



Articles Of Interest:

- Personal Note From DASN(S) Mr. Tom Rollow
- Featured Safety Professional - Mr. Joe McCloud
- USMC Tactical Safety Specialist Program -Is It For You?
- Developing Our Safety Community
- DOD Safety & Health Forum

Inside this issue:

<i>DON Safety Civilian Community Website</i>	1
<i>Joe McCloud - Featured-Safety Professional</i>	2
<i>Active Role Playing In The S & H Community</i>	4
<i>Marine Corp Tactical Safety Specialists</i>	4
<i>Are You Certified?</i>	5
<i>Developing Our Safety Community</i>	6
<i>Transitions</i>	8
<i>NSC & DoD Safety & Health Forum</i>	8

Welcome Safety Professionals!

To all Navy and Marine Corps Civilian Safety and Occupational Health Professionals:

As your Safety Community Leader, it is my intention to develop a safety community that will take the Navy and Marine Corps to the next level -- a world-class safety organization. To achieve world-class safety, we need to change our work culture to one that helps people recognize that their at-risk behavior is inconsistent with a workplace that promotes safety as a core value. To do so we must:

1) integrate safety into operations so that it is managed along with produc-

tion, quality, and cost,

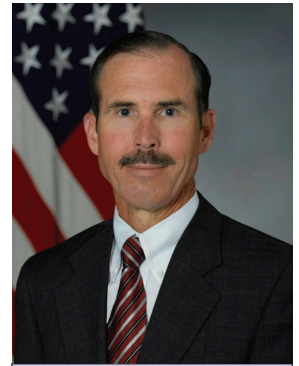
2) institutionalize a program where injuries and accidents are investigated to ensure they do not recur,

3) show a visible management commitment that sets reasonable goals for policy, communication, responsibility and accountability,

4) create a consistent climate of communication by engaging people in rigorous debate, analysis, and continuous learning, and

5) promote confronting the facts, even when they are harsh.

For world-class safety, these criteria imply a need for open, frank, and fact-



Mr. Tom Rollow
Deputy Assistant Secretary of the Navy (Safety)

finding conversations about safety-related incidents, from close calls and first aid cases to the most serious injuries and fatalities.

To achieve world-class safety status, we must be

Continued on Page 3

DON Safety Civilian Community Website Is Being Transformed For Your Benefit

Contributed by Ms. Joy Erdman, MS, CSP, CIH, OPNAV

The Navy and Marine Corps Safety Civilian community website has recently been reviewed, revised, and is being positioned to become an indis-

pensable tool on the Naval Safety Center website for you -- our Navy and Marine Corps Safety professionals. Previous information on the website that is still

relevant was moved to an archived section of the website. Civilian community topics are listed alphabetically: Civilian Workers'

Continued on Page 7



*Mr. Joe McCloud
NAVFAC MW Safety
Manager*

"I have helped foster a safety climate in our organization where people take ownership for and value safe work."



Naval Station Great Lakes - Safety guidance for Public Works operations throughout this area are provided by Joe and his staff of SOH Professionals

Safety Spotlight On Mr. Joe McCloud

Portions contributed by Bill Couch, NAVFAC MW Public Affairs

Naval Facilities Engineering Command (NAVFAC) Midwest Safety Manager Joe McCloud was named winner of the 2007 Chief of Naval Operations (CNO) Individual Shore Safety Award February 26, 2008.

This award recognizes McCloud's outstanding achievement in safety and occupational health as NAVFAC Midwest supports the Secretary of Defense's goal to reduce mishaps by 75%, reducing mishap trends and costs and demonstrating safety leadership.

"Joe's innovation and dedication have been the driving force behind our vigorous safety program, improving safety performance, reducing mishaps and costs, and consistently passing safety inspections," said NAVFAC Midwest Commanding Officer CAPT Bob Gibbs.

"Through Joe's leadership and innovation, NAVFAC Midwest has decreased lost-workday mishap rates and improved safety awareness."

"Joe's focus on construction and services contract oversight has led to zero contractor mishaps since September 2005, while NAVFAC Midwest contractors completed more than 1.5 million man-hours of construction work without incurring a lost-workday mishap," added Gibbs.

McCloud has served as NAVFAC's Safety Manager at Great Lakes for more than 20 years, managing a successful safety program as NAVFAC has reorganized into its current structure. He holds a B.S. in Health Services from Southern Illinois University and an M.A. in Health Facilities Management from Webster University. Prior to his service as a Navy civilian employee, McCloud retired from the Navy as a senior chief hospital corpsman after 25 years on active duty as an instructor at the Naval Hospital Corps School, on submarines as an independent duty corpsman, and with the Fleet Marine Force.

In this issue's "Safety Professional in the Spotlight," Joe fielded the following questions:

1. What prompted you to get into the safety field?

Retired from the Navy as a submarine qualified senior chief hospital corpsman. Many of the inspection, record-keeping and training duties aboard FBMs and later as an instructor at corps school closely corresponded to those of a safety specialist.

2. Who have you considered a mentor & why?

Doug Craddock at NAVFAC has been a source of NAVOSH and construction safety wisdom and has provided me numerous professional

growth opportunities and experiences.

3. What other safety professional has influenced you and/or what have you done to help the development of other safety professionals?

The last several NAVFAC HQ Safety Directors have worked to keep a viable and coordinated safety program alive in NAVFAC. I have hired, trained and mentored the career growth of several successful safety professionals.

4. Where has the Safety Program and/or training helped you in your career progression?

My position as the senior safety manager has been very static. However, I have found safety to be a fulfilling and personally rewarding occupation.

5. What has been one of your most rewarding experiences while working in the Navy/Marine Corp Safety Program?

The recognition and expressions of appreciation by employees' for my contributions in helping improve the workplace safety.

6. What specific improvements would you suggest for the integration of safety throughout the Navy/Marine Corps?

Continue to strive to improve the Navy's safety culture to the point where being safe is an integral

(Continued on next page)

Safety Spotlight On Mr. Joe McLoud

(Continued from Page 2)

component to the planning and execution of every task. ORM is driving us in that direction.

7. What bit of wisdom do you wish to pass on to other safety professionals?

Keep an open mind, continue to pursue safety knowledge. We always encounter new challenges requiring updated information.

8. Have you thought about what you want your legacy and/or con-

tribution to the safety program to be?

I feel I have helped foster a safety climate in our organization where people take ownership for and value safe work.

9. Out of all of the safety programs which is your specialty/favorite one?

Construction safety provides a wide exposure to a variety of hazards creating interesting and challenging safety issues and personal contacts with involved and concerned people.

10. Is there anything else you would like to tell us about yourself, or about your safety organization?

I am proud to have been a small part of an organization of dedicated and valuable employees who provide valuable products and services in support of our Navy.

QUICK QUIZ

Who created the “Domino Theory” for accidents?

1. Maslow
2. Heinrich
3. Haddon
4. Geiger

Answer on page 4.

Mr. Tom Rollow - Welcome

(Continued from Page 1)

at our own community. As with the entire Federal workforce, many Department of the Navy civilian safety professionals have retired in recent years. Eighty percent of the safety community is 45 years or older and fifty percent of the community will be retirement eligible in the next 5 years. To meet our world-class goal we must be organized, networked, and support a Department of the Navy safety community that attracts, develops, and retains the most talented individuals.

Several members of the Naval safety community recently met with civilian personnel community managers to work on the standardization of our civilian position descriptions. As a part of providing a civilian

safety professional with a viable career path, we need to identify the technical, management and leadership skills and abilities needed to do the job successfully. Position descriptions need to include appendices addressing the specialties in our field. Our goal is to recruit trained and qualified personnel with a broad safety background and to hire personnel with needed skills in our specialty areas such as Explosive Safety, Training and Education, Traffic Safety, Recreation and Off-Duty, to name a few.

I need your help to transition to a world-class safety community.

I encourage you to work towards a national safety certification, to complete your education, and do

your part in working towards a “zero-mishap” goal. In the meantime, I will be working to develop and socialize a Recruitment and Succession Plan so only the best are working at your side, and our numbers remain strong through this evolution.

I am looking forward to working with all of you.

**Mission First,
Safety Always,
All Day, Every
Day!**

“I need your help to transition to a world-class safety community. I encourage you to work towards a national safety certification, to complete your education, and do your part in working towards a “zero-mishap” goal.”

FACTOID:

Qualifications for CSP credentials will change beginning 1 JAN 09. For a list of changes visit www.bcsp.org/changes

Quick Quiz Answer:

William Heinrich developed this theory in 1929. It basically states that accidents result from a chain of sequential events, similar to a row of dominoes falling over and that removing one event from the chain, such as an unsafe act, will prevent the completion of the chain

Your Active Role In The SOH Community

As safety professionals, we all have a wide range of experiences, education, and backgrounds. This knowledgebase is invaluable to our Navy and Marine Corps Safety community and your help is needed in contributing to our community.

You may be asking what type of information is desired and really the answer is that any and all articles will be considered for publication in this newsletter provided it serves to enhance the safety community. Topics could include:

- Information on a new technology that could benefit our community.

- Contributions for "Safety Spotlight" articles (see page 2) that feature a full story on a Safety Professional who is a role model for others in our community.
 - Short Stories features from the field (i.e., a quick snapshot that shows Safety Professionals in action.)
 - Submissions for the "Transitions" (page 8) page that highlights notable events occurring within our community.
 - Information on conferences or events.
- Please be sure to in-

clude clear photographs that links a name to a face or provides a visual depiction of the event or information you are sharing. If you are not the photographer, ensure you include byline information on the photographer.

All submissions will be reviewed for potential inclusion in this newsletter. While space is limited, some stories will be held for future publications so be sure to include all contact information in the event updates are needed.

Send all submissions to DASNSafety@navy.mil and thank you for making this a newsletter for our Safety Community!

Marine Corp Tactical Safety Specialists Program

Contributed by Mr. Richard M. Coyle, CMC (SD)

The U.S. Marine Corps Executive Safety Board (ESB) developed the installation Core Safety Services (CSS) to standardize safety services offered by all USMC installation safety offices. The first CSS is to provide safety support to military operations and training. This support to commanders, both on and off the installation, is provided by highly trained, civilian Tactical Safety Specialists (TSS). The ESB established a working group to identify the requirements for additional safety billets USMC-wide.

The Commandant of the

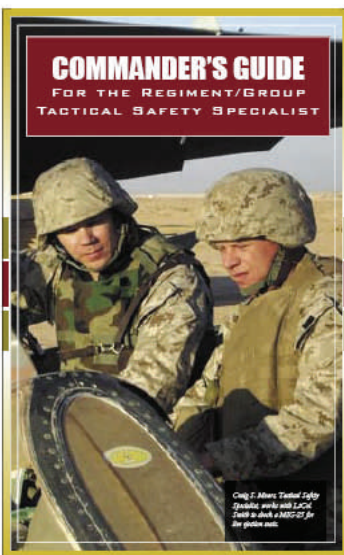
Marine Corps (CMC) funded 100 billets over a 5-year period in support of this initiative. Another 250 such positions are expected to be authorized in FY09-11. Marine Corps installations hire the TSS and CMC Safety Division provides initial training, a 15-week program at the U.S. Army Combat Readiness Center, Ft Rucker AL.

The Marine Corps has historically implemented a comprehensive safety program in garrison. TSS provide commanders with a tool to complement force preservation efforts and ensure the safety and well

being of their Marines. The position is designed to integrate into the command structure and deploy as part of the unit's force preservation efforts. The TSS:

- Assists commanders in assessing tactical risk to prevent mishaps during deployments, training, and contingency operations.
- Integrates risk management into the Marine Corps Planning Process (MCP), reviews command Mission Essential Task Listings (METL), identifying excessive risk in order to optimize the

(Continued on next page)



Deployment of Marine Corps Tactical Safety Specialists will occur at operational units as well as bases and stations.

Marine Corp Tactical Safety Specialists Program

(Continued from page 4)

risk management effort, enhance readiness and preservations of combat power.

- Collects and analyzes mishap data for trend analysis to develop risk reduction control measures.
- Coordinates with the installation Range Control Officer in all aspects of Range Safety, Explosives and Ammunition Storage, Handling and Transportation.
- Provides Risk Management, Range Safety, Occupational Safety, Weapons and Ammunition Safety, Tactical Vehicle Safety, Drivers Improvement Training, Radiation Safety, LASER Safety,

Mishap Investigation and other various training aimed at assisting Commanders in their mishap reduction program.

- Reviews and provides recommendations to High Risk Training Programs.
- Assists unit Collateral Safety Duty Officers in identifying and correcting trends both in garrison and field environments.
- Provides tactical support during garrison, deployment exercises, and war-time operations.
- Assists reserve components in implementing risk management into operating procedures prior to training aboard

Marine Corps installations.

The installation safety manager assigns TSS to work with commanders of regimental-sized organizations to provide safety and occupational health support. A Memorandum of Agreement between the installation and the supported regiment is required. Commanders are encouraged to request the TSS to accompany the unit during field training evolutions, deployments, and operations.

For more information, please contact LtCol Michael S. Miller, (michael.s.miller5@usmc.mil) 703.614.1202

"The Marine Corps has historically implemented a comprehensive safety program in garrison. TSS provide commanders with a tool to complement force preservation efforts and ensure the safety and well being of their Marines."

CSP & CIH - Do You Hold A Certification?

Many of our Navy and Marine Corps Safety and Occupational Health Specialists have gone the extra mile in obtaining either a Certified Safety Professional or Certified Industrial Hygienist designation from the Board of Certified Safety Professionals (BCSP) [www.bcsp.org] or the American Board of Industrial Hygiene (ABIH) [www.abih.org/], respectively.

While your names are known to the BCSP and ABIH organizations, a compilation of those profes-

sionals holding certification within our Navy and Marine Corp community is not widely known and the DASN(S) Safety Office is compiling a list of all Safety Professionals holding professional certification. If you do have a certification, please forward the following information to the DASN Safety Office at DASNSAFETY@navy.mil.

- Name
- Certification held
- Certification Number
- Date received

This information will be used in conjunction with a survey that is soon to be released to provide a snapshot of our current Safety Professionals and to further develop the certification program.

As many of you are aware, Paragraph 0606 of OPNAVINST 5100.23G states that "Certification of individuals in their professional specialty is highly desirable and fully supported by the U.S. Navy."

For those of you who currently do not hold a cer-

tification and desire to obtain a professional certification, ensure you meet all program requirements of BSCP or ABIH by visiting their respective websites and reviewing the requirements. If you are accepted for consideration, please provide a copy of your program acceptance letter and additional information on desired areas for assistance to the e-mail address provided as there may be technical or fiscal resources that can aid you on your quest to acquire certification.



*Ms. Darrilyn Cranney, MPH, CSP
ODASN (Safety), Director
Safety & Occupational Health*

Developing Our Safety Community

Contributed by Ms. Darrilyn Cranney, ODASN (Safety)

Where is Safety in today's government? Has the profession taken advantage of the tremendous opportunity that our growing "Age of Talent" presents? As the questions surrounding talent, skills, successors, performance and leadership consume more discussions in the workforce, have you ever wondered in what direction the Safety profession will evolve?

There are really just two possibilities – up or out. However, which outcome is the more likely?

It is clear from experience, as well as the information available that the demographics of our Safety workforce are changing. Our numbers continue to shrink and we seldom see or hear of young college grads coming to work for the Department of Navy Safety. The college grads today, our Gen-Xers and Gen-Yers, are filling Navy vacancies and swelling our ranks, however the influx has not been in our field. Winning the war on talent is based on many factors, and the dynamic demographics of the safety community requires action now to bring in new talent otherwise other communities will move forward while we try to play catch up.

A good place to start is with the shifts and trends that are likely to shape the workplace in the coming

years. The ways in which Safety anticipates and responds to these changes will largely determine it's future. We all know – as we have heard many times before - that in the U.S. the largest segment of the population is the over 50 cohort, and Safety is no stranger to this demographic statistic. Figure (1) provides a snapshot of our Safety Community and with 69% of our workforce 45 and over with 20+ years of service, our demographics will rapidly change. Although we currently do not have a "retirement tsu-

more women, more visible and ethnic minorities, more generations in the workforce - the first time in history that four generations have worked together - and more disparate types of workers – from contingent to virtual. These and other forces will shape the evolution of our workforce, as well and thus shape the Safety Programs of the future.

Every day in the United States, 10,000 baby boomers turn 55. By the end of this decade, it is predicted that two experienced workers will leave the U.S.

\$64,749	Average Salary
69%	Age 45 and over
46%	Twenty plus (20+) years of service
23%	Female

Figure (1) FedScope Dec 07

nami," but rather a consistent loss of talent as personnel head off into retirement, if we are not prepared (i.e., developing younger professionals) it could have long lasting affects on our ability to provide quality safety support.

It is not just an aging workforce that is presenting new challenges. Personnel are being transformed through rapid changes in its makeup –

workforce for every inexperienced young one that joins. This is significant in more ways than one: Today's new generation of workers bring roughly the same level of education as the baby boomer generation, yet the early boomers will soon be leaving with 30 to 40 years of experience, a legendary work ethic and incredible reservoirs of knowledge. Without a

(Continued on Page 7)

"The path that leads us to Safety in the future can either be fraught with bumps and potholes as we wind our way through with little planning, or we can choose a seasoned map as a route to a world-class safety organization by developing and implementing effective Safety Professional Succession and Recruitment Plans."

Developing Our Safety Community

(Continued from Page 6)

doubt, communities that can develop, attract, mobilize, and retain talent will be the winners of the future workforce. Succession planning will also take on a new urgency and importance, as we spar with private industry to recruit the best and brightest to succeed the Boomers.

The path that leads us to Safety in the future can either be fraught with bumps and potholes as we wind our way through with

little planning, or we can choose a seasoned map as a route to a world-class safety organization by developing and implementing effective Safety Professional Succession and Recruitment Plans.

As a Safety Professional, what will be your legacy to the novices starting in the field today? Do you want to leave behind your years of dedication to a community floundering down a bumpy path, or do

you want to leave behind a seasoned, well written map that leads the way to a world-class safety organization? I hope it is the latter and that you support efforts underway to truly drive retaining and developing Safety Professionals in the Navy and Marine Corps so that your experience becomes part of a rich legacy.



Safety Career recruitment Posters are distributed at conferences to showcase the Navy & Marine Corp Safety profession and recruit for talent

DON Safety Civilian Community Website Is Being Transformed For Your Benefit

(Continued from Page 1)

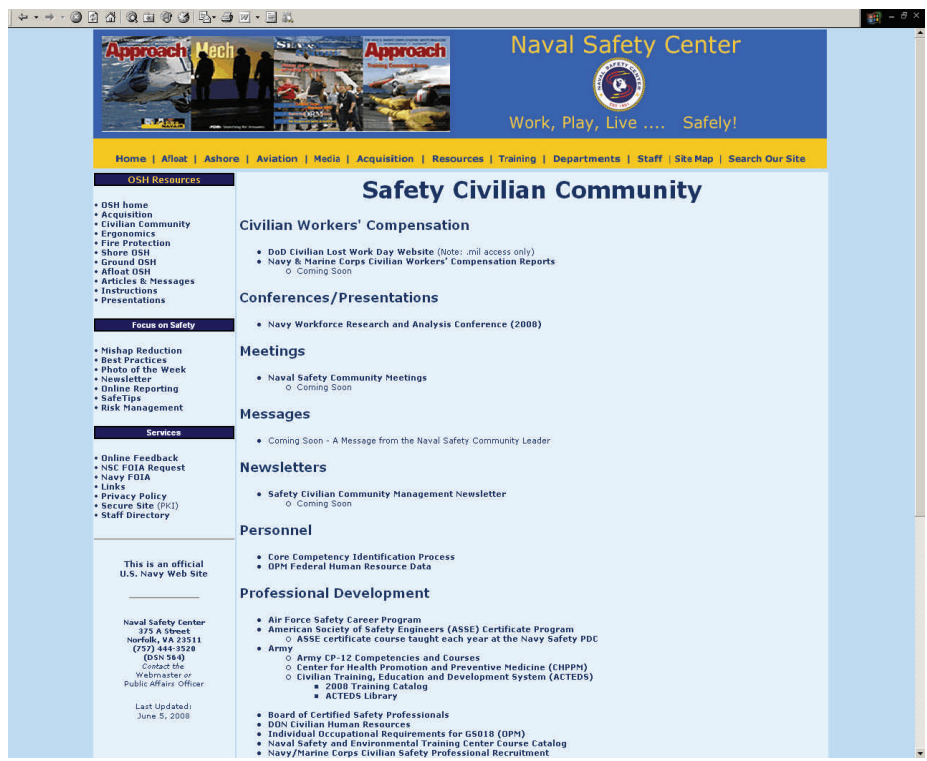
- Compensation,
- Conferences/Presentations,
- Meetings,
- Messages,
- Newsletters,
- Personnel, Professional Development,
- Safety Vision, and
- Telecommuting Information.

An example of the new look of the site is featured on the right.

While it is still under construction and will be beneficial as we garner submissions, the following is a web link that you might want to put in your website favorites folder:

<http://www.safetycenter.navy.mil/osh/civilian/default.htm>

Please let us know if there's anything else you'd like to see on the website by directing comments to Ms. Joy Erdman at joy.erdman@navy.mil



SECNAV Safety

1000 Navy Pentagon
Room 4A674
Washington, D.C.
20350

Email: DASNSafety@navy.mil

We Are On The Web!

<http://www.safetycenter.navy.mil/osh/civilian/default.htm>

NAVAL SAFETY VISION

"MISSION FIRST, SAFETY ALWAYS"

- INTEGRATE SAFETY AND RISK MANAGEMENT PRINCIPLES INTO ALL THAT WE PLAN AND EXECUTE, BOTH ON AND OFF DUTY
- OPERATE AS A WORLD-CLASS ORGANIZATION, WITH A FOCUS ON PREVENTING MISHAPS
- ACHIEVE A MISHAP-FREE NAVY AND MARINE CORPS TEAM BY MANAGING RISKS INHERENT IN OUR OPERATIONS AND CREATING AN ENVIRONMENT IN WHICH OUR PERSONNEL ACCEPT NO UNNECESSARY RISK

Transitions...

- Mr. Haroon Mazhar, CNIC Deputy Safety Director moved on to become the Business Manager for Navy Region Contracting Center, Singapore.
- Mr. Earl Mineshima, COMNAVREG HI Safety Director, moved on to another Safety position with Defense Logistics Agency
- In Memoriam, Mr. Lawrence R. Blair, former Environmental Safety and Health Director for the Strategic Weapons Facility providing support to Trident Submarines in Bangor Washington passed away on June 3, 2008 at the age of 63. Our Safety Community appreciated his contributions to our Navy Safety program and extends our condolences to his family.
- Ms. Janet Stewart, NAVFAC Safety Manager, retired in July with 36 years of Navy safety service. We thank Ms. Stewart for all of her years of service and wish her well.
- Ms. Ruth Miller has left her position with COMNAVRESFOR Safety to accept a position in Safety at DOE. Ms. Miller served in the Navy safety and industrial hygiene programs for 23 years.

National Safety Congress & DoD Safety & Health Forum

This year's National Safety Congress (NSC) Exposition is in Anaheim, California, 22-24 September. If you plan to attend all three days of the conference, the registration fee is \$590. However if you also will attend the DoD Forum on Tuesday afternoon, the OPNAV 09B Office may be able to pay for your registration fee provided certain conditions listed below are met. Due to limited available funds, there is a maximum of one free registration per safety office.

The DoD S & H Forum takes you behind the scenes to glimpse at how other DoD components are

addressing a myriad of issues ranging from Voluntary Protection Programs to safety's role in acquisition of Mine Resistant Ambush Protected vehicles.

Please check the following (applicants must meet all criteria):

- Navy or Marine Corps personnel with safety responsibilities
- Registered for the 2008 DoD Forum via <http://www.dodforums.org/SH2008-CA/index.htm>
- Plan to attend the Congress all three days of

September 22-24, 2008 (arrive by Sunday evening and leave on Wednesday after 2:30 if traveling), including the DoD Forum on Tuesday afternoon.

- Have no announced plans to transfer jobs or retire within a year.
- Command agrees to fund travel and per diem (where needed); and
- Individual agrees to notify OPNAV Safety Liaison Office, to verify Congress attendance.

If you can meet the

above requirements, contact the OPNAV Safety Liaison Office at (703) 602-2574 to obtain additional information and receive a form for you to route through your supervisor.

Please note, if you are already planning on speaking or moderating at the NSC Congress and Exposition, you are offered free registration by the NSC and should NOT apply for Navy-funded registration.

Looking forward to seeing you there!