The Secretary of Army and Chief of Staff have clearly articulated that the Army of today must evolve to meet the demands of 2025 and beyond. To keep pace with emerging global threats, the Army has aligned its strategic priorities, with the Department of Defense, that ensures it is rapidly responding to prevent conflict, shape security environments, and win wars where the enemy, location, and coalition partners are unknown. As a member of the CP-12 Career Program, your extraordinary efforts meeting these goals is a testament to the load and bear of responsibilities that you carry across the Army.

In early April, senior safety and occupational health professionals from across Army Commands received training and mentoring on “Managing Warfighter Risk”, during our annual Army Senior Safety and Occupational Health (SOH) Professional Development Summit. It highlighted exciting experiential exposure to mentoring and developing emerging safety managers; basic awareness to budgeting and force management activities; opportunity to complete the staff action officer’s course; and instructions on attaining solutions using the combination of doctrine, organization, training, materiel, leadership and education, personnel and facilities (DOTMLPF), all critical to establishing a modern, risk-based Army Safety and Occupational Health Management System.

We will continue to develop necessary SOH certifications to ensure our professionals have the working knowledge needed to support their organization’s mission and warfighter readiness. The Professional Certificate in SOH Level Two for Leaders, in development with TRADOC and oversight by the Functional Chief Representative, is to be reviewed by the American National Standards Institute for accreditation and offered as an advanced certificate for leadership for those in management positions. The Army Civilian Training, Education, and Development System training will be updated to provide interns and careerists with the robust training they need in the field. This accreditation ensures the Army is ready, resilient, and capable of defending our Nation while being a strong partner and a Federal agency leader in the Safety and Occupational Health community.

This is an exciting time in the history of our CP-12 program. You’re leading the way as we synchronize efforts across the Army’s SOH Communities. Eliminating stovepipes and reengineering our business practices allows us to advise commanders at all levels to make informed decisions based on data and risk. This requires us to be the vanguard in implementing a climate and culture throughout the Army that accomplishes the mission while protecting people and equipment.

Army safe is Army Strong!

Civilian Workforce Vision

An adaptive and flexible capabilities-based cohort that produce and deliver the right SOH Professional - to the right place - at the right time.

https://safety.army.mil/cp-12
As the newly assigned Commanding General of the U.S. Army Combat Readiness Center and Director of Army Safety, I want to first take the opportunity to thank you for what you do, every day, to preserve our Army’s readiness.

You are the foundation upon which we will continue to build our future capabilities and I am very fortunate to be able to work with such a dedicated group of professionals who have committed themselves to our Soldiers, Army Civilians and family members.

The Career Program 12 (CP-12) is focused on getting the right people, in the right places with the right skills to support readiness through effective Safety and Occupational Health (SOH) programs. I am depending on you, the SOH professional, to be that, “right person with the right skills” so that you can be in the “right places” when needed to support leaders in making risk informed decisions. A big part of being the “right person with the right skills” is ensuring that you continue to hone your skillset with the right combination of education and experience and to embrace lifelong learning and to ensure currency. In order to advise your commander, you must be in those most dangerous places and circumstances to provide your commander the critical information he or she needs to make risk informed decisions. Circulate in the organization and place yourself in a position that allows you to view and avoid potential problems before they become hazards. Be part of your organization’s planning processes. Be on site when missions are taking place. Be the commander’s eyes and ears. As advisors to commanders, you have a responsibility to be relevant and present. Your leaders will be grateful as you will be a critical and vital part of their team as we move moving toward the Army of 2025.

I look forward to the opportunity to personally meet each and every one of you in the future. Your observations, insights and perspectives are important to me and our CP-12 team as we move into the future so please keep the lines of communication open and don’t hesitate to reach out to us.

Thank you for all your hard work, commitment and devotion.

Readiness through Safety!

DAVID J. FRANCIS
BG, USA
Commanding
MESSAGE FROM THE CP-12 FUNCTIONAL CHIEF REPRESENTATIVE

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

Why do you need a mentor?

Consider your professional landscape. Is there a leader or professional you can count on to advise you or provide insight on your career? I ran across a quote recently from Zig Ziglar: “A lot of people have gone further than they thought they could because someone else thought they could.” You can navigate your career! Invest in yourself.

First, assess your strengths and weaknesses. Your assessment will be useful in pointing you in the right direction. Second, identify a mentor! Your mentor should be an individual you form a natural relationship with and who has a vested interest in seeing you succeed. An effective mentor will help you with everything from conflict resolution to political savvy, both essential to a successful career.

Discuss your career goals with your mentor. Gain insight into his or her successful career path. Review your competencies on Army Career Tracker. Understand your career map and ladder. With your mentor, set goals that are focused, realistic and tied to your competency goals. HRU emphasizes the importance of effective goals. Goals should be SMART:

- **S**: Specific
- **M**: Measurable
- **A**: Achievable
- **R**: Results-oriented
- **T**: Time-based

Focus on competencies important to your organization and the Army. Build on your strengths as well as your weaknesses. Look for opportunities for growth and learn by doing as well as observing and listening.

Another useful tool is the career program pyramids for each series. The GS-0018 pyramid is shown on page 4:

Some additional information that can enhance your knowledge on mentoring:

- **White Paper: How Coaching & Mentoring Can Drive Success In Your Organization**

- **Talent Development: The Role Of Mentoring, Coaching, And Other Employee Development Programs**

**Civilian Integrated Leader Development**

The Army has many programs available for civilian leader development and is now implementing the final pieces of the Civilian Leader Development Strategy. The Enterprise Talent Management (ETM) and Senior Enterprise Talent Management (SETM) programs are key components of this integrated talent development structure. The Emerging Enterprise Leader (EEL) program, along with the Army Acculturation Program, provide the missing links to the Army’s integrated leader development pipeline, helping create a bench of experienced and trained Army enterprise leaders ready for leadership positions.

https://safety.army.mil/cp-12
Coming soon!

Emerging Enterprise Leader (EEL)

We will soon be launching the new EEL program. The goal is to reach out to emerging leaders early in their careers, at the GS-11 and GS-12 level (and equivalents), to provide a meaningful leadership development opportunity designed to help the Army build a bench of future leaders. The EEL program will be managed differently than ETM and SETM, which are centrally managed. The EEL program will be owned and executed locally at commands, within guidelines set and overseen by HQDA. The program will be one to two years in duration and contain at least four components: mentoring, team-based problem solving, self-development and a developmental assignment. Command POCs are developing EEL programs for their commands during FY17 so they can be certified by HQDA and fully implemented in FY18.

Talent Management Program

The DASAF has directed the CP12 FCR to develop a formal talent management program for CP-12. Look for the details on the CP-12 webpage, Army Career Tracker.
Numerous CP-12 safety professionals have met certification requirements to become safety management specialists (SMS). The SMS certification is a new board of certified safety professional certification that demonstrates a safety practitioner's knowledge and experience in the management of people and organizations to build safe workplaces. Leading the SMS certification achievement in our career field is the CP-12 Functional Chief Representative (Dr. Brenda Miller) and the Safety and Occupational Health, Series 0018, Functional Point of Contact (Randy Grunow).

This highly respected certification is awarded by the BCSP to individuals who meet eligibility and experience criteria in the safety, health and environmental (SH&E) discipline and have passed a rigorous examination. Certificates must be recertified every five years, ensuring individuals remain knowledgeable in their practice.

SMSs are individuals with management skills required for a business' safe operation, applying these safety skills on a full-time or part-time basis as part of their job duties. Some examples of an SMS's activities include defining and utilizing an organization's safety management systems; risk management; incident investigation and emergency preparedness; maintaining current knowledge of SH&E concepts; and identifying the business case for safety.

Careerists are highly encouraged to seek this new safety certification as it validates an individual has mastered the core competency required for professional safety practices.

NEW! THE BOARD OF CERTIFIED SAFETY PROFESSIONALS CONDUCTS BETA TEST

Safety Management Specialist Certification

ARMY CIVILIAN CORPS CREED

I am an Army Civilian – a member of the Army team.

I am dedicated to our Army, our Soldiers and Civilians.

I will always support the mission.

I provide stability and continuity during war and peace.

I support and defend the Constitution of the United States and consider it an honor to serve our nation and our Army.

I live the Army values of loyalty, duty, respect, selfless service, honor, integrity, and personal courage.

I am an Army Civilian.

https://safety.army.mil/cp-12
In April, the Emerging Leaders Safety and Occupational Health Summit was held at the Maneuver Center of Excellence, Fort Benning, Georgia. The theme was Managing Warfighter Risk. Approximately 350 mid-level safety and occupational health careerists (GS-11 and GS-12) attended the summit.

This year, the USACRC team partnered with MCoE Safety Director Jill Carlson and her team at Fort Benning. In collaboration with our colleagues from across the 25 job series and the Fort Benning team, we developed a robust experiential learning event. We offered multi-disciplinary safety and occupational health training and certification throughout the week with an experiential focus.

Safety professionals from Army organizations worldwide had the opportunity to attend classroom instruction on a wide range of topics, including heat illness prevention, ergonomics, airborne operations, leadership, obstacle course risk management, live-fire range inspections and playground safety. For many attendees, though, it was the hands-on portions of the training that they found most useful.

“This professional development summit was a significant departure from the past where we focused our training at the GS-14/15 level,” said Dr. Brenda Miller, Career Program 12 Functional Career Representative.
“This year it was all about the mid-grade safety professionals at the GS-11/12 level and giving them broad developmental insights they can carry with them for years as they advance in their careers.”

Michael Monroe, a safety manager for the U.S. Army Logistics Readiness Center at Fort Sill, Oklahoma, said that while classroom instruction gave safety professionals a good foundation, the hands-on training, such as inspecting an actual outdoor recreational facility and its playground equipment, was invaluable.

“We’ve gone from the classroom to a real-world environment to see any hazards that may harm our families or cause us equipment failures,” Monroe said. “… I can take this base of knowledge we’ve gained here back to Fort Sill and go out to our facilities and apply it to everyday operations.”

Gordon Tate, a safety manager at U.S. Army Installation Management Command, San Antonio, Texas, provided the playground safety and inspection training at one of Fort Benning’s outdoor recreation areas. He said he hopes the practical training helped clear up some misperceptions about the different aspects of playground safety.

“There’s a lot of confusion at the installations on what constitutes a safe playground and what (facilities inspectors) should be looking for,” Tate said. “When they return to their installations, I hope they have a better idea of what is required to keep our most precious assets, our children, safe. There’s going to be bumps and bruises, but what we’re trying to do is avoid the big injuries. This course will help those who attended to know what to look for.”

Steve Murane, safety director, U.S. Army Criminal Investigation Command, Quantico, Virginia, had similar hopes for the safety pros who attended the practical portion of the tactical safety and range inspection course he taught at Fort Benning’s live-fire range. He said it was important for those who took the course have the opportunity to see firsthand the hazards they’ll need to look for when inspecting ranges as well as the risks associated with operating a live-fire range.

“I can show them on the ground what a firing point looks like, what a target area looks like, what the different aspects of a particular range

Recognizing the Explosives Safety Cadre
are in relation to the whole training area," Murane said. "It also gives the individuals an opportunity to conduct their own hazard analysis of the range and go through the whole thought process of what you would be concerned about when coming out to a live-fire range."

Murane was hopeful the training would instill the same spark he got as young safety specialist first entering the world of tactical range safety.

"It's one of the most rewarding experiences a safety professional can have," Murane said. "It gets you out working directly with the Soldiers on a daily basis and gives you a much better understanding of what they go through to get ready to deploy and go into battle. I want to get that spark ignited so they'll pursue this area of the safety world."

Over at Fort Benning’s grueling obstacle course, safety pros once again had the opportunity to experience firsthand the measures they must take to keep Soldier training safe.

"If we can bring them out to the same environment they're going to see back at home station, show them the proper techniques to negotiate these obstacles and give them an opportunity to try them, I think they'll have a better understanding of the standards," said David Lumley, safety manager at TRADOC Headquarters, Joint Base Langley-Eustis, Virginia, and an instructor for the obstacle course risk management training during the SOHS. "When they get back to their home stations they're then able to identify what's right and what's wrong."

Gregory McCoy, a safety specialist with the U.S. Army Corps of Engineers, San Francisco District, praised the hands-on training he received at the course and used the opportunity to test his skills on several of the obstacles. He agreed with Lumley’s belief that going into the field provides a side of training many don't get to experience.

"The best way to figure out the math on an acre is to go out and walk it," McCoy said. "So getting out here and actually navigating the courses allowed me to be more aware of the issues Soldiers face."

Luis Natal of U.S. Army Materiel Command, Redstone Arsenal, Alabama, echoed McCoy’s approval of the onsite training provided at the obstacle course.

"It's great anytime you can get out into the field and apply what you learned in the classroom," Natal added. "I'll take that over a PowerPoint any day."

Kelly Holmes-Smith, a CP-12 intern and safety engineer with office of the Deputy Assistant Secretary of the Army (Environment, Safety and Occupational Health), said the obstacle course risk management lesson gave her a deeper appreciation of what Soldiers are required to negotiate during their training. She believes the knowledge she gleaned from the training will be useful in her career.

"We have obstacle courses all over the world," she said. "I'm hoping to use what I learned and apply it in all facets of design … such as the requirements to have a challenging — but also safe — course so Soldiers are able to go to their next mission."

Dave Lumley, TRADOC Safety Manager, teaches Obstacle Course Risk Management
A Mentor’s Perspective

“As a mentor for this year’s safety summit, I was extremely impressed with the safety managers at all levels and proud to be a part of this evolutionary change allowing the senior safety directors the invaluable opportunity to share our experiences and interaction throughout week. My main takeaway from this year’s safety summit was our great appreciation for the talent pool of safety professionals for Army 2025.”

Norvel Turner
Senior Safety Director, ARCENT

“I was impressed with the talent these emerging leaders exhibited and their eagerness to learn during the summit. It was a great opportunity for senior leaders to share and mentor the participants and I personally felt honored to offer my experiences. I highly recommend more events like this in the future.”

Michael Schwarz
Senior Safety Director, USARPAC
GETTING AFTER HIGH RISK ACTIVITIES – AIRBORNE!

This year’s symposium put words into action by allowing safety and occupational health professionals across the force hands-on experience and appreciation for inherently high-risk activities within the community of Airborne Soldiers. Thanks to the Black Hat Professional at the 1-507th Parachute Infantry Regiment, the United States Army’s Airborne School, more than two dozen civilians and military personnel received training on the new T-11 Advance Tactical Parachute System. Participants first learned about the history and unique capabilities behind the new T-11 during a class presented by SFC Malcom Vann, the master trainer, and Mr. Luke Keating, the Airborne school’s technical writer. During this class, a review of the Deliberate Risk Assessment Worksheet (DD Form 2977) offered insights into the many control measures implemented throughout the school to identify and mitigate risk for over 15,000 students trained each year. Those that were up to the challenge suited up and performed exits from the famous 34-foot tower. This experience provided SOH professionals a deep appreciation and understanding on the rigor and discipline associated with Airborne operations from planning, preparation and execution. Participants walked away with a high level of confidence and competencies on the complexities of not just Airborne operations, but effective and proven lessons learned that can be applied for any high-risk activity.

Instructors:
SFC Malcom Vann – Master Trainer, Basic Airborne School

Mr. Luke Keating – Doctrine Technical Writer, Basic Airborne School

SFC Ronald Salley – Basic Airborne School Safety Officer

Resources: TC 3-21.220

http://www.benning.army.mil/infantry/rtb/1-507th/

http://www.apd.army.mil/epubs/DR_pubs/DR_a/pdf/web/tc3_21x220.pdf

http://www.benning.army.mil/infantry/rtb/1-507th/content/pdf/TC%203-21%2020220%20Change%201.pdf

Lt. Col. Phillip G. Jenison
Director of Assessments and Prevention
U.S. Army Combat Readiness Center
Fort Rucker, Ala.
The eight core leader competences provoked a positive discussion for those in attendance:

(1) **Leads others:** Leaders motivate, inspire and influence others to take the initiative, work toward a common purpose, accomplish tasks and achieve organizational objectives.

(2) **Extends influence beyond the chain of command:** Leaders must extend their influence beyond direct lines of authority and chains of command. This influence may extend to joint, interagency, intergovernmental, multinational and other groups and helps shape perceptions about the organization.

(3) **Leads by example:** Leaders are role models for others. They are viewed as the example and must maintain standards and provide examples of effective behaviors. When Army leaders model the Army Values, they provide tangible evidence of desired behaviors and reinforce verbal guidance by demonstrating commitment and action.

(4) **Communicate:** Leaders communicate by expressing ideas and actively listening to others. Effective leaders understand the nature and power of communication and practice effective communication techniques so they can better relate to others and translate goals into actions. Communication is essential to all other leadership competencies.

(5) **Creates a positive organizational climate:** Leaders are responsible for establishing and maintaining positive expectations and attitudes, which produce the setting for positive attitudes and effective work behaviors.

(6) **Prepares self:** Leaders are prepared to execute their leadership responsibilities fully. They are aware of their limitations and strengths and seek to develop and improve their knowledge. Only through preparation for missions and other challenges, awareness of self and situations, and the practice of lifelong learning and development can individuals fulfill the responsibilities of leadership.

(7) **Develops others:** Leaders encourage and support the growth of individuals and teams to facilitate the achievement of organizational goals. Leaders prepare others to assume positions within the organization, ensuring a more versatile and productive organization.

(8) **Gets results:** Leaders provide guidance and manage resources and the work environment, thereby ensuring consistent and ethical task accomplishment.

The core leader competences were then linked together with the five executive core competences: leading change, leading people, results driven, business acumen and building coalitions. At the conclusion of the session, safety professionals had a good understanding of the Army competences and importance of developing them throughout their career.
BUDGETING FOR THE SAFETY PROFESSIONAL
How to Budget as a Safety and Occupational Health Professional

A dear friend once told me, “If you want to be effective in your organization, understand how the money works.” I have spent my career applying that advice to everything I do. Fifteen years later, I have found that safety professionals who don’t take the time to understand funding are the ones who are the most frustrated, disgruntled and ready to give up. Guess what, you don’t have to be that safety professional.

As safety and occupational health professionals, there are three things we do that are the most important to our program. No, it is not saving lives. In fact, very rarely is the safety professional there to catch someone when they fall. It’s usually the supervisor, and we all hope that supervisor embraces their roles and responsibilities when it comes to the safety and health of their employees. We as safety and occupational health professionals in the Army play a very important role — the adviser role. Let’s just say we should all be columnist for the New York Times, Cosmo or, even better, Safety Professionals Magazine. Our main role is not to advise safety professionals. We do have to pick each other up from time to time, but our role is to advise our organization. Depending on where you fit in the organization depends on who you advise.

If we are talking about budgeting for your program from a specialist perspective, your main focus is on advising the employee, the lead and the first-line supervisor. If you are a manager, your role is to advise the managers of your organization. If you are a senior manager, your role is to advise your enterprise-level leaders. Sounds simple, right?

Nope, the adviser has to do many other things besides advise. The first step to advising is to plan. Yep, plan the heck out of your organizations safety and occupational health program. In order to be a good adviser, you must first be able to plan how safety and occupational health will be executed in your organization and its mission. So there you go — the three things you need to be a successful safety and occupational health professional: plan, advise and execute.

If only it were that easy, right! To plan you must first know the mission of organization; then you need to understand how you (SOH) fit into your organization. Then you must evaluate how safety and occupational health program execution will enhance that mission. You must be a competent safety and occupational health professional and comprehend the five main Army Safety and Health Business Functions or Capability Objectives. You must know that to execute the 166 business activities associated with those functions you first need to evaluate how the 344 sub-functions integrate into your mission. Sounds complicated, so my advice is you start small. If you don’t have a mature safety and occupational health management system guiding your organization’s systematic approach to planning, budgeting and execution, then starting small is the only way to get there.

Start with your organizations mission; evaluate your Soldiers/
personnel’s activities (e.g., do you participate in activities that require a fall protection program)?

Execution. Yes, now you have a plan, you have a budget and, if you are “lucky,” you received all of the funds. Now you have to track execution of those funds. There are many ways to accomplish this tracking. It will be different based on your organization your experience. Spend time developing your budget tracking and execution strategy and ensure it is functional for you and your team.

Another colleague of mine always says, “Make a friend before you need a friend.” Dig out that Starbucks gift your grandma sent you for Christmas and invite a member of your team to coffee and discuss safety and occupational health planning, budgeting and execution. Learn how you can influence their decision-making when it comes to safety and occupational health.

Understanding the budget as a safety and occupational health professional is paramount to being successful. Understanding how budgeting works in your organization is a key component of your program management responsibilities. So get out there, ask the tough questions, learn how your organization works and make some friends.

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**Resume Writing and Interview Techniques**

Steven D. Murane, safety director, USACIDC, addressed resume writing and interview techniques. This session provided participants with knowledge to access USAJOBS and write effective resumes targeted to specific job openings. Steve highlighted the 10 best practices to achieve a successful job interview:

- Conduct research
- Review common interview questions and prepare your responses
- Dress for success - Plan a wardrobe that fits the organization and culture
- Arrive on time, relaxed and prepared
- Make good first impressions
- Be authentic, upbeat, confident, candid and concise
- Remember the importance of body language
- Ask insightful questions
- Sell yourself and then close the deal
- At the end of the interview, always ask about the next steps in the process and the employer’s timetable for making a decision about the position

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**CP-12 STAFF OFFICER COURSE**

The purpose of the Staff Officer Course was to establish consensus understanding of critical staff officer skills and introduce the staff actions, processes, procedures and interrelationships between the safety office and other staff sections, subordinate organizations, lateral organizations and Army Enterprise partners to effectively manage an ACOM/ASCC/MSC(COE)/DRU or equivalent-level safety program. This one-day seminar was led by Jim Baker, Joe Colson and John Darlington (FORSCOM), with support from Mike Olin (TRADOC), Butch Wooten (AMC), Norvel Turner (ARCENT) and Mike Schwarz (USARPAC). The culminating event was a group problem-solving exercise that required participants to demonstrate understanding of the problem (the staff coordination implications for resolution of findings and recommendations for an accident report) and the relationships/interdependencies between multiple staff elements to achieve success.
WEAPONS POOL RADIATION SAFETY

Some careerists chose radiation safety as an option. They learned the elements of the Army radiation safety program and how to review and perform surveys of an area to manage radiation risk. Tim Mikulski led the group to a weapons pool facility which provided careerists an opportunity to identify radiation items, storage procedures, take samples at various locations in the weapons pool and utilize radiation detection equipment to determine the amount of radioactive activity.

Coach/Mentor: Ms. Rita M. Spence, ARCENT

The purpose of the workshop was to introduce the analysis process acronym DOTmLPF-P as a structured way of thinking about the impact in time and resources each decision recommendation can have on organizations. Additionally, the workshop described how this formerly acquisition-only term can be applied to the safety and occupational health professional’s daily work to improve the quality of their staff work and recommendations.

The DOTmLPF-P analysis process has been broadened to application Armywide as a structured way of thinking that drives consideration of the "big picture" impacts of any change being considered. Through the analysis process, the SOH professional has to assess the impacts of new equipment, policies and directives on all eight domains in DOTmLPF-P and mitigate those impacts. The analysis process has to be repeated for each mitigation proposal because the mitigation itself is a change that may further impact on the different domains.

During the workshop, the analysis process was identified and each letter/domain was defined and discussed to establish common terminology. Several real-world examples of DOTmLPF-P analysis were presented and discussed. A practical exercise of DOTmLPF-P analysis was then worked through by the attendees on an actual scenario involving a facility inspection, deficiencies noted and recommended corrective actions.

Comments from participants indicated they saw value in formulating their analysis and recommendations using the DOTmLPF-P construct. Commanders are familiar with the terminology, and using this analytic structure would help the SOH professional to compile reports or presentations in an easily understood format.

Instructors: Gus Steenborg, Systems Safety Engineer, MCoE; Bill Zaharis, Director, Assessments and Prevention, USACRC.
CONFIDENCE OBSTACLE COURSE

The purpose of the confidence obstacle course was to provide safety and occupational health emerging leaders a practical understanding on how to assist Army commanders and leaders with course training. The course objectives focused around doctrine, regulatory requirements and the risk management process. Confidence obstacle negotiation and demonstration were used to describe task, condition and standards. Reference tools were shared to accomplish coordinating instructions with multiple staff sections/directorates, subordinate organizations and lateral organizations to effectively manage, inspect and conduct hazards assessments to Army confidence obstacle courses. The course developed leadership skills through group activities, writing, discussion, adult learning principles and multimedia products.

Group facilitators/mentors/coaches included Mr. David Lumley, HQ TRADOC Safety Manager; MSG David Minta, USARC; Mr. John Hanson, USARC; Mr. Gary Ballew, USARC; and Mr. Rob Earhardt, U.S. Army Training Center.
PLAYGROUND SAFETY

Two types of playgrounds that are typically found on Army Installations — early childhood (toddlers) and elementary school. Each present unique play structures with associated hazards if not maintained. The periodic inspection process is designed to identify these hazards in their early stages of development and to initiate corrective actions prior to a child being injured. Specifically, this course was designed to:

- Identify relevant standards and guidelines for playground safety
- Distinguish differences between a risk and hazard
- Identify the major causes of playground injuries and death
- Identify and discuss the significance of anthropometric measurements as they relate to playground user’s age
- Identify and report common playground safety issues

No playground can be made injury free. Because ensuring safety is so important, many parents will instinctively flee from any playground that seems to present a risk to safety. What many do not realize is excessive safety features, especially those that eliminate even the slightest perception of risk, can actually have some dangerous implications. Children who do not feel challenged are more likely to invent their own games of risk, some of which can be quite hazardous. The perception of risk is important to children, who need to conquer such situations to feel empowered and confident.

This course participants looked at common hazards associated with universal equipment and what was needed to maintain the equipment.

The generally accepted standard of care focuses on a three-pronged approach:

- Supervisors must provide the highest duty of care to prevent unreasonable risk of injury.
- The playground design allows for gradual challenges and skill development.
- The playground is properly installed with adequate space to prevent overcrowding and ensure safe play and is properly maintained.

The Department of Defense now utilizes the National Program for Playground Safety (NPPS) training and certification. Their certification process involves two online courses (early childhood and elementary school) that cumulate in a written inspection report submitted for evaluation. This certification has replaced the Certified Playground Safety Inspector course.

In order to become a certified playground inspector, those attending this course should seek additional training through the NPPS (http://www.playgroundsafety.org/).

Instructor coach/mentor: Gordon Tate, Ph.D., Installation Management Command.
SENIOR DIRECTORS – COACH, TEACHER AND MENTOR

Senior safety and occupational health directors (GS14/15) coached and mentored the emerging leaders and shared their lessons learned. One of the most profound comments made during a class discussion was, “Why do we do what we do?” If we, as careerists can’t explain what we can do for the warfighter and how to integrate risk management without disrupting the mission, what’s the purpose of the SOH professional? COL Daniel Morris, deputy DASAF, provided an excellent overview of the Army Safety and Occupational Health Management System (ASOHMS), which incorporates both safety and health protection functions, leverages established risk management practices and is integral to the Army Operations Process (Plan, Prepare, Execute and Assess). This system will lend itself to the establishment of enhanced measures of performance and evaluation that will enable shared understanding of SOH program performance for effective mission command and feed.

Mike Olin, TRADOC senior safety director, shares tips for being a good staff officer

Shoot House

Ms. Alice Weber, APHC industrial hygienist; Ms. Barbara Smith, APHC occupational health nurse; and Mr. James Miller, USASOC safety presented training on the health and safety concerns in shoot houses. Careerists learned about health risk from lead exposure and the appropriate medical surveillance tools to monitor blood lead levels. They also learned about inherent safety risks in shoot houses. The students participated in a field exercise at Farnsworth Range. They conducted wipe sampling and air sampling to determine if the structure was free of lead contamination. They also toured the facility to note any hazard controls and safety deficiencies. This training was a great example of a multidisciplinary team partnering to ensure careerists had a holistic view of risk associated with a shoot house.
LTC Clasing, APHC ergonomics chief; Mr. David Kolson, APHC ergonomist; and Ms. Tricia Salzar, PHC-Central ergonomist presented training on worksite ergonomic risk. Careerists learned the seven risk factors for work-related musculoskeletal disorders (duration, compression, posture, vibration, force, repetition and temperature). They identified these risk factors during field exercises at the parachute rigging facility and the tracked vehicle maintenance facility. In addition, they observed work processes and made recommendations for risk remediation.


Emergency Management Level I and Level II

On June 20, the American National Standards Institute Certificate Accreditation Program Accreditation Committee (CAPAC) approved the U.S. Army Combat Readiness Center’s 2016 Annual Surveillance Report and Scope Extension Assessment Report as delineated in ANSICA with no non-conformities. The CAPAC voted to approve the assessors’ recommendations to grant continued accreditation for current scopes and award scope extension accreditation to USACRC under ANSI/ASTM E2659-09 for the following scopes:

- Emergency Management Skill Level 1
- Emergency Management Skill Level 2

Congrats to the GS-0089 community!
SAFETY AWARDS RECIPIENTS

The U.S. Army Combat Readiness Center recognized winners of the FY16 Secretary of the Army and Army Chief of Staff Safety Awards during the weeklong Emerging Leaders Safety and Occupational Health Summit.

“Your contributions to hazard awareness and loss prevention has had a direct impact on preserving our Army’s readiness,” said Sgt. Major of the Army Daniel Dailey in a message to award recipients. “With more than 183,000 Soldiers committed in over 140 countries around the world, the safety programs your commands execute are vitally important. I personally want to thank you for your ongoing commitment and dedication to preserve readiness.”

To be considered for an award, individuals and units must have made significant improvements and contributions to accident prevention efforts, among other criteria, during the previous fiscal year, according to Department of the Army Pamphlet 385-10, Army Safety Program.

Mr. Eugene Collins, deputy assistant secretary of the Army (Environment, Safety and Occupational Health), presented the awards during the summit’s closing dinner and recognition ceremony.

“Readiness remains our Army’s No. 1 priority,” Collins said. “The individuals and organizations recognized here have truly achieved excellence in adaptive hazard awareness and risk management.”

Brig. Gen. Jeffrey A. Farnsworth, then-director of Army Safety and commanding general, U.S. Army Combat Readiness Center, also praised the individuals and organizations honored with the awards.

“These achievements demonstrate the dedication and commitment your Soldiers and Department of the Army civilians have made to preserve the readiness of our Army through safety, risk management and loss prevention,” Farnsworth said. “You have set the standard for others to emulate, and I want to personally congratulate you for this momentous achievement.”

FY16 awardees are:

• SA/CSA Army Headquarters Safety Award: U.S. Army Central
• SA/CSA Exceptional Organization Safety Award - Division: 1st Sustainment Command (Theater), U.S. Army Central
• SA/CSA Exceptional Organization Safety Award - Brigade: 513th Military Intelligence Brigade (Theater), U.S. Army Central
• SA/CSA Exceptional Organization Safety Award - Battalion: Headquarters, Headquarters Battalion, U.S. Army Central
• SA/CSA Individual Award of Excellence in Safety - Officer: Capt. Alesha F. Garvey, 94th Training Division (Force Sustainment), 80th Training Command, U.S. Army Reserve Command
• SA/CSA Individual Award of Excellence in Safety - Noncommissioned Officer/Enlisted: Staff Sgt. Jerry L. McMillian, U.S. Army Dental Command, Pacific
• SA/CSA Individual Award of Excellence in Safety - Civilian: Shelia R. Sollis, U.S. Army Corps of Engineers, Charleston District
• SA/CSA Industrial Operations Safety Award: Red River Army Depot, U.S. Army Material Command

For more information on Army safety awards, visit https://safety.army.mil.

Important Reminders

Ensure Your GOARMYED Account Remains Active!

• Army civilians must log in to their GoArmyEd account at least once every 365 days for their account to remain active.

• Army civilians and supervisors with an inactive GoArmyEd account may reactivate it by selecting the “Create/Activate Account” link located in the top right-hand corner of www.goarmyed.com and following the prompts.

GoArmyEd closed for FY17 on Aug. 1 at 11:59 p.m. EST. On Aug. 1, career programs will no longer process FY17 ACTEDS (Central) funded SF 182 requests, group SF 182 requests or training applications funded by the career program, regardless of cost. This applies to ALL career programs. The FCR will notify the field when FY18 CP-12 funds become available.
At the summit, we recognized two emerging leaders of the year. This is the first Emerging Leader Awards in the Career Program. We plan to continue this tradition!

**2017 Emerging Leaders of the Year**

Elizabeth Bramhall, industrial hygienist, HQDA • 2017 Emerging Leader of the Year

Sara Futrell, safety and occupational health specialist, USACE • 2017 Emerging Leader of the Year

**Careerist on the Move**

**USAG DAEGU SAFETY OFFICE IS NOW OSHA CERTIFIED**

U.S. Army Garrison Daegu – Every safety office puts a lot of effort to make a safe workplace. The United States Army Garrison Daegu Safety Office has made many great accomplishments on making a safer work environment such as conducting safety inspections, spot checks at worksites, conducting safety training and earning the Army Safety Excellence Streamer Award for the garrison. Furthermore, all seven members of USAG Daegu Safety Office earned Occupational Safety Health Administration Authorized General Industry Trainer certifications from OSHA Training Institute Education Center, Eastern Kentucky University, on June 16.

OSHA is a government organization to assure safe and healthful working conditions for a workforce by setting and enforcing standards and by providing training, outreach, education and assistance. The primary program is the OSHA Outreach Training Program for educating employees who usually work in construction or general industry.

“The purpose of the program is to promote workplace safety and health and to make workers more knowledgeable about USAG Daegu workplace hazards.
and their rights,” said Joe Cabrera, USAG Daegu and Area IV safety manager. “We have been conducting safety training for members of USAG Daegu and Area IV for a long time. The OSHA Authorized Trainer certificate demonstrates to the public and our co-workers that we are qualified and competent. It proves we take pride in our profession and in maintaining up-to-date skills and knowledge.”

Utilizing a train-the-trainer model, people who completed the required OSHA Training Institute courses to become an OSHA outreach authorized trainer are authorized to conduct 10-hour and 30-hour training courses for employees working at construction and general industry. Also, they can issue cards to the employees for verifying their successful completion of the training.

“Establishing a well-defined and standardized curriculum ensures each employee receives similar training no matter their unique work situation,” Cabrera said.

The prerequisites for the OSHA #501 trainer courses, which all members of the USAG Safety Office completed, are successful completion of the OSHA #511 Occupational Safety and Health Standards for General Industry Course and having five years of safety and health work experience in general industry. A degree in occupational safety and health, a certified safety professional or certified industrial hygienist designation may be substituted for two years of work related experience, and all safety staffs have met the requirement. The trainees should obtain guidance on whether they meet this requirement from the OSHA Training Institute Education Center. This time the instructor of the training was from Eastern Kentucky University.

“I shared and gained valuable experience and knowledge from the other students who were safety and occupational specialists from U.S. Forces Korea, U.S. Army Material Support Command - Korea, and some from Japan,” said An Yongtaek, USAG Daegu safety and occupational health specialist. “We are all happy to finally be recognized as qualified authorized OSHA general industry trainers.”

According to the OSHA General Industry Standards, all members of USAG Daegu Safety Office focused specifically on the most risky topics required by the 10-hour and 30-hour OSHA programs. As a part of the course requirements, employees needed to develop and briefly explain the topics using an effective pedagogical approach, visual aids and handouts. In addition, people need to prepare a presentation on the OSHA General Industry Outreach Training Program topic and should pass the written exam at the end of the course.

“I was just a trainee in the past, but now I can provide systematic training to all USAG employees as a trainer,” said Yi Sung-pok, USAG Daegu safety and occupational health specialist. “Although we finally obtained this certification, we should continue to refresh and develop our capability as both trainers and specialists. Also, we will strive to provide good education and become a professional safety specialist.”

Through the training and certification, the USAG Daegu Safety Office staff gained and brushed up on their basic and professional instructor skills, how to organize a class and individual speech skills, and met international instructor standards in safety professional fields in order to protect the employees from mishaps, incidents and daily hazards at the workforce, including industrial-focused jobs.

Mr. John Pentikis had his dissertation accepted by the Auburn University Thesis and Dissertation Office on April 19. This was the last required step for him to receive his Ph.D in industrial and systems engineering from Auburn University. His dissertation, “Determination of Safe Guidelines for One-Hand Lifting,” looks at the increases in back compressive force when lifting equal amounts of weight symmetrically with both hands and asymmetrically with one hand. The broad aim of this research is to better understand the effect of asymmetric lifting on each low back and trunk muscle as well as predicting which muscle is most at risk of an injury when performing an asymmetrical lift. Benefits of this research to the Army is the collected data can act as a basis for creating a one-hand lift limit to Military Standard (MIL STD) 1472G and to improve on the one-hand carry guidance in the MIL STD.
FCR CP-12 MANAGEMENT BRANCH

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https://safety.army.mil/cp-12
The Army’s SAFETY and OCCUPATIONAL HEALTH Landscape

- 475,000 Active-Duty Soldiers
- 342,000 Army National Guard Soldiers
- 198,000 Army Reserve Soldiers
- 189,500 Soldiers deployed in 140 countries
- 250,000 Department of the Army Civilians
- 154 Permanent Installations
- 1,100 Community-Based Army National Guard and Army Reserve Centers
- 223 Brigades
- 3,844 High-Risk Hazardous Workplaces
- 61,883 Industrial Workplaces
- 6,000 Army Safety and Occupational Health Professionals
Slipping, Tripping and Falling:
Each year, thousands of Soldiers and civilian employees are hurt in slip, trip and fall accidents. How do we reduce the risk?

- Slow down and pay attention
- Wear protective footwear
- Use the correct ladder
- Report workplace hazards
- Remove trip hazards such as electrical cords and cables
- Report ice, snow or water accumulation on walking surfaces

Ready ... or Not is a call to action for leaders, Soldiers, Army Civilians and Family members to assess their readiness for what lies ahead — both the known and unknown. #ArmySafety

Throughout our professional and personal lives, events happen all around us. We are often able to shape the outcome of those events, but many times we’re not. Navigating life’s challenges is all about decision-making.

The U.S. Army Combat Readiness Center has the tools to keep you and your Soldiers safe, both on and off duty. Visit us online at https://safety.army.mil.

So are you ready ... or not?

https://safety.army.mil