



CP-12

SAFETY &
OCCUPATIONAL HEALTH

Summer 2016 Edition



Message from Mr. Collins

Deputy Assistant Secretary of the Army, ESOH and Functional Chief, CP-12

Eugene Collins, a member of the Senior Executive Service, is Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health (DASA - ESOH).

Career Program-12 Update

Wow! There is no better description of my thoughts about the recent gathering of safety and occupational health professionals at the Mark Center in Alexandria, Virginia. I thoroughly enjoyed meeting many of you and participating in the safety and occupational health (SOH) professional development summit. This year's event was an absolute success thanks to the Army Safety Office (ASO), U.S. Army Combat Readiness Center (CRC), senior leader keynote speeches, and the senior SOH professionals who provided key insights.

I want to take this opportunity to repeat and share, for the first time across this broad audience, a few important updates from my vantage point about our journey to synchronize safety and occupational health for the Army.

First, key leaders representing the Army Surgeon General, Deputy Assistant Secretary of the Army for Civilian Personnel, the Director of Army Safety, and I are actively working to move the ball down the field towards synchronizing the SOH communities, starting with streamlining the Army's new SOH governance structure and process. Specifically, we recently held our first SOH Synchronization Oversight Council (SOC) meeting to discuss how we can best enable the Army's continued success through policy and implementation guidance. We are reviewing and reevaluating the amount, effectiveness, and efficiencies we expect in implementing Army SOH policies and programs. We will make necessary changes and tackle resulting challenges at the appropriate level, either from within the SOC or the Senior Executive Council (SEC) co-chaired by the Assistant Secretary of the Army for Installations, Energy and Environment and Vice Chief of Staff of the Army.

Second, we are finalizing the Army's first-ever Environment, Safety and Occupational Health (ESOH) Strategy 2025 in parallel and direct alignment with revisions to the Assistant Secretary of the Army for Installation, Energy and Environment Strategy 2025. The ESOH strategy will replace previous non-integrated strategy documents that did not incorporate three critical lines of effort: environment, safety, and occupational health. For example, there are achievements outlined in the document we are certain will improve mishap tracking and reporting, characterize and prioritize SOH risks, implement an enterprise information system, implement and institutionalize Quality Work Environment (QWE) assessment outcomes across the Army, and transition to a collaborative and seamless Army SOH program.

Third, my office works daily with the ASO, CRC, and the Army Public Health Center (Provisional) to identify requirements for the

emerging Army enterprise-wide SOH Management System and its supporting information technology systems. I applaud our Army-wide efforts from the installations to the Pentagon to synchronize activities and determine what is needed to proactively identify hazards and prevent injuries and illnesses to our workforce around the world. Protecting our people and our resources maximizes readiness to accomplish today's missions and helps build an agile, adaptive Army for the future...exactly what our Secretary and Chief of Staff of the Army expect of us.

As your functional chief, I am excited to share the good news that Career Program (CP)-12 once again moved the ball down the field by gaining approval to award its third professional certificate. America's Army can now award the American National Standards Institute (ANSI) Level II Explosives Safety Professional Certificate to Soldiers and Civilians who

complete training in advanced explosives safety principles, program management, and technical requirements. In football parlance, this is a 30+ yard gain and first down in Army territory. Earning the Level II certificate demonstrates a high level of commitment to explosives safety excellence and continuous improvement in training and education that enhances the skills of our warfighters.

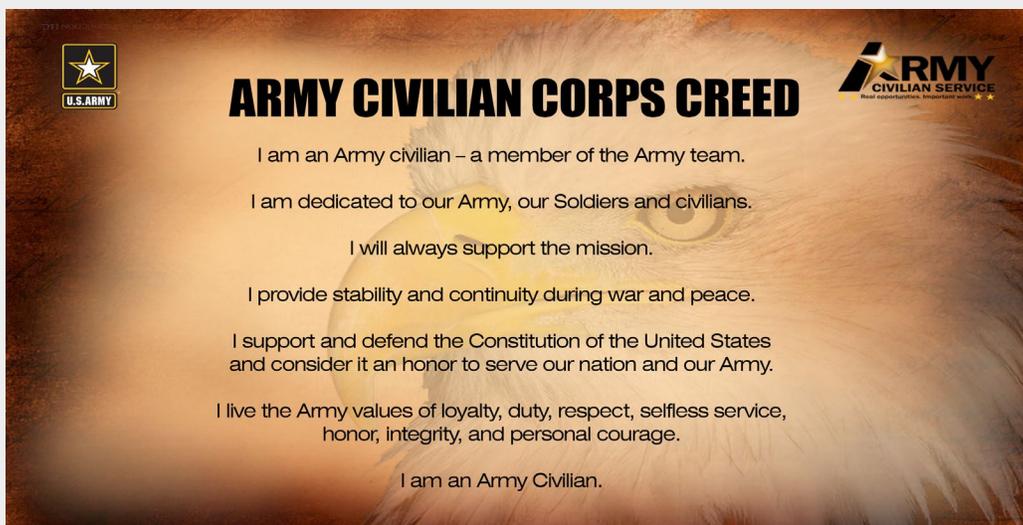
Your Army needs you to spread this and other good news across your installations and in the communities outside the fence line where you live. We also need you to push good ideas, best practices, and share lessons learned through your chains of command. You are welcome to participate and engage in exciting conversations during our SOH Collaboration facilitated by my office from 1100-1200 Eastern time every second Thursday of the month on DCS and teleconference. For more details, contact Jerry

Waibel, ESOH Director for Safety, at DSN 227-3123 or commercial at (703) 697-3123. We want to ensure we are fighting the right battles for you and welcome your ideas so we can do a better job of supporting your current readiness, preparing you for future fights, and taking care of our workforce.

Your dedication as SOH professionals is commendable and we need you on your game every day to support our Army, its Soldiers, families, and contractors to minimize risk and mitigate preventable hazards. Thank you for all you do in spreading this message and always remember that Army Safe...is Army Strong!

Join us on Facebook at: <https://www.facebook.com/ODASAESOH/>

Monthly SOH Collaboration on DCS: <https://conference.apps.mil/webconf/SOHMonthlyCollaboration>
Teleconference: (605) 477-3000;
Participant Code: 500496# ■





SYNCHRONIZING SAFETY AND OCCUPATIONAL HEALTH HEADLINES SUMMIT

Art Powell
Communication and Public Affairs
U.S. Army Combat Readiness Center

Speaking at the 2016 Senior Safety and Occupational Health Summit in late May in Alexandria, Va., the head of Army safety presented an overview and update of plans to streamline the Army safety and occupational health programs.

“Our working groups are developing the new Army Safety and Occupational Health Enterprise Information Management System, an information technology system which will replace current

products such as the Risk Management Information System and the Army Safety Management Information System, that will become obsolete under the new system,” said Brig. Gen. Jeffrey A. Farnsworth, HQDA, Director of Army Safety and Commanding General, U.S. Army Combat Readiness Center.

The project to combine the programs focuses on policy issues and synchronization with the Office of the Surgeon General,

U.S. Army Medical Command, and particularly the Army Public Health Center (Provisional) in the safety and occupational health fields and has produced a work-in-progress product.

“We have an emergent Army Safety and Occupational Health Management System,” Farnsworth said. “Thanks to the efforts of the various working groups, and, after a lot of thought, we have developed an emergent model, meaning we are ready to formally coordinate





professionals is to prevent injury and illness from occurring since they reduce the Army's readiness to fight and win.

The efforts to synchronize the two programs come at a time when "there is a tremendous trend going for reducing our accidents and we want to keep that going," said the Director of Army Staff, Lt. Gen. Gary H. Cheek, as he saluted the success of the Army Safety Program. "It's because of the great professionalism of Army safety officers and leaders, and we should be proud of where we are and continue to move forward with the great program and success we have."

Cheek cited adherence to standards as one reason the Army achieved a record-low number of 112 accidental deaths in FY 2015, its sixth consecutive year of declines in accidental fatalities according to data from the USACRC.

"The dangers we face when we're live-firing weapons or operating vehicles are with us all the time and we don't need to waste time, energy, resources or manpower because we failed to meet standards," he said. "So, it is the standards we have for these things that allow us to do very complicated things in a very safe and effective manner."

the model across the Army and then take it forward for senior leader review and approval."

He added, "Our goal is to adopt a unified system that will enable a better shared understanding of both risk and resources and to enable a more and efficient and effective loss prevention program for our Army."

Other senior Army leaders discussed the modernized safety and occupational health management system with the more than 300 safety and occupational health program professionals attending the summit.

A formal synchronization of safety and health protection

activities will enhance the tools for preventing injuries among Soldiers and that improves Army readiness, said John Resta, acting director, USAPHC.

"There are issues out there affecting Army readiness, such as injuries, that are mostly preventable and are not solely a medical problem," he explained. "I'm trying to build a partnership between occupational health, industrial hygiene and safety to look at the problem and apply the tools we have to make the Army a better place. If we can prevent injuries we can improve Army readiness because accidents and injuries are not inevitable."

Resta said the purpose of Army safety and public health



Sgt. Maj. of the Army Daniel A. Dailey told the group that leaders are key to making sure Soldiers stay safe, both on and off duty.

“Good leaders are not just checking the block on safety,” he said. “I know we place a lot of requirements on leaders at the company level, but safety is one thing we can’t skip past. We need to make sure we’re doing it right and checking Soldiers and their leaders. I always say Soldiers do what leaders check.”

Dailey, the 15th SMA, said the “Not In My Squad” initiative is designed to create a climate of dignity, respect and cohesion and educate Soldiers on the importance of garrison safety and make them see how accidents affect unit readiness.

“Soldiers need to see how an accident that takes them out of the fight means there is one less person on their team and someone else has to compensate for that loss.”

The synchronization of information between the safety and occupational health fields will help the Army maintain increased readiness levels since commanders will have available a broader picture of Soldiers’ health and safety from one source, said Eugene Collins, Deputy Assistant Secretary of the Army

for Environment, Safety and Occupational Health.

“Commanders will know what risks their Soldiers have been exposed to and work with a broader understanding of their readiness with the Army Safety and Occupational Health Enterprise Information Management System we’re building,” he stated.

Collins also sees the Quality Work Environment Initiative as a path to ensure Soldiers and civilians have a safe workplace and help in preventing accidents.

“The name tells the story,” he explained. “We first looked at industrial settings for Quality Work Environment and now our goal is to conduct quality workplace assessments everywhere because if we expect Army Strong Soldiers, then we must have an Army Strong work environment.”

The synchronization of the Army safety and occupational health programs is in response to a directive from the office of the Honorable Katherine Hammack, Assistant Secretary of the Army for Installations, Energy and Environment.

The proposed implementation plan has three lines of effort that will modernize the Army Safety

and Occupational Health Program, enhance Army SOH information management and improve Army SOH workplace proficiency and effectiveness. The plan is the result of over a year of business needs assessment across the Army that identified necessary program and capability improvements and also addresses requirements in response to the ASA(IEE) directive and release of the Department of Defense Instruction 6055.01, DoD Safety and Occupational Health Program.

“Today’s safety program consists of 1,994 pages of requirements, processes and procedures that is nearly seven inches of paper that we expect commanders to understand and comply with. We need to simplify, clarify and streamline all of that,” Farnsworth said. “The emergent management system and enabling enterprise IT system will allow commanders to buttress readiness through proactive risk management, safe practices and health protection in a more effective and efficient way.”

Army Safe is Army Strong! ■



MESSAGE FROM THE FUNCTIONAL CHIEF REPRESENTATIVE

Dr. Brenda Miller
Senior Safety Advisor,
CP-12 Functional Chief Representative
Fort Rucker, Ala.

Careerists

The career program's mission is to ensure we have a competent and adaptive civilian workforce that has the right skills and knowledge to advise Army leaders in safety and occupational health. We are your advocate for sequential and progressive training for the development of core, functional, and leader competencies.

The Center for the Army Profession and Ethics recently published a Stand-To! article on the Army civilian profession. I believe it is important to reiterate a small section of that article:

The Army civilian corps is a major component of the Army profession and plays an integral role in accomplishing the Army's statutory missions. Individual readiness of both Soldiers and Army civilians is the foundation of Army readiness.

Soldiers and Army civilians work together, building a ready and trained team to make a stronger Army. They also work together to develop and maintain the highest standards of character, competence and commitment. Professional development for both communities of practice builds mutual trust and understanding within the Army profession.

support operations

- Reduction of injury costs to the Army

We are continuing work to develop the Professional Certificate in Safety and Occupational Health Level II, focused on leadership. The professional development courses piloted at the 2016 Senior Safety and Occupational Health Summit



You ARE an integral part of all military operations and an essential component of readiness across the Army. It is your duty to have the right skills to influence -

- Reduction of losses due to accidents across the Army
- Increased readiness for military operations
- Increased productivity in

mark the beginning of the new certificate development process. The focus of this CP-12 newsletter is provide you some insight into the areas we felt were important to your leader development.





Congratulations CP-12 Careerist Award Recipients:



Mr. William Moore, TRADOC G1/4, presents the Director of Army Safety Risk Management Award to Mr. David Lumley, TRADOC Safety and Occupational Health Manager.



MG Eric Wesley, Commanding General, U.S. Army Maneuver Center of Excellence (right), presents the Director of Army Safety Risk Management Award to Ms. Jill Carlson, U.S. Army Maneuver Center of Excellence Safety Director.



Congratulations to our new FY16 CP-12 senior directors:

- DASA ESOH – Jerry Waibel
- INSCOM – Dana Nolan
- USARPAC – Mike Schwarz
- EUSA – Tim French
- FORSCOM – Jim Baker
- USACE – Mark Atkins

CP-12 SETM/ETM selectees:

SETM:

- ATEC
- Randy Grunow, U.S. Army White Sands Missile Range – SES Detail Assignment pending

IMCOM

Don Paglioni, IMCOM Pacific Region – SETM Assignment to USACRC

ETM:

IMCOM

Alfredo Nogueras, Fort Buchanan, Puerto Rico – Assignment pending



Mr. Joe Capps, IMCOM Central Region Director, presents Mr. Richard Hearn, Safety Manager, US Army Garrison (USAG), Fort Riley, Kansas, with the FY15 Secretary of the Army and Army Chief of Staff, Army Individual Award of Excellence in Safety (Civilian) Award. ■



SENIOR SAFETY AND OCCUPATIONAL HEALTH PROFESSIONAL DEVELOPMENT SUMMIT

Tamara Nazario
Career Program Manager,
USACRC, HQDA ASO
Fort Rucker, Ala.



The 2016 Senior Safety and Occupational Health Professional Development Summit was conducted at the Mark Center in Alexandria, VA and provided extensive training for 350 attendees. All ACOM/ASCC/DRUs were represented as well as most of the 23 job series within CP-12.

The theme was “Building a Safety and Occupational Health Workforce with Technical Expertise, Enhanced with Leadership Skills and Experience”, which supports the FCR vision for a leadership development

focus. During the upcoming fiscal years, CP-12 will continue to expand its leadership training and development for many careerists who have been functionally trained, but need specific management and leadership knowledge and skills such as strategic planning, budgeting, human resource basics, job classification, coaching and mentoring and more.

This year’s summit provided an opportunity to pilot many of these Level II courses. The feedback has been positive and many attendees invested time to provide feedback

on specific courses that will help shape the development of critical training for CP-12 leaders.

Courses offered at the 2016 SSOHS included:

- EEO for Leaders Labor Relations for Leaders
- Role of the Labor Counselor
- CP-12 Update
- Civilian Leader and Training Development
- Delivery of Occupational Health Services
- Legal Aspects of Safety
- Coaching and Mentoring for Success



- Facilitation Skills for Leaders
- Maritime Safety
- Managing the Business Aspects of Safety
- Emerging Trends in Safety and Occupational Health
- HFACS as an Effective Tool
- Explosives Safety in RDT&E and Industrial Environments
- Developing a Motor Vehicle Safety Program
- Career Development
- Classification and Job Design
- Soldier Hearing Loss in Deployment
- Interactive Risk Communication
- DARAD
- Emergency Management
- ARAP as a Communication Tool
- Advanced Explosives Safety Management
- Garrison Safety Management
- Creating a World Class Safety Culture
- Strategic Planning
- Force Management
- Business Transformation: An Army Perspective
- Budgeting for the Safety Professional
- Workforce and Succession Planning
- ETM/SETM
- HR for Leaders
- GRAT to JRAT
- Risk Management in a Multi-National Environment
- Communication Strategies for Leaders/Marketing SOH Tools and Public Affairs for the Safety Professional
- Information Tools for the SOH

Professional Measuring Safety Performance.

The Professional Certificate in Safety and Occupational Health Level II for Leaders is in development by a workgroup led by TRADOC with oversight by the FCR. A draft curriculum, with possible “tracks” or “options” will likely be released for comment from the field and reviewed by the Career Program Planning Board (CPPB) early in FY17. Level II, like the other professional certificates, will be ANSI accredited and will be offered as an advanced certificate for those who choose to further their leadership development. ■

WHAT CAN THE AMERICAN SOCIETY OF SAFETY ENGINEERS DO FOR YOU?

Teri Laliberte
Manager Onsite and Global Education,
American Society of Safety Engineers
Parkridge, Ill. Va.



When you have safety training needs, the American Society of Safety Engineers delivers high-quality, customized occupational safety and health training that is cost-effective. ASSE fills the niche for that specialized safety training topic or can bring complete safety management certificate programs, certification preparation workshops or technical seminars to you. ASSE has a long-standing reputation of delivering high-level, quality OSH information that you can utilize immediately.

Training for workplace safety and health requirements is



time and money well spent. An effective occupational safety and health training program can result in fewer injuries and illnesses and better morale. No matter what branch of the military, ASSE has a safety and health training program that can help you become safer and more efficient. ASSE instructors are the leading educators and professionals in their safety areas. ASSE examines and evaluates each professional before endorsing him or her to share knowledge and expertise.

ASSE has a long history of providing training workshops for the U.S. military. From our certificate in safety management to the global certificate in safety and the executive program, we have worked with service members worldwide. Most recently, ASSE Trainers were present at the 2016 Safety and Occupational Health Development Summit. Skipper Kendrick worked with a group of about 50 that included representatives from the Army Corps of Engineers, CERDEC, and other Army operations around the globe. He taught one of the seminars from the executive program to the group with great success and much praise. Skipper is an exemplary instructor for ASSE and represents the high caliber of instruction and expertise that ASSE can bring.

The certificate in safety management offered by ASSE

is comprised of three separate seminars: Safety Management I, Safety Management II and Corporate Safety Management. The first two seminars are often taken together in a week of training. Safety Management I is three days long and Safety Management II is two.

The first seminar achieves the following objectives:

- Establish accountability for safety efforts
- Implement proven system elements and strategy
- Satisfy the moral, financial and legal responsibilities
- Develop policy statements and performance standards to assist the management team in fulfilling its safety responsibilities
- Control workers' compensation costs
- Create a budget for your safety efforts
- Benchmark your organization's safety and health system

After the second seminar attendees are able to:

- Conduct an effective safety audit
- Analyze the ethics of safety-related matters
- Fulfill the expanded safety role and the expectation of your organization
- Implement strategic safety efforts that will impact the system
- Reinforce safety behavior in your organization

In the final seminar, which is three days long, the attendees will learn to:

- Conduct an effective safety audit
- Analyze the ethics of safety-related matters
- Fulfill the expanded safety role and the expectation of your organization
- Implement strategic safety efforts that will impact the system
- Reinforce safety behavior in your organization

ASSE offers other certificate programs as well as examination preparation workshops. In June, a group from the Army Corps of Engineers on the west coast received exam prep for the certification in construction health and safety (CHST). They are able to sit for the exam with greater confidence due to the guidance and practice supplied by ASSE training instructors. Many of the training offerings that ASSE can provide are available to the general public throughout the year. ASSE has the experience at tailoring the training to the individual client needs as well and would be able and willing to work with you.

When you are ready to learn more about ASSE's option for onsite course work, please contact Teri Laliberte at tlaliberte@asse.org or 847-768-3429. ■



ARMY SAFETY AND OCCUPATIONAL HEALTH ENTERPRISE MANAGEMENT SYSTEM (ASOHEIMS) BREAKOUT SESSIONS, ARMY SAFETY AND OCCUPATIONAL HEALTH SUMMIT, 23 – 26 MAY 2016

Donald V. Paglioni
US Army, IMCOM Pacific,
Hawaii



In October 2014, an update to DoD Instruction 6055.01 outlined new and expanded safety and occupational health policies, requirements and procedures, including consolidation of safety and occupational health into one program. The Army's safety and occupational health (SOH) programs were distinct and separate at that time.

In December 2014, a memorandum from the Honorable Katherine Hammack, Assistant Secretary of the Army for Installations, Energy and Environment, directed the

offices of the Director of Army Safety, Surgeon General and Deputy Assistant Secretary of the Army for Environment, Safety and Occupation Health to closely coordinate and cooperate in ensuring the Army is administering a comprehensive SOH program and is protecting the safety and health of Soldiers, their family members and DA civilians.

Brig. Gen. Jeffrey Farnsworth, Director of Army Safety, is leading the Army's goal to be in alignment with DoD Instruction 6055.01 and Ms. Hammack's memorandum in consolidating, synchronizing,

and collaborating safety and occupational health information systems into one comprehensive SOH program management system to eliminate on- and off-duty mishaps and related deaths, injuries, occupational illnesses, and lost mission capabilities and resources. This SOH program management system is known as the Army Safety and Occupational Health Management System (ASOHMS) and it is focused on the following six safety activities:

- Leadership engagement and personnel/Soldier participation
- Training and promotion
- Inspections and assessments

- Mishap/incident/illness reporting and investigation
- Hazard analysis/countermeasures.
- Deliver Healthcare and Clinical Occupational Health (OH) Services.

Working groups were formed for each of the six focused safety activities to determine the enterprise level information technology (IT) solution requirements for each of the 26 Army Safety Program elements listed in AR 385-10 to support ASOHEIMS. This IT level enterprise system is known as Army Safety and Occupational Health Enterprise Information Management System (ASOHEIMS) – an IT system to synchronize and collaborate safety and

occupational health information.

The working groups recommended over 524 IT solution requirements for ASOHEIMS.

At the Army Senior Safety and Occupational Health Summit, 16 breakout sessions were held, 23 – 26 May 2016, covering the 26 Army Safety Program elements. The breakout sessions allowed summit participants to discuss, revise, delete, identify, and validate current IT performance requirements and add new ones for the future ASOHEIMS IT system. The 524 plus IT solution requirements were validated and revised (as applicable) and 150 IT solution requirements were added. These breakout sessions

ensured that ASOHEIMS received a top to bottom review from the field “end” users.

The breakout sessions also covered program metrics and re-engineering of the business process of a safety program element.

Brig. Gen. Farnsworth attended two of the breakout sessions emphasizing the importance of ASOHEIMS for the future of the Army Safety and Occupational Health Program and that shared data access, integrated reporting, and enhanced analysis will provide commanders with loss prevention programs and information needed to sustain Army readiness. ■

EEO FOR LEADERS

The Diversity and Leadership Agency was excited to be invited to support a block of instruction on “Equal Employment Opportunity (EEO) for Leaders” during the Career Program-12, Senior Safety and Occupational Health Professional Development Summit at the Mark Center, Alexandria, Va., during the week of 23-26 May 2016.

The training provided a general overview of the Headquarters, Department of Army EEO process, with a focus on senior manager responsibilities. The follow up discussion covered the critical

areas of EEO which impact the hiring, recruitment, retention and advancement of civilian employees within the Army.

Equal Employment practices are essential for CP-12 leaders to perform their leadership functions effectively and to positively impact the teams, departments, and overall organizational productivity and creativity. The Diversity and Leadership Agency looks forward to continuing to contribute to this newly established partnership.

Schedule A hiring authority

Consuelo Roberts
Program Manager,
EEO Policy and Programs Division Diversity and Leadership,
SAMR-DL, Washington D.C.

5 C.F.R 213.3102(u) allows hiring officials to hire qualified individuals with severe/targeted disabilities through a noncompetitive hiring process. The Workforce Recruitment Program connects federal sector employers with highly motivated college students and recent graduates with disabilities. To assist with the continuation of their leadership development, statistical data on CP-12 demographics and diversification was provided to the team’s leader. ■



CSM Terry Burton, USACRC Command Sergeant Major (left) and BG Jeffrey Farnsworth, Director of Army Safety and Commanding General, USACRC (right), present Mr. Eugene Collins, Deputy Assistant Secretary of the Army for Environment, Safety and Occupational Health, with a token of appreciation during the 2016 Senior Safety and Occupational Health summit where he served as a keynote speaker.



Army Risk Management Award recipients, from left to right, include Mark Atkins, USACE Senior Safety Director, Rebecca Gray, Jacksonville District - Recipient, Marjorie McDonald, Great Lakes and Ohio Division - Recipient, Mr. Eugene Collins, DASA ESOH, Captain Ann Krake accepting for John Cannon, Portland District - Recipient, David Milligan, Southwestern Division - Recipient, BG Jeffrey A. Farnsworth, Director of Army Safety and Commanding General, USACRC.

CP-26

Cory Hancock
US Army
Career Program-26

Career Program-26, Manpower and Force Management (CP-26) Proponency Office taught Army manpower and force management during the Career Program-12 (Senior Safety and Occupational Health) summit held at the Mark Center, Alexandria, Virginia, May 25 and 26.

Beryl Hancock, Chief, Manpower Policy, Plans and Programs Division and Chief of the CP-26 Proponency Office, welcomed the opportunity to review the important roles manpower and force managers have in supporting the Army.

“Speaking at the summit was important, as we [the CP-26 Proponency Office] were able to reach an audience beyond

our usual community,” said Hancock. “Manpower and force management is a complex process. Sharing the building blocks of it with different civilian career programs helps not only us, but it also helps the safety officers. They will have a better

understanding of the processes we use to allocate scarce manpower authorizations.”

The Summit brought together senior CP-12s from across the Army to discuss various topics of interest and provide



professional development training. The Manpower and Force Management session was scheduled for two complete days, in order to maximize the reach of this information to the CP-12 community.

"I am absolutely enjoying this session. The way the material has been presented reinforced a lot of information and helped me gain a deeper insight into the resource

management process," said David Lumley, safety manager, U.S. Training and Doctrine Command at Fort Eustis, Virginia. "As a safety officer I look at the physical risk but the funding risk is what I have trouble expressing."

"I am very pleased that CP-12 invited us to speak at the summit. Visits like this enable us to gather information about what is going on in the field and how the

manpower processes impact civilians in different functions as they perform in their day-to-day jobs," said Hancock. "The Army is constantly changing and this can be a confusing process. Our session was aimed at removing some of the confusion so that CP-12 leaders can understand how to approach their manpower needs." ■

NEWS

NEW SYNERGISTNOW BLOG FOR INDUSTRIAL HYGIENE PROFESSIONALS

The American Industrial Hygiene Association has rolled out a new blog, the SynergistNOW blog. It, according to the professional association, has been "created and delivered by the American Industrial Hygiene Association [and] offers ideas, insights, and perspectives

on important topics affecting industrial and occupational hygiene professionals, written by and for experienced IH/OHs, researchers, academics, and AIHA leaders."

AIHA promises readers will get educational opportunities,

discussions, and behind-the-scenes views from a related weekly newsletter. You do not have to be an AIHA member in order to subscribe.

Read more:
<https://ohsonline.com/articles/2016/06/10/> ■





ARAP

Lisa Rivers
USACRC, ARAP
Fort Rucker, Ala.

Did you know that the Army Readiness Assessment Program (ARAP) can assist you towards incorporating the Army's Safety and Occupational Health (SOH) objectives into your safety program?

ARAP assists commanders/directors with the ability to identify the precursors to mishaps by assisting in the recognition of hazardous attitudes and behaviors that could lead to human error. Click here for more information -

<https://arap.safety.army.mil/> ■



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"EVERY ORGANIZATION HAS A SAFETY CULTURE"



Important Information for GoArmyEd Users:

GoArmyEd will be closed for FY16 on 15 August at 11:59 p.m. Eastern Time for ACTEDS (Central) funded SF 182 requests, Group SF 182 requests and Training Applications funded by Career Programs, regardless of cost.



“HAVE YOU EVER MADE A DECISION GOING IN BLIND?”

Kelly Holmes Smith
Biomedical Engineer, CP-12 Intern
ASA-IE&E, Washington, D.C.

Dr. Chuck Brandon, Office of Business Transformation, Office of the Secretary of the Army, generously paid us a visit at the 2016 Senior Safety and Occupational Health Summit in May. In the safety and occupational health community, we often make recommendations on risk decisions to commanders—often without as much information as we would prefer. This discussion at the summit emphasized methods and techniques to make the best decisions possible.

A stack of white envelopes was passed out. The groups needed to decide whether to keep our

envelopes or exchange them for others. This exercise was an illustration of logical thought process techniques that can be applied to making decisions with limited information.

The next topic was cutting through bureaucracy at different levels in one’s organization to accomplish the Army mission. As safety and occupational health professionals, it is imperative to streamline processes to keep our Soldiers and civilians safe. The rest of the interactive presentation included the discussion on differences between roles and responsibilities, learning how to devise a good action plan to

solve problems, generational learning—effectively utilizing your experienced and new personnel to innovate, moving from data to wisdom, understanding control versus influence, and how to effect change based on the level of problem complexity.

We ended with applying the principles in short small group activities and discussions on safety and occupational health real-world scenarios. Dr. Brandon shared some background and discussion on Army Directive 2016-16, Changing Management Behavior: Every Dollar Counts, “a bold campaign to shape a culture that consistently practices good management behavior to ensure that every dollar the U.S. Army spends counts toward fielding a trained and ready force” (Office of Business Transformation, 2016). Overall, the discussions were rich and the applications of continuous process improvement tools expansive.

And what were in those envelopes? You’ll have to come to one of these discussions to find out! ■





SENIOR SAFETY SYMPOSIUM 2016

Elizabeth M.S. Bramhall
Industrial Hygienist, CP-12 Intern
HQDA, ASA-IE&E, DASA-ESOH,
Washington, D.C.

A year into my internship, I was able to attend the 2016 Senior Safety and Occupational Health Summit. In the opening remarks, one of the most inspiring presenters was the Sergeant Major of the Army, Daniel Dailey. He reminded the safety and occupational health professionals (community) that there are many challenges in today's fiscally restrained environment in which we live. We, as a community, have to be able to communicate to higher level leaders in headquarters that what we do is paramount to maintain readiness for our military members, civilians, and our families.

The focus of the summit this year was to offer a wide variety of courses that a safety and occupational health professional might not normally take. These classes included a wide

variety of management focused classes. One such example, offered by the Army Office of Business Transformation led by Dr. Charles Brandon, dealt with new ways to think about safety and occupational health in a more efficient and effective manner. Referring to the "Every Dollar Counts" guidance that was published earlier this year, Brandon opened up dialogue to show how utilizing continuous process improvement and Lean Six Sigma tools can reduce waste and improve efficiency.

A part of the Senior Safety and Occupational Health Summit that most people did not see was all of the behind the scenes work that occurs. The amount of work that goes into bringing together 350 of the Army's safety and occupational health professionals from all over the

world is incredible. A special thank you goes out to Dr. Brenda Miller's team who was running at full steam throughout the entire event making sure everything went smoothly during the summit.

The Combat Readiness Center Explosives Safety Portal provides useful information and tools for developing and maintaining ES management programs. A working group of CP-12 senior leaders and SMEs from multiple Army commands and organizations, including DAC and USATCES, assessed ES policy, technical responsibilities, and career developmental needs to define the competencies, training, and education necessary to support the Army ES program. The unique requirements for each certificate track were a direct result of this assessment. ■



ANSI ACCREDITATION...IT'S HERE!

Hilbert "Buster" Hurd
Explosives Safety Professional
Fort Rucker, Ala.



Building on the success of the Level 1 program, the Level 2 Explosives Safety Certificate Program has been created to recognize those individuals who have completed training in advanced explosives safety principles, program management, and technical requirements. It is open to military service members and DoD civilians having explosives safety as a significant part of their job responsibilities and activities. Achievement of this certificate is accomplished when an individual meets all the minimum requirements established for the certificate.

The U.S. Army Combat Readiness Center CP-12 Explosives Safety Portal (<https://safety.army.mil/CP-12.aspx>) provides useful information and tools for developing and maintaining ES management programs. A working group of CP-12 senior leaders and SMEs from multiple Army commands and organizations, including the Defense Ammunition Center and the U.S. Army Technical Center for Explosives Safety assessed ES policy, technical responsibilities, and career developmental needs

to define the competencies, training, and education necessary to support the Army ES program. The unique requirements for each certificate track were a direct result of this assessment.

ANSI-accredited assessors provided a thorough assessment of the entire program in March

prior to the ANSI panel meeting in June. The ANSI Accreditation Panel approved the Explosives Level II Program on 17 June. It is now an ANSI Accredited Program. The first Level 2 Explosives Safety Certificate panel was conducted on 20 July 2016. ■

Strengthening Army Explosives Safety Management & Training
ANSI Accredited Explosives Safety Certificate Program

Safety & Occupational Health Career Program 12



Cheryl McCray
CP-12 Intern Manager
USACRC, Fort Rucker, Ala.

Fiscal Year 2016/2017 Intern Recruitment Updates:

Career Program-12 is currently boarding 15 ACTEDS interns for Fiscal Year 2016. All new hires will be on board by 30 September 2016. Recruitment allocations for FY 2016 were significantly reduced due to budgetary restraints.

For FY 2017, the CP-12 ACTEDS intern program has received

authorization to hire 43 interns. The positions will be recruited under the recent graduate hiring authority and announced on USAJobs.gov. We will begin the recruitment process with the Civilian Human Resource Agency, ACTEDS Intern Recruitment Cell in early August 2016. We are projecting to have all FY 2017 intern hires on board by the end of October 2016.

Upcoming changes for CP-12 ACTEDS intern training:

CP-12 safety and occupational health intern training will undergo a major transformation beginning calendar year 2017. Changes in the training of CP-12 interns is necessary to create a more robust and equitable training program for all interns. More information to follow as we complete the training transition plan. ■

Bulletin Board

Fort Eustis and Aberdeen Proving Ground industrial hygiene program offices have earned the DOEHRS-IH Super Star by doing an outstanding job identifying in DOEHRS-IH facilities that they are responsible for.

Each has a robust shop and location naming convention and has proficiently used the DOEHRS-IH location tree. IH Program Office data analyzed before March 2016 shows both Fort Eustis and Aberdeen Proving Ground has identified in DOEHRS-IH more than 70 percent of the facilities on their installations requiring an IH review.

These program offices follow the DoD Exposure Assessment Model and Army Business Practices as required by DoDI 6055.5.

IH UPCOMING TRAINING OPPORTUNITIES

13-14 Sep: Manage Your IH Monster Webinar
"De-Mystifying the Metrics"

24-28 Oct: DOEHRS-IH Initial Course, APG, MD
(APG Campus-28 seats)

1-2 Nov: Manage Your IH Monster Webinar "All About ANOVA"

NEW ARMY IH TRAINING OPPORTUNITES

- Introduction to Nanomaterials and Occupational Health Course (7 modules/3 hour)
- Army DOEHRS-IH Initial Course (Mandatory Training for 0690 & 0640s)
- Intermediate Industrial Hygiene Topics Course
- Don't Be Afraid of the Big Bad Budget!

Self-enroll at <https://aiph-dohs.ellc.learn.army.mil>.

We are offering new live DOEHRS-IH webinars titled "Manage Your IH Monster", for topics, dates and times visit <http://phc.amedd.army.mil/topics/workplacehealth/ih/Pages/DOEHRS-IH.aspx>

What's New

CP-12 Outreach



We will continue the CP-12 outreach effort to train Army CP-12 supervisors and careerists. The purpose of outreach is train careerists on the SOH career program and tips/techniques for managing career paths. Supervisors are encouraged to attend. Sessions will include leadership (if available), all CP-12 job series, HR/G1/CPAC personnel, and other requested personnel. Completed FY16 CP-12 outreach includes TRADOC Safety, Fort Lee, Fort Eustis, Fort AP Hill, Aberdeen Proving Ground, USACE HQ, USACE Great Lakes Division, USACE St. Louis District, IMCOM Garrison Safety Manager's Course, Fort Benning, Savannah Emergency Management Community of Practice, JBLM, and the 2016 Senior Safety and Occupational Health Summit. We are in planning stages for the remainder of FY16 to include outreach to Camp Zama, USARAK, Huntsville - AMC CP Summit. The

remaining outreach visits will be posted on the Army CP-12 community page of Army Career Tracker (ACT). All careerists and supervisors should be familiar with the Army CP-12 community page of Army career Tracker at <https://actnow.army.mil>.

Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) programs

The Senior Enterprise Talent Management (SETM) and Enterprise Talent Management (ETM) programs are designed to prepare Army civilians for positions of greater responsibility across the department through a variety of formal training, leadership shadowing and temporary duty opportunities.

SETM is designed for personnel at the GS-14/15 grade level and equivalent:

- Senior Service College (SSC)
- Defense Senior Leader Development Program (DSLDP)
- Army Senior Civilian Fellowship (ASCF)
- SETM Temporary Duty (SETM-TDY)
- Enterprise Placement Program (EPP)

Dr. Brenda Miller
Senior Safety Advisor,
CP-12 Functional Chief Representative
Fort Rucker, Ala.

ETM is designed for personnel at the GS-12/13 grade level and equivalent:

- Command and General Staff Officer College (CGSOC)
- Executive Leader Development Program (ELDP)
- ETM Temporary Duty (ETM-TDY)
- Leadership Shadowing Experience

To participate in the program, civilians can self-nominate at: <https://www.csldo.army.mil/Index.aspx>.

Free Online Professional Development

Free Online Courses in Interpersonal Interaction, Group Development, Organizational Cohesion, and More - <https://www.deomi.org/Education&Training/E-Learning.cfm>

Resources

- Army "LeaderMap" Leadership and Leader Development Resource (Desktop Version) – <https://rdl.train.army.mil/catalog-ws/view/100.ATSC/512386F1-0282-42C4-94B6-F6A65727FBC0-1435170299189/index.html>



■ **Stand To: Army Civilian Profession Training** - Provided by Center for the Army Profession and Ethic, TRADOC Thursday, June 23, 2016 https://www.army.mil/standto/archive_2016-06-23
The Center for the Army Profession and Ethic (CAPE) at the U.S. Army Training and Doctrine Command has added a training support package for the Army civilian corps to its collection of training products. These training products support America's Army - Our Profession, a professional development program that strengthens the Army profession. F6A65727FBC0-1435170299189/index.html

CP-32, Training, Capabilities and Doctrine Warfighting Developers, Gains Accreditation for five new certificate tracks:

Army Career Program 32 (CP-32) Certificate Training Program was awarded accreditation by the American National Standards Institute (ANSI). The Certificate Training Program now provides every member of the CP-32 workforce the opportunity to earn a third-party nationally and internationally recognized credential.

The program includes:

- Certificate in Army Doctrine Development
- Level I Certificate in Army Capability Development
- Level 2 Certificate in Army Capability Development
- Level I Certificate in Army Training and Education Systems
- Level 2 Certificate in Army Training and Education Systems





FCR CP-12 MANAGEMENT BRANCH

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