



The Safety Professional

News & Information For The Navy & Marine Corps Safety Community

Spring 2009

The Evolution of Warrior Preservation: The Role of the Tactical Safety Specialist

By Col James D. Grace, Director, Safety Division, USMC HQ



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The Marine Corps safety program is relatively young. Naval aviation, of which the Marine Corps is a part, first engaged mishap prevention in the 1940s during World War II. Congress may have established the Occupational Safety and Health Administration in 1970, but, if the records we've kept are to be the yardstick, the Marine Corps ground safety program began earnestly in 1988. Until then, we were supported by Navy Occupational Safety and Health (NAVOSH).

The Marine Corps stood up its fledgling Safety Division in 1993. It was established as a special staff function of Headquarters Marine Corps, led by a Marine Colonel and reporting directly to the Assistant Commandant of the Marine Corps (ACMC). At the time, the Marine Corps employed just over a hundred GS-0018 safety and occupational health specialists. In 2000, ACMC

established the Executive Safety Board (ESB), assigning General Officers from installations and the operating forces to the board and tasking them with establishing policy for Marine Corps safety programs. This board developed core safety services (CSS) to be provided to our Marines by our installation safety offices and grew our civilian safety staff to more than 350 safety specialists.

Five years ago, the Marine Corps began its tactical safety program, designed to focus Marine Corps safety on Warrior Preservation. This initiative requires GS-0018 safety and occupational health specialists to deploy with Marine units. Typically, a tactical safety specialist (TSS) will deploy to training or contingency operations, e.g., OIF or OEF, with regiment-sized units. These deployments will generally last six months, the maximum amount of time civilian personnel can be TAD consecutively.

The mission of deployed TSS is to provide CSS to Marine units serving far from home. The installation safety managers at home provide CSS to all personnel aboard a base or station. They do this through a staff of 5 to 20, or more. The manager also serves as the senior technical advisor for safety to the Commanding General or Commanding Officer. While deployed, the TSS single-handedly serves all those roles in a forward operating environment.

Sound exciting? It can be, but our TSS must earn their title before they get the opportunity to deploy with Marines. Many of you have heard that TSS attend 15 weeks of specialized training in the U.S. Army's Career Program 12 Intern Course at Fort Rucker, Al. The preparation required is every bit as impressive as the course itself. Completion of a series of nine online courses is required prior to attending the CP-12 Intern Course. These online courses include specialized training on radiation, lasers, ranges, and six explosives safety courses, providing training equivalent to that of explosives safety officers.

After the successful completion of the online training, the TSS then attends the intern course at Fort Rucker. This course includes eight weeks of occupational, safety and health training, provided by the OSHA Training Institute at Eastern Kentucky University. Also included is a staff study, preapproved by the TSS' home safety manager, on a safety and health problem of local interest. The student's research their issues, prepare a paper that is graded, and brief their findings to the "Council of Colonels," who provide them valuable training and instant feedback on how to brief issues to a commander in the field. The intern course is accredited for continuing education through the University of Alabama.



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NSC Recognizes Capt. Stubits as a CEO Who “Gets” Safety

Each year, the National Safety Council (NSC) selects a group of “... corporate leaders who “get it” by demonstrating that employee safety is a core corporate value, cultivating safety leadership at all levels of their organizations, and supporting their employees with extensive safety training.”



In February 2009, the NSC announced the *2009 CEOs Who Get It*, and Capt. Neil C. Stubits, commander of Indian Head Division, Naval Surface Warfare Center, was among the top ten recognized.

“These CEOs understand that taking an innovative, dedicated approach to employee safety is not just the right thing to do,” said Janet Froetscher, the NSC president and CEO, “it is a ‘must’ in operating a successful and profitable workplace.” *Safety+Health* magazine featured Capt. Stubits along with the other nine recipients in its February issue.

The Indian Head Division of the Naval Surface Warfare Center is a Naval Sea Systems Command (NAVSEA) field activity that supports the warfighter through the research, development, manufacturing, testing and logistical support of ordnance and weapons system components. The Division employs more than 1,350 civilian, military and contractors in support of this effort.

NAVSEA is committed to providing its employees with a safe working environment. As part of that effort, it has adopted the OSHA Voluntary Protection Program (VPP) to assist in achieving that goal. Indian Head Division has been on the VPP journey for the past 18 months and it has been a key element in their success. On Feb. 1, 2009, Indian Head Division had achieved 439 days without a reportable mishap and 116 days without a lost workday injury.

Indian Head Division’s safety program uses many different approaches to promote work place and home safety. From senior leadership presence in the work place, to innovative safety stand down presentations, safety awareness and promotional events and web-based information; each one is designed to keep the workforce educated and engaged in safety and to create a culture of safety awareness.

Warrior Preservation

Once training is completed, the TSS returns to their home installation and is assigned to Marine units requiring their services. Ideally, the TSS serves daily with the Marines to whom they provide safety services, to facilitate the development of a solid working relationship and professional credibility. At a minimum, the TSS should be integrated into deployment work-ups to establish credibility with the deploying unit’s officers and to ensure completion of all pre-deployment activities. In essence, TSS prepare just as the Marines with whom they will serve.

Today’s safety specialist preserves a wide array of organizational resources, including the most high tech equipment available, the best-trained warriors ever, their families, workplaces, ranges, recreational facilities, and the battlefield. TSS perform in the same professional manner forward as they do in a garrison environment.

Serving at all Marine Corps operated installations in Iraq, TSS have been instrumental in reducing resource losses due to tactical vehicle rollovers, electrical hazards and associated fires, negligent discharges of weapons, and a host of other previously unchecked hazards that have been encountered on deployment since the beginning of time. They provide subject matter expertise to Marine commanders exercising time-critical operational risk management in theater.

In addition, TSS support abroad enables safer convoy and rail movements, investigation of mishaps of all kinds during deployment cycles with real-time reporting in WESS II, continued safety training during down times, e.g., driver improvement, ORM, hazard communication, etc. Post-deployment stand-downs are accomplished sooner during the reintegration process

Our TSS program has been a huge success through its development over the last five years and has shown us our way ahead. As the Marine Corps moves toward a new focus of attention in Afghanistan and growth to more than 202,000 Marines, today’s safety and occupational health specialist is more versatile and more important than ever. Over the years, the scope of work has grown and TSS have responded. They’ve overcome numerous challenges and adapted to unprecedented change; all in the name of supporting America’s warrior. The Marine Corps has expanded TSS numbers and will continue to do so, whenever necessary.

The ESB has approved a plan to permanently integrate TSS with the operating forces. While not finalized, the plan seeks to establish new TSS positions on the Table of Organization for each Marine Expeditionary Force, down to the battalion level. If approved, this action would ensure that all deployed Marines have access to the TSS every day. Such TSS availability would help to ensure Warrior Preservation for the foreseeable future.

TSS work is critical to the success of our Marines. The professionalism of each TSS results in significant savings and mishap reduction. I look forward to meeting each TSS during my remaining time in Marine Corps safety.

SECNAV, CNO & CMC Sign Out DON Safety Vision

The Secretary of the Navy, Chief of Naval Operations and Commandant Marine Corps signed the Department of The Navy's Safety Vision in late January, charting a course for the future that aims at achieving world class safety and creating the best military safety organization in the world.

This new vision builds on the progress that was made from March 1, 2006, when the DON issued

a Naval safety strategy aimed at achieving the Secretary of Defense's mishap reduction goal by the end of Fiscal Year 2008.

The vision specifies "critical initiatives and a cultural philosophy that will provide real benefits to the nation as we fulfill our responsibility to maintain a mission-ready and capable Navy and Marine Corps." It states that safety and risk management are important to the DON's ability to

effectively prepare for and complete its mission, and that unnecessary risk, and tolerating injury or loss of equipment as the cost of doing our business isn't acceptable.

The safety vision "roadmap" for individual commands to implement, track and refine their safety program and unit-level safety culture is below. View the full vision on the Naval Safety Center Website, www.safetycenter.navy.mil/index.asp.

Department of the Navy Safety Vision

Department of the Navy (DON) Safety enhances mission readiness by preventing mishaps through aggressive leadership, safe and reliable equipment, adequate resource allocation, effective training, accountability, and proven risk management principles. To realize this vision, DON organizations and personnel shall:

- **Integrate safety into all on- and off-duty activities, work processes, and weapon system design to enhance mission readiness, capability, and accomplishment.**

Make safe operations and work practices the expected norm, by imbedding safe practices into all unit activities. Safety discussions regarding hazard identification and risk management become engrained into the planning and execution of all evolutions. Review lessons learned as a part of pre-job or pre-mission planning. Ensure safety and effective risk management are engrained early in weapon systems acquisition and design processes.

- **Imbed safety culture into the total force (military, civilians, and contractors), with accountability and involvement at all levels, through the adoption of a Safety Management System.**

A Safety Management System is a system, or collection of processes, that proactively manages day to day safety in the organization. It is not a prescribed or single software tool, but rather layers of management practices that collectively support the effective implementation of the unit's overall safety program. A safety management system demonstrates that the organization is managing safety as effectively as any other critical administrative/business function. Examples of a safety management system include: OSHA's Voluntary Protection Program (VPP), Navy Process Review and Measurement System (PR&MS), and American National Standards Institute (ANSI) Z10-2005.

- **Facilitate continuous improvement in safety performance by managing hazards, mitigating risk, and implementing actions to reduce mishaps, through the use of annual safety program self assessments.**

The purpose of the self-assessment is to identify gaps and improvements to the safety and occupational health program and work processes. Resulting gaps are used to

identify or revise goals, set specific objectives and correct work practices to ensure continual safety improvements. OPNAVINST 5100.23G, OPNAVINST 5100.19E, MCO 5100.29A and NAVMCDir 5100.8 require all DON organizations to annually conduct a comprehensive self-assessment.

- **Maintain effective safety monitoring and performance measuring systems that support senior leadership and unit-specific metrics, data analysis for root causes and development of mitigation strategies.**

Every organization needs to collect and trend (monitor and measure) safety data in order to assess safety performance, identify adverse leading indicators and continually strive to minimize loss due to injury, illness or material property damage. The effective utilization of an organization's safety metrics transforms data into knowledge. Higher headquarters staffs need to communicate specific metrics that they require to collect from subordinate commands to gain a better corporate safety picture or level of safety awareness.

- **Employ new technology and the latest management tools to facilitate individual and unit safety awareness and ownership.**

Organizations should expect and be afforded the best/most current safety management tools available to execute and manage their safety programs. The use of available new/emerging technology must become a priority as resources and the safety return on investment dictate.

- **Aggressively and transparently communicate safety successes, share hazard awareness and share near-miss lessons learned.**

The tenets of any successful safety program include the ability to rapidly assess and share hazard information and disseminate lessons learned. Decisive leadership is critical in creating an environment whereby subordinate commands feel empowered to do this without fear of

Make Better Risk Management Decisions With ESAMS

ESAMS, the Enterprise Safety Application Management System, is comprised of a suite of web-enabled applications. This web based system of applications, in use by many Navy and Marine Corps commands, uses a centralized database that allows employees, supervisors, training coordinators, safety professionals and others to manage OSHA/DoD/DON requirements.

ESAMS provides a mechanism for the centralized collection of data with a core repository of information using integrated applications and standardized responses for data accountability and evaluation. It's not just a data collection tool; it also performs automated site specific analysis across various applications and stores historical data.

Standardizing program management functions and data call responses improves accuracy, provides real-time and historical data, and results in better risk management decisions.

The most important capability of a data management system is the ability to retrieve data previously inputted to support risk decisions and make plans based on actual data. ESAMS allows data retrieval through predefined and user-defined reports. User-defined reports lets users select search criteria based on scope (area of responsibility). ESAMS reports are divided into areas based on application and user scope to support their requirements for risk management.

ESAMS allow users at all levels to participate in the safety

program. Participation includes completing personal training requirements, submitting required reports, reviewing and processing submitted reports, documenting corrective actions, and providing oversight by monitoring safety program metrics for subordinate users and commands. Applications include:

- ◆ Training Record Management System (TRMS). Maintains personnel and/or training information for their area of responsibility based on access level.

- ◆ Reports Management System (RMS). Gives access to all reports generated for any application.

- ◆ Injury and Illness Reporting System (IIRTS). Allows the entry and processing of injury/illness, near-miss

ESAMS, page 10

FFSHC Improves Local Collaboration, Provides Educational Benefits

Field Federal Safety and Health Councils (FFSHCs), according to 29 CFR Part 1960, is a "chartered group comprised of federal management and non-management and non-federal representatives (associate members) in an area having ten or more federal establishments within a 50-mile radius and an aggregate federal employee population of at least 300." FFSHCs exist throughout the U.S. to promote and assist with cooperative exchanges of occupational safety and health information among local federal establishments. They act on the behalf of the Secretary of Labor to help improve the effectiveness of federal safety and health programs.

The councils often leverage scarce resources by sponsoring training seminars locally, and coordinating shared OSH resources and expertise to aid commands with limited resources. I am the co-chair of the Hampton Roads Federal Safety and Health Council. Our council holds at least one meeting a year with the local chapter of the American Society of Safety Engineers

(ASSE). In March, our council and ASSE will be touring the STIHL chainsaw manufacturing facility in Virginia Beach, Va.

There are no fees for FFSHC membership. Organizations appointing representatives and alternates to a FFSHC chapter are considered to be members. Representatives from non-federal organizations are eligible for associate membership. There's no limit to the number of member organization representatives who may participate in FFSHC activities. 29 CFR Part 1960.89(a) requires officially designated agency representatives of the FFSHC to elect, at a minimum, a chairperson, a vice-chairperson, and a secretary. Elected officials earn one Continuing Education Unit toward maintaining their Certified Safety Professional certification.

To find a council in your area go to: http://www.osha.gov/dep/ffshc/council_region.html.

- Submitted by Steve Geiger, Naval Safety Center, Norfolk, Va.

Safety Vision

adverse action. Sharing of urgent safety information need not be confined to established and often cumbersome reporting systems – organizations should utilize the most effective and efficient means at their disposal.

- **Enable safety performance by developing and maintaining a workforce of talented and skilled safety personnel, both military and civilian, that supports the seamless integration of safety into all work processes, products, and operations.**

Organizations must ensure assigned Civilian Safety Professionals and military safety personnel are highly skilled and motivated. Assignment of these personnel to such critical positions must be achieved through a deliberate and carefully managed process. Safety personnel require specific skills, and as such, training and maintenance of qualifications is essential. Safety personnel need leadership support to ensure they have access to the entire chain of command and are considered critical assets with the requisite credibility necessary to accomplish their key responsibilities.

Safety Spotlight: Bonnie Hurst



Navy safety veteran Bonnie Hurst is the regional safety program manager at Navy Region South West – Asia and is currently in Bahrain on an 18 month assignment. Her previous assignment was the acting regional safety program director at Navy Region Northwest. She has more than 20 years of specialized experience in safety and occupational health management, including explosives safety, traffic safety programs, and recreational and off-duty safety programs.

What prompted you to get into the safety field?

I began my civil service career in the quality assurance department of the Trident Refit Facility (TRF) at Naval Submarine Base Bangor. The position let me meet people from many fields of work. I was impressed with the diverse scope of work accomplished by safety professionals, which required both technical expertise and a commitment to the well being of others. I felt that a career in safety would offer many challenges along with professional development opportunities.

Who have you considered a mentor and why?

I've had many mentors at different stages of my career. Gene Cook, the safety manager at TRF many years ago, was the first person to provide me education and work experience opportunities that developed my continuing career path. My progress in safety management was most influenced by Darrilyn Cranney, who offered professional and personal growth opportunities to me and all her staff.

What have you done to help the development of other safety professionals?

A challenge to me and my staff is that we're in a highly rotational work environment. I strived to provide technical and management training to them so they're well-prepared to manage all facets of a safety program.

How has the safety program and/or training helped you in your career progression?

I've been able to make steady progress from safety technician to regional safety manager, with hopeful expectations of greater opportunities in the future.

What has been one of your most rewarding experiences while working in the Navy/Marine Corps safety program?

It's the numerous personal thanks received over the years from people who appreciate me and my staff's value in resolving safety issues. Knowing we made a difference for the better is the best reward.

What specific improvements would you suggest for integrating a safety culture throughout the Navy/Marine Corps?

I would like to see behavioral safety included as a core requirement for safety professional training. Much of our success depends on how well we can influence the attitudes and behaviors of others to make good choices and to fulfill their safety responsibilities.

What bit of wisdom do you wish to pass onto other safety professionals?

Listening is an important skill. There is always some new information or new approach that can further your safety program. Formal training, continuing self education, and, especially, listening to others to resolve issues at all levels is paramount to overcoming obstacles and ensuring lasting success.

What is the legacy you'd like to leave for the Navy/Marine Corps safety programs?

That the safety program of each command I provided services to was improved through the efforts of myself and staff personnel. In the safety field we may not always know what we prevented from occurring so I would hope that many people returned home safely at the end of the day because of our safety program actions and decisions.

Of all the safety programs, which is your specialty/favorite one?

Training designed to educate and communicate the role of personal responsibility to reach a true safety culture that is evident at all organizational levels.

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

I am grateful for the many opportunities presented over the years and proud to be part of the Navy safety program. I continually encourage young people to consider occupational safety and health as a career choice that is challenging, rewarding and versatile.

DON Civilian Safety Professional Demographics

As of September 2008, the Department of Navy (DON) employed 1,108 safety professionals distributed among 23 commands and activities worldwide. Of those, 1,073 are safety specialists, GS-0018, and 35 are safety technicians, GS-0019.

One common workforce measurement, whether public or private, is age distribution. Although the perceived retirement tsunami that has been talked about for years has not occurred, the fact remains that more and more of the aging workforce will soon be retirement-eligible. A "retirement wave" and consequent loss of experienced professionals in the DON's safety program would clearly be detrimental to the safety efforts.

The current age distribution of the DON safety civil service workforce peaks in the 50 to 54 range. Over half are 50 or older (599 employees), while there are no employees less than 20 and only twenty-one less than 30 years old. There has been little change in this data over the last three years.

Diversity data looks very similar to years' past. Of the 1,108 employees, only fourteen are female and approximately 25 percent (278) are minorities.

Another valuable indicator when determining a community's health is the number of separations and subsequent accessions. The matrix shows the DON Civilian Safety Community's gains and losses from 2006-2008. In 2007, there was a large separation rate with less than a one third fill rate, although 2006 and 2008 accessions exceeded separations by a small margin.

	06	07	08	Total
Accessions	90	93	82	265
Separations	71	370	67	508

Knowing and understanding the DON Safety demographics can supply a variety of solutions to problems in service, sourcing, and allocation of resources. An organization's success and effectiveness depends upon its ability to maintain skilled and experienced personnel while embracing diversity (such as age, gender, and culture). When these workplace issues are actively addressed by aggressive recruiting and increasing employee competitiveness through diverse work experiences, education and training, both employees and the organization "win." Developing and maintaining individual talents, knowledge, skills, and abilities, will allow DON safety to maintain a robust workforce and provide world class customer service to a variety of platforms and programs.

- Submitted by Joan Crittenden, Safety Community Advisor

USMC Explosive Safety in Action

Civilian Explosive Safety Officer (ESO) duties and responsibilities within the Marine Corps are both demanding and rewarding. The ESO is mandated to be under the Installation Safety Division, and is responsible to the installation's safety manager.

One of the ESO's major duties is to serve as the safety subject matter expert for exercises or maneuvers aboard the installation. One of the more dynamic evolutions conducted on Marine Corps installations is establishing a Forward Air Refueling Point (FARP). A FARP provides warfighters with rapid forward refuel and re-arm capability in the field. The ESO is responsible for conducting the initial explosive safety in-brief and working in tandem with squadron aviation personnel conducting the FARP by monitoring the evolution to fruition and ensuring explosive safety is paramount throughout.

The AH-1W Cobra helicopter is a lethal weapon when fully armed and fueled. However, without the efforts of skilled aviation ordnance personnel and refuelers, the Cobra is just another aircraft sitting on the ground. The job of keeping these aircraft flying and capable of unleashing their lethal cargo of munitions takes skill, knowledge and practice.

On my recent visit to Marine Corps Base Camp Lejeune, N.C., I was able to witness first hand the extraordinary collaboration needed to accomplish this complex function. Ordnance personnel and refuelers from HMLA-269, HMM-162, HMLA-167 and MWSS-272 from Marine Corps Air Station New River were conducting FARP operations at Landing Zone (LZ) Bluebird located on Camp Lejeune. Aviation ordnance personnel and refuelers were training in the art of hot arming and refueling aircraft. Webster defines art as, "high quality of conception and execution." The teamwork demonstrated by these Marines was an art, and nothing short of extraordinary.

Efficient FARP operations are critical to the commander on the ground. The less time it takes to load and refuel aircraft means the less time the commander is without air support. Marine aircraft overhead unleashing their cargo of lethal weapons is always a pleasant sight when viewed by the Marine on the ground. One of the most critical elements in combat is time. The difference between hours and minutes in combat could mean the difference between victory or defeat. It could mean the difference between taking casualties or everyone coming out untouched. This is where a FARP becomes so important.

A FARP is similar to a Forward Ammunition Supply Point (FASP). What makes them different is they are temporary and transitory in nature, and are established for a specific mission. Organized, equipped, and deployed by

FARP

an aviation commander the ultimate objective of the FARP is to minimize flight time to and from the objective area. This is accomplished by locating the FARP as close to the objective area as allowed by mission, enemy, terrain, weather, troops and support availability, and time. FARPs provide fuel and ammunition necessary for the employment of aviation maneuver units in combat, allowing aircraft to rapidly refuel and rearm simultaneously.

FARPs are operated one of two ways: hot or cold. The difference between the two is having the aircraft stay hot, with its blades turning, or cold, shutting down.

Each method has its benefits. Shutting down, or cold, is a safer way of refueling and reloading an aircraft. When an aircraft is cold the possibility of the fuel or ordnance detonating due to static electricity is greatly reduced. However, time is sacrificed.

When the aircraft stays hot, the possibility of an inadvertent actuation is significantly higher due to the large amount of static electricity generated by the turning blades. However, the aircraft can return to the battle in a shorter amount of time.

For many years, cold refueling and reloading aircraft was the standard practice. But due to the ever-changing nature of battle and the need to have ordnance on target as quickly as possible, newer and better ways have to be adopted.

Whenever a new, more efficient way of performing an operation is proposed, there is always the question of safety. It seems whenever a task is done to save time, there is a tendency to believe safety may be compromised. However, through risk assessment, proper planning, ensuring workers are qualified and certified, and developing a solid training program, new and effective operations can still be accomplished safely.

I was amazed at the teamwork these crews demonstrated. Picture a Cobra landing, blades turning, and Marines turning to. A Marine grounds the aircraft, another safes the weapons, then 300

gallons of fuel is pumped into the aircraft. After the refueling is completed, the aviation ordnance men go to work. One Marine works on the 20mm gun while others are reloading rocket tubes. The 20mm rounds are placed in the belly of the aircraft and the gun rotated. Other Marines are reloading rockets into the pods. Once the refueling and rearming is completed, the Cobra is ready to get back into the battle.

If you have never witnessed this type of operation, you don't know what you're missing. Having been a ground ammunition technician, it was an experience observing this very complex operation. The precision with which these Marines performed their jobs was nothing short of exceptional.

A FARP evolution is just one of many rewarding and challenging duties an ESO will experience within the Marine Corps. To assist Marines on a day-to-day basis, ensuring they are ready for our nations calling through explosive safety support, is extremely rewarding and unlike any other safety duty in the Department of the Navy.

- Submitted by Marine Corps Systems Command's ESO Mike James. Thanks to the MCB Camp Lejeune Safety Office for their assistance with this article.

"The precision with which these Marines performed their jobs was nothing short of exceptional."



Marine Wing Support Squadron Three Seventy Three (MWSS-373) refuel and re-arm an HA-1A at a FARP in Iraq in support of Operation Iraqi Freedom.

One Face of Safety

The High Risk Training Safety Professional

Today in the Navy, like in many global companies, we face global safety risks. That's one of the lessons learned in 1988 after Lee Mirecki, a Sailor in training, died during a swimming exercise at NAS Pensacola. A major cause of the tragedy was poor safety oversight.

This incident, and the cascading effects it had on the training community, started not only Congressional inquiries, but became the impetus for the development of high-risk training programs, the stand up of the Training Performance Evaluation Board (TPEB), the certification of firefighters, and the Naval Safety Center's high risk training department. Additionally, safety professionals and military training safety officers took on the role of ensuring all Navy and Marine Corps training that was potentially dangerous was done safely.

Although high-risk training safety has taken many avenues to date, and has been renamed at various times, the training safety mission still rings true: *To protect of*

Sailors- and Marines-in-training during high risk events to enable them to fulfill the needs of the fleet.

Today, the Navy has identified the high-risk training safety program as mission safety, and through that requirement supports the Department of the Navy's mission-specific safety programs. *Echelon 2 commands that have oversight of these programs must have "unique and integral" mission accomplishments for which the cognizant headquarters receive separate funding.* This unique, integral high-risk training is enabled through a separate funding stream.

High-risk training happens globally every day. Sailors and Marines must have their safety protected, whether it's learning firefighting in Japan or gun range operations in Rhode Island. A few examples of this high-risk training includes marksmanship, rescue swimming, quarry blasting, recruit battle stations, and vessel boarding search and seizure. All have occupational safety and health implications, and must meet the

requirements specified in NAVFAC manuals, OP5, NFPA's, CFR's, and NAVEDTRA manuals, to name just a few.

Personnel who practice high-risk training safety are required to be fully qualified safety and occupational health personnel, who meet the additional training requirements outlined in NAVEDTRA manuals and other training requirements. They must be exceptional at risk-based safety practices and recognition during high risk events, and be leaders in emergency action planning and student control measures. Echelon 2 training agents have adopted the best practices from such areas as student and instructor management, and risk identification and mitigation as practiced by insurance industries, while still remaining true to their DON safety and occupational health roots.

The skilled high-risk safety professional has to be inventive, but still adhere to naval instructions, balance the internal practice of their profession, and the outside requirements of protecting more than

High-Risk Training, page 9



NAS Sigonella Hazardous Materials response team trainees work to tighten a "jubilee" patch on a pipe trainer. The leak represented a level-8 sulfuric acid spill. The training is part of regular Hazardous Materials training administered by representatives from the Naval Safety & Environmental Training Center, Norfolk, Va.

Safety Civilian Community

Civilian Workers' Compensation

- DoD Civilian Lost Work Day Website (Note: .mil access only)
- Navy & Marine Corps Civilian Workers' Compensation Reports
 - Coming Soon

Conferences/Presentations

- Navy Workforce Research and Analysis Conference (2008)

Newsletters

- *Safety Civilian Community Management Newsletter*
 - Volume 2, Issue 1, 5 Dec 2008
 - Volume 1, Issue 1, 25 Aug 2008

Personnel

- Core Competency Identification Process
- OPM Federal Human Resource Data

Professional Development

- Air Force Safety Career Program
- American Society of Safety Engineers (ASSE) Certificate Program
 - ASSE certificate course taught each year at the Navy Safety PDC
- Army
 - Army CP-12 Competencies and Courses
 - Center for Health Promotion and Preventive Medicine (CHPPM)
 - Civilian Training, Education and Development System (ACTEDS)
 - 2008 Training Catalog
 - ACTEDS Library
- *Board of Certified Safety Professionals*
- DON Civilian Human Resources
- Individual Occupational Requirements for GS-018 (OPM)
- Naval Safety and Environmental Training Center Course Catalog
- Navy/Marine Corps Safety Professional Development Assistance Program
- Navy/Marine Corps Shadow Program
- Payment of Expenses to Obtain Professional Credentials Memo (DoD)
- Payment of Expenses to Obtain Professional Credentials Memo (DON)
- Scholarships
 - American Society of Safety Engineers (ASSE) Foundation Scholarship

Recruitment

- Navy/Marine Corps Civilian Safety Professional Recruitment
- Professional Safety Careers

Safety Vision

- DON Objectives for 2008
- *DON Safety Vision*

Telecommuting Information

- DON Telework Guidance

[View the Archives](#)

Navy & Marine Corps Civilian Safety Community Website

The website screen shot to the left shows you what's available on the Navy and Marine Corps Safety Civilian Community Website. Three of particular interest to DON safety professionals are highlighted in red. They are:

- ◆ The quarterly newsletters, that will keep you informed on the work of your civilian safety leaders and how you can grow professionally.

- ◆ Link to the Board of Certified Safety Professionals (BSCP) so that you can work toward your professional certification.

- ◆ Link to the Department of the Navy Safety Vision that was issued on Jan. 22, 2009, that will help you align your work with leadership vision.

The DON Safety Vision is also discussed on pages 3 and 4 of this newsletter.

Bookmark the URL below for ready access to DON Safety Civilian Community information.

Please send your comments, recommendations and ideas to improve the website to Joy.Erdman@navy.mil

<http://www.safetycenter.navy.mil/osh/civilian/index.asp>

High-Risk Training

35,000 naval students daily, while still overseeing other safety practices such as traffic safety, recreational safety, and ensuring that those same students are provided a constant drum beat of safety information to protect them while in our care.

To say the practice of high risk training safety requires inventiveness and the ability to think outside the box is obvious as their embrace of ESAMS as a "force multiplier" tool is way outside that box. The high risk training safety community has adopted ESAMS as a high-risk instructor qualification tracking tool, oversight deficiency trending and tracking tool, student training, mishap trending and tracking, and a communications channel to all staff personnel. This valuable program helps ensure that training safety professionals make efficient use of their limited time and find a solid balance between safety and occupational health programs and high risk training safety programs.

- Submitted by D.J. Leavens, Naval Education and Training Command

Transitions

Fair winds and following seas to **Rose Schafer**. She retired in March 2009 from Naval Hospital Bremerton, Wa. She was a Navy safety specialist from 1990 to 1999, and safety manager from 1999 to 2008. Rose's commitment to the hospital greatly contributed to the long-standing success of its safety program. She has been an educator and mentor to numerous safety specialists and safety managers as well as the hospital staff in promoting a safe and healthful work environment. She leaves a legacy of safety as she steps ashore for her new career.

Congratulations to **Deane A. Shephard, P.E.**, who has earned the Certified Safety Professional designation by the Board of Certified Safety Professionals. He works in crane engineering at Puget Sound Naval Shipyard and Intermediate Maintenance Facility in Bremerton, Wa. Ask him about rugby.

Welcome aboard to **Casey Tweedell**, who joined the staff at Headquarters Marine Corps, Safety Division, as a safety communications specialist. Casey formerly was a Navy mass communicator who served in San Diego.

In Memory

The Navy Safety Community is saddened by the loss of one of the pillars of our safety community, **James Marshall West**. He dedicated a great portion of his life to occupational safety and health, serving his country both in uniform and as a civil servant.

After serving for twenty years and retiring as a Chief Aviation Electrician's Mate, he transitioned into the civil service community where he became a leader and mentor. His superb management acumen led to his selection as the safety manager for Fleet Training Command, Dam Neck, Va., where he played a key role in organizing the tenant activities into the main stream of Navy safety policy.

Jim made many long lasting contributions to the Safety community, and personally trained and mentored some of our most knowledgeable safety professionals. He leaves a legacy of leadership in creation of the Naval Personnel Development Command. He personally established new high-risk protocols and mitigation techniques, and influenced policy of major training agents. His keen foresight, seasoned judgment and full commitment to mission enhanced delivery of training in a safe atmosphere that was the cornerstone to what would become the model program of today's training environment. He personally had oversight for the implementation and standardization of merit-based initiatives throughout the revolution in training, and led a complete revitalization of the training safety program. He will be missed by all that learned from him and enjoyed his quick wit and remarkable kindness.

Our condolences go out to the family of **Pete Athanasios**, U.S. Naval Support Activity Souda Bay, Crete's safety manager. He passed away in December. He suffered a stroke in November, and was valiantly fighting off numerous complications since then. He will be greatly missed by all of us in the Region and Naval safety community.

Please submit Navy and Marine Corps safety people news to dasnsafety@navy.mil



ESAMS

and property damage reports.

◆ Inspection and Deficiency Tracking System (IDATS). Tracks inspections by category. Deficiencies are tracked from identification to correction.

◆ Occupational Medical Surveillance System (OMSS). Allows the entry of physicians' written opinions to track status of individuals' medical evaluations.

◆ Equipment Tracker (E-Tracker). Tracks inspections, maintenance and tests conducted for various equipment categories and hazard areas such as confined space, asbestos, lead, and noise hazard.

◆ Self Assessment. Allows users to conduct a self evaluation for all individual safety program elements based on the PR&MS Model. Each program element is evaluated to provide an overall safety program evaluation.

◆ Unsafe/Unhealthful Reports Management. Allows users to submit a report on-line. Administrators then document follow-up action and generate required reports on-line.

◆ Job Hazard Analysis (JHA). Allows users to create, review and update JHAs for specific work tasks. Approved JHAs are then incorporated as training requirements for personnel that perform the task.

◆ Root Cause Analysis (RCA). Allows users to conduct incident analyses. Incidents include mishap, deficiency or unsafe/unhealthful report to document causal factors and corrective actions.

◆ Online Customer Satisfaction Surveys. Allows users to complete and submit a safety program satisfaction survey on-line. Administrators can then access summary data of surveys submitted. For more ESAMS information, contact HGW & Associates at (865) 693-0021 or https://www.hgwllc.com/ESAMS_GEN_2/LoginEsams.aspx, or Dana McKalvia at (202) 433-4741, dana.mckalvia@navy.mil.

- Submitted by Marlo Grape, HGW & Associates