg
Fracture	4	Not available	Ankle, forearm, hand, wrist
Cause of Injury (slips, handling tools, etc.)	% of Total	% of Cost	
Information not tracked by NAVSAFECEN			

**** Source: Naval Safety Center

ii. <u>Controlling Trends</u> – The Marine Corps' Executive Safety Board (ESB) developed and implemented a safety program tracking tool, the Warrior Preservation Status Report (WPSR). The WPSR tracks various components of a viable safety program, including mishap statistics, at all levels of command, to document program implementation. The WPSR is completed by command safety managers on a quarterly basis and reported up the chain-of-command to the ESB. Initial reports indicate that the visibility of the local program status at higher headquarters is having positive impact on mishap experience.

e. **Contract employees**

i. <u>Contract employees covered by the OSHA 300 requirements</u>, i.e., those supervised by federal personnel on a day-to-day basis.

Contract employees under direct supervision of federal managers are not centrally tracked. Such arrangements are rare in the federal sector, though contractors are often provided work space in federal facilities. Typically, statements of work identify specific milestones in a project and the on-site contractor's work is guided by those milestones. In such arrangements, injuries would be reported to the contractor supervisor, vice the federal manager.

ii. <u>Contract employees who are an integral part of your agency's federal workforce</u>, but not covered by the OSHA 300 requirements (if available).

The Marine Corps does not maintain injury statistics on contractor personnel. Serious injuries/fatalities at construction sites are reported to the U.S. Navy, Naval Facilities Engineering Command.

iii. <u>Separate but regular contract employees</u>, such as security and housecleaning personnel (if available).

OSHA 300 Logs are maintained by service contractor's employer. Injuries to such personnel are not tracked by the Marine Corps.

f. **Volunteers** – Eight volunteers worked for the Marine Corps in the past two years, in the restoration branch of our Historical Division, Headquarters, United States Marine Corps. No injuries were reported by the volunteers during FY 2005 and FY 2006. Were such injuries to occur, they would be reported in WESS.

II. OSHA Initiatives - SHARE, Seat Belt Safety, and Recordkeeping Requirements

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

i. <u>SHARE Analysis</u>

1. **Reduce total injury and illness case rates by 3% per year.**

For FY 2006 the total case rate (TCR) for the Marine Corps was 5.84, an increase of 17 percent from FY 2005. It should be noted however, that the TCR has *decreased* 11 percent since FY 2003.

2. **Reduce lost time injury and illness case rates by 3% per year.**

   For FY 2006 the lost time case rate (LTCR) for the Marine Corps was 4.28, an increase of 32 percent from FY 2005. For FYs 2003 through 2006 the LTCR increased 5.9 percent. The number of lost work days decreased 29 percent, from 9570 to 6772 over the same period.

3. **Increase the timely filing of injury and illness claims by 5% per year.**

   For FY 2006 the timeliness of filing CA-1 and CA-2 claim forms (TFC) was 73.3 percent. FY 2005 data for comparison is unavailable from USDOL OWCP. There was no FY 2006 target established, as data is currently combined with the Department of Navy.

4. **Reduce the rate of lost production days due to injury and illness by 1% per year.**

   For FY 2006, the Navy's lost production day (LPD) rate due to injury and illness was 52.0, a slight increase from the FY 2005 rate of 51.0. Separate data for the Marine Corps is not available from USDOL OWCP.

ii. SHARE Programs/Initiatives

The Marine Corps has launched several initiatives in support of SHARE, which includes meeting the DOD mishap reduction goal of 75 percent by FY 2008. Seven commands are in various stages of the OSHA VPP process. The Naval Safety Center also provides specialized safety surveys to field commands upon request. The Marine Corps Center for Lessons Learned (http://hqinet001.hqmc.usmc.mil/sd/lessonslearned.htm) 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.

b. Motor Vehicle / Seat Belt Safety

i. Number of motor vehicle accidents experienced by employees in FY 2006. There were six motor vehicle mishaps involving civilian personnel while on official business. One mishap resulted in a death, two had injuries, and three had no injuries.

	FY 2005	FY 2006	Change
Number of motor vehicle accidents experienced by employees	11	6	-5
Number of accidents resulting in personal injury	7	3	-4
OWCP costs of accidents	Not available	Not available	
Vehicle repair costs due to accidents	*****	*****	
Amount of liability claims against the agency due to accidents	0	0	

***** Vehicle repair costs are not reported in the Naval Safety Center mishap database if less than $5K.

Motor Vehicle Fatality Details

Fatalities	Fatality Details, Causal Factors & Corrective Actions Taken
1	21 November 2005 – Marine Corps Mobilization Command, Kansas City MO. Civilian employee (GS-7) was killed in a private motor vehicle accident while moving his office (he was transferring) from the Bannister Federal Complex to MOBCOM Facilities in South Kansas City. The individual was traveling south on highway 71 near Interstate 435 when his vehicle collided with the rear end of a flatbed truck stopped/moving slowly because of heavy traffic and road construction. Individual attempted to avoid the collision by swerving to the right, made and stayed in contact with the flatbed truck for the length of his vehicle, pushed the flatbed truck forward approximately 15 feet, moved past the flatbed truck, and then coasted approximately 936 feet to a final rest. **Causal factors** Because road conditions were good and the weather was clear and sunny, inattention seemed to be the key factor. Speed may have been a contributing factor. The individual was not wearing a seatbelt. Wearing a seatbelt might have reduced the seriousness of injuries. **Corrective Actions Taken** The command conducted a complete review of their Traffic Safety Program to ensure it was in compliance with the Marine Corps Traffic Safety Order 5100.19E. "Autowatch" vehicle monitors installed in all of the command's government motor vehicles. Monitor data is reviewed monthly for speeding. Random monthly seatbelt use checks are performed. Mandatory Summer and Winter safety stand-downs are held on vehicle/driver safety.

ii. <u>Mechanisms in place to track the percentage of seat belt usage by employees</u>. The NAVSAFECEN mishap database tracks seat belt usage, if reported, by submitting command. For the three FY 2006 vehicle mishaps *with* injuries, one was not wearing a seat belt.

iii. <u>Efforts taken to improve motor vehicle safety and seat belt usage</u>. The Marine Corps has several programs to improve motor vehicle safety. Bases have periodic seat belt inspections for all vehicles entering and leaving the base. Individual units also have motor vehicle safety presentations and bases support seat belt awareness campaigns such as "Click it or Ticket". Reinforcement of the importance of seat belt usage is covered in Marine Corps and base orders. On base, anyone discovered not wearing a seat belt is stopped and ticketed.

c. Recordkeeping Requirements

i. <u>Implementation</u> - A joint Navy and Marine Corps Order, OPNAV Instruction 5102.1D and Marine Corps Order 5102.1B, Navy and Marine Corps Mishap and Safety Investigation Reporting and Record Keeping Manual, was issued on January 7, 2005. The order incorporated the new Federal civilian injury and illness recording and reporting requirements contained in 29 Code of Federal Regulations (CFR) Part 1960.

ii. <u>Data</u> - A web-based program called WESS, meeting Part 1960 requirements, is used for injury and illness recordkeeping. WESS may be viewed at
http://www.safetycenter.navy.mil/wess/default.htm

> *OSHA 300 Log Systems*

- What system(s) were developed to record and track these incidents/accidents?

  WESS is the electronic recordkeeping system.

- Does the system allow the data to be aggregated so it can be reviewed at the national level?

  WESS has the capability; however there are significant software issues in accurately aggregating the information.

- Does the system encompass OWCP filing, or is it separate?

  The OWCP filing system is separate from WESS.

- Does the system also track no-injury accidents or near misses?

  WESS has the capability to track no-injury accidents or near misses.

- Would your agency be interested in a government-wide recordkeeping system?

  No.

- Describe how the agency has used the data from the new OSHA 300 logs.

WESS (OSHA 300 equivalent) is used by NAVSAFECEN to trend mishap data.

Agency Volunteers

▪ How many volunteers did the agency have in CY 2006 and what types of services did they provide?

The number of agency volunteers is not available.

▪ Is the agency recording incidents/accidents sustained by volunteers in the OSHA 300 logs?

Commands are directed to record this information in WESS.

III. Employee Support

a. OSH Training

i. <u>Employee Training</u> - All Marine Corps commands are required to provide general safety and occupational health training to all managers, supervisors, employees and employee representatives. More specialized safety and occupational health training is provided locally based on job hazard analysis, safety inspections, and industrial hygiene surveys.

The MCO 5100.8, Marine Corps Occupational Safety and Health Program Manual, establishes requirements for safety training for employees, supervisors, employee representatives, safety and health specialists, and unit safety officers. Installation safety managers are required to provide initial and annual refresher training to all supervisors and maintain records. Supervisors are required to ensure employees are provided the appropriate job safety training, specialized safety and health training, and change-in-work training, and maintain records.

The Commandant of the Marine Corps' Safety Division (CMC SD) sponsors and centrally funds the Ground Safety for Marines, Mishap Investigation, and various other special OSH Courses for Marine Corps personnel.

Further, CMC SD sponsors and funds a special 15-week occupational safety & health training program for its cadre of Tactical Safety Specialists (TSS) at the U.S. Army's Combat Readiness Center, Fort Rucker AL. Known as the Army's CP-12 course, this training enables our TSS to apply OSH principles at forward deployed locations, such as Afghanistan and Iraq.

	Types of Training Provided in FY 2006	Number Trained
Top Management Officials	Not tracked centrally	
Supervisors	Not tracked centrally	
	Confined Space Safety (1 convening)	16
	Construction Safety Standards (1 convening)	20
	Electrical Standards (4 convenings)	83
	Fall Arrest System (1 convening)	22
	Fire Protection and Life Safety (2 convenings)	29
	Ground Safety for Marines (16 convenings)	515
	Introduction to Industrial Hygiene for Safety Professionals (2 convenings)	41
	Machinery and Machine Guarding Standards (3 convenings)	45
	Mishap Investigation Ashore (7 convenings)	179
	Respiratory Protection Management (6 convenings)	98
Safety and Health Inspectors	See above	
Collateral duty Safety and Health Personnel and Committee Members	Not tracked centrally	
Employees and Employee Representatives	Not tracked centrally	

ii. **Contract Employee Training** - This information is not tracked.

b. **Field Federal Safety and Health Councils**

i. <u>Involvement</u> - Attendance and participation, by Marine Corps personnel, is authorized by DOD instruction 6055.1.

ii. <u>Field Council Support</u> - Subordinate command involvement in field Federal safety and health councils is encouraged by headquarters. Local command participation in these councils is not tracked.

iii. Each installation is required to have, or participate in, a local safety council. Councils must meet at least quarterly or more frequently as directed by the chairperson. Participation with field Federal councils varies by location.

c. **Other Support Activities**

NAVMC DIR 5100.8 requires that all commands support Field Federal Safety and Health Councils, and coordinate with local communities on mutually beneficial mishap prevention programs. Full-time OSH professionals are required to receive a minimum of eight continuing education units (or equivalent) per year. Training may be accomplished through formal or informal courses, laboratory exercises, or field studies. Pursuit of professional certifications is encouraged, and usually funded locally. The Marine Corps is a corporate member of the National Safety Council, with all personnel having membership benefits available to them. All Tactical Safety Specialists receive an Occupational

Safety & Health Technologist certification from Texas A&M
University upon graduation from the U.S. Army's 15-week CP-12
course.

IV.   **Accomplishments**

  a. **FY 2006 Accomplishments**

   i.   <u>Safety and Health Program Evaluations</u> - We evaluate the
        success or failure of our accident, injury and occupational
        illness prevention programs by inspections, surveys, and
        review of mishap trends. Our inspection programs are
        designed to measure compliance with Federal and Marine Corps
        standards and evaluate the overall effectiveness of the
        safety and health programs. The inspections are implemented
        at three levels of command.

        - All Marine Corps commands are required to conduct formal
        safety and occupational health inspections at least annually.
        More frequent inspections are required for high interest
        areas based on an assessment of the potential for injuries,
        occupational illness or property damage. Managers,
        supervisors and employee representatives can participate in
        the inspections conducted by local safety and occupational
        health specialists.

        - The major commands conduct oversight inspections of their
        subordinate units using checklists that are developed and
        updated by the Headquarters Safety Division.
        - The Inspector General of the Marine Corps (IGMC), through
        the command inspection program, conducts oversight
        inspections of the major subordinate commands. The
        Headquarters Safety Division augmented ten (10) IGMC
        inspections during FY 2006 with safety and industrial hygiene
        inspectors.

        The Naval Safety Center also provides safety surveys and
        mishap investigations to field commands upon request. Navy
        industrial hygiene personnel conduct periodic surveys of all
        workplaces. Safety and health trends identified by
        inspections or surveys that cannot be resolved at the local
        level are referred to Headquarters Safety Division.

   ii. <u>Return-to-work</u> - Efforts are on-going. The Assistant
        Commandant of the Marine Corps tasked Manpower and Reserve
        Affairs (M&RA) as the lead for workers' compensation. USMC
        activities focus on the use of the Pipeline Reemployment
        Initiative (PRI) to return employees to work.

  iii. <u>Performance Standards</u> - Performance appraisal standards and
        elements are under the purview of the civilian human
        resources office. Supervisors are evaluated on safety
        program support and performance. All officers and staff non-
        commissioned officers (E-6 and above) have a safety
        performance element in their annual evaluations.

iv.   <u>Recognition</u> - Safety Awards. MCO 5100.32 establishes the safety awards program. There are four major safety awards. Commands, and individual military and civilian personnel are recognized for their contributions and accomplishments made in the field of safety and mishap prevention annually.

FY 2005 award winners were:

- Marine Corps Center of Safety Excellence (Marine Corps Bases Hawaii, Camp Lejeune, Camp Pendleton and Quantico; Marine Corps Systems Command)

- Marine Corps Superior Achievement in Safety (LTCOL Michael Miller, 2nd MEF, Marine Corps Base Camp Lejeune; GYSGT Michael Parker, Marine Corps Logistics Base Barstow; Mr. David Barragan, Marine Corps Base Camp Pendleton)

- Marine Corps Achievement in Safety (Marine Corps Air Station Miramar)

- Marine Corps Merit Award in Safety (Marine Corps Logistics Base Barstow)

FY 2006 winners will be announced in calendar year 2007.

v.   <u>Other</u>

Executive Safety Board (ESB). Meetings are chaired by the Assistant Commandant of the Marine Corps (ACMC). The ESB meets quarterly. Commanding generals from our operational commands, major bases and supporting organizations attend. The ESB provides safety policies and reduction strategies for prevention of both on and off duty mishaps to enhance both unit and individual readiness.

Policy and Guidance. Updated and issued two Marine Corps orders and directives:

- MCO 5100.8 "Marine Corps Occupational Safety and Health Program" issued 15 May 2006.
- NAVMC Directive 5100.8 "Marine Corps Occupational Safety and Health (OSH) Program Manual" issued 15 May 2006.

The CMC sponsored two major safety campaigns:

- Warrior Preservation Campaign 2006. The goal of this campaign was to enhance force preservation and reduce mishaps across the Corps. Full details available at http://hqinet001.hqmc.usmc.mil/sd/warrior_preservation.htm
- 24/7 Operation Summer Force Preservation. The goal of this outreach strategy was to remind Sailors and Marines of their responsibility to be alert, aware, and able to manage risk all day, every day. Details are available at http://safetycenter.navy.mil/seasonal/criticaldays/default.htm

Fiscal year safety performance updates are issued quarterly.

b. **Achievement of Fiscal Year 2006 Goals**

Goal: Revise or update Marine Corps Orders (MCOs).

Status:

- MCO 5100.8 "Marine Corps Occupational Safety and Health Program" issued 15 May 2006.
- NAVMC Directive 5100.8 "Marine Corps Occupational Safety and Health (OSH) Program Manual" issued 15 May 2006.
- MCO 5100.19F "Marine Corps Traffic Safety Program" drafted. To be issued in FY 2007.
- MCO 5100.30A "Marine Corps Recreation and Off Duty Safety Program" drafted. To be issued in FY 2007.

Goal: Provide intern training for the new tactical safety specialists hired to implement the Installation Core Safety Services.

Status:

- Forty-eight tactical safety specialists were trained at the Joint Service Intern Training Course in FY 2006.

Goal: Continue the contract support from Behavioral Science Technology (BST).

Status:

- On-going support. BST contract services continued.

Goal: Convene quarterly meetings of the Executive Safety Board (ESB) to more aggressively address safety policy issues and on and off duty mishap reduction strategies for all Marine Corps personnel.

Status:

- ESB meetings held quarterly. Meetings will continue at the same frequency in FY 2007.

Goal: Initiatives to improve the workers' compensation programs.

- Focus attention on returning injured workers to employment at each USMC activity.
- Coordinate with USMC activities to focus on the use of the Pipeline Reemployment Initiative (PRI) in returning employees to work.
- Facilitate increased attention on reducing lost production days and increasing the timeliness of reporting injuries and illnesses.

Status:

- On-going. The Assistant Commandant of the Marine Corps tasked Manpower and Reserve Affairs (M&RA) as the lead for workers' compensation. Marine Corps commands continue work on the PRI.

V.   **Resources**

Continued intern training of forty-eight tactical safety specialists hired to implement the Installation Core Safety Services. Additionally, the Department of Navy has five overarching objectives for FY 2007 with one being "Emphasize Safety." Senior leadership has committed to: 1) Improve safety performance across DON to meet Secretary of Defense Strategic Planning Guidance (SPG) to reduce baseline mishap rates by 75% by the end of FY2008; 2) Deploy a DON-wide web-based Risk Management Information System (RMIS) that will facilitate unit level safety program management and provide aggregate reporting, analysis and tracking of all reportable hazards and mishaps; and 3) Establish a corporate risk management and mitigation strategy and ensure that Department leaders and managers use risk-based approaches for planning and problem solving.

VI.   **Goals, Objectives, and Strategies**

USMC OSH Strategic Goals and Objectives FY 2007

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 demonstrates 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 measurements 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 2008 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 P5100.8F.

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 MEF through the MSC's 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 both standardization, skill progression and information sharing.

VII. Questions/Comments

None.