



Spring 2012 Edition



Hershell E. Wolfe (Hew)

Message from Mr. Wolfe

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

The Civilian Workforce Transformation (CWT) is here, and as I said in my previous message, we must embrace it! Army Civilians have been a source of great stability during this era of persistent conflict, and they remain a critical part of the Army Family. The CWT will dramatically change the way the Army hires, trains, manages and sustains our Civilian workforce, resulting in greater flexibility that will allow us to achieve maximum efficiency now and into the future. While these changes have increased the workload for many of our safety professionals, I truly believe the final outcome will be beneficial to CP-12 and the entire Civilian workforce.

The Army is making enormous strides to enhance career and leadership development for Civilians. The Secretary of Chief of Staff of the Army recently established a joint initiative to incorporate the Army Career Tracker (ACT) into the Army Civilian workforce. The principle behind the ACT is to encourage Civilians to take ownership of their career programs and provide professionals with the resources needed to reach the uppermost levels in their career fields. The ACT is the Army's first comprehensive career management and leader development tool, and its innovative website integrates training, education and experiential learning into a one-stop shop.

The ACT is an efficient method for tracking and documenting training, measuring development and providing a detailed road

map for new and seasoned CP-12 careerists. I encourage you to access the ACT on a regular basis to enhance your communication with Leaders, supervisors and mentors regarding your personal career development goals. Take a moment to ask yourself how you can advance in your career program, and then utilize the ACT's services to get there.

You may further enhance your professional development by staying alert to current trends in CP-12, obtaining the latest news and informational updates, and taking full advantage of readily available resources. Don't forget the importance of pursuing training and professional development opportunities that will assist you in meeting your personal development and career goals. You are your own best career advocate, so use all the tools at your disposal to get where you want to be!

As of February 2012, all personnel assigned to the 21 job series now categorized as CP-12 were notified of their inclusion in the program. I look forward to even more growth and the continuing evolution of CP-12 in the future. Change is an inevitable part of life, but as Leaders, it is our obligation to adequately hire, train and educate our military and civilian workforces for any challenge that might arise. I leave you with this: Knowing and accepting the path forward is critical to your success. Please accept and positively support our new endeavors and serve as role models and mentors for those beneath you. Working together, we will keep our Army safe and strong! ■

ARMY SAFE
IS ARMY STRONG



BG William Wolf

Message from the DASAF

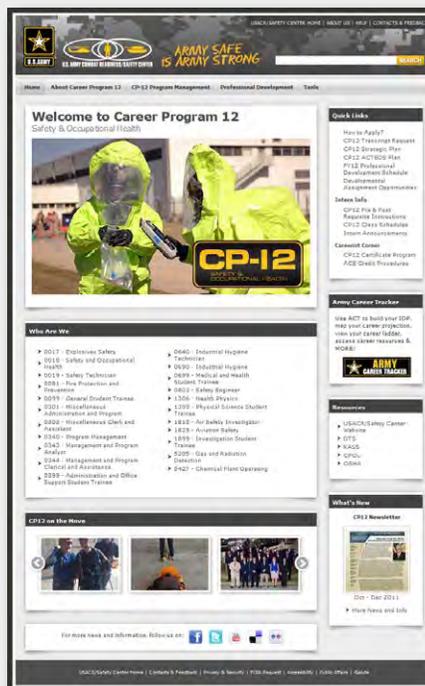
William T. Wolf
Brigadier General, USA
Director of Army Safety/Commanding General, USACR/Safety Center

Safety Professionals,

Our Army Safety Programs remain strong and resilient and we continue to see progress across the force, but as you know it takes constant vigilance at every level—thank you for keeping the “eye on the ball” of Safety. As we enter the 3d Quarter, I wanted to share with you a few important issues that I need your support on as we move forward.

I cannot emphasize enough the importance of ongoing training and education as we continue developing Career Program 12. I'd like to personally thank the senior safety Leaders who attended February's Senior Safety Symposium at Fort Rucker. The experience and knowledge gained during this week of training and leadership development will serve attendees well as our Army transitions to a readiness posture after more than a decade of war.

Army leadership recently unveiled the Civilian Workforce Transformation, an initiative designed to overhaul how the Army hires, trains, manages and sustains our Civilian employees. Professionalization of the CP-12 program has been a top priority for all of us, and many of you have joined the force by participating in CP-12 working groups, updating career maps and ACTEDS plans, developing strategic workforce plans, deploying Army Career Tracker and working with the Army Staff to develop and field new policy. Because of your efforts, more than 6,000 careerists in 22 occupational series now



fall under the CP-12 umbrella — thank you for all your hard work!

This large influx of employees means we'll have to act quickly to register them all on ACT by the April 30 deadline. To help explain the registration process, ACT training sessions will be available through Defense Connect Online, with schedules posted on the CP-12 website (<https://safety.army.mil/CP12>) and disseminated through your

organizations. The ACT is a critical tool, so please encourage your careerists to attend these sessions. Information is power, and I ask that you stay in the know through the CP-12 website, this newsletter, correspondence sent directly to you, and ACT online (<https://actnow.army.mil>). We need your help as we progress — each of you has played a vital role in making CP-12 the gold standard of Army career programs, and we can't uphold that legacy without your support.

Our continuing mission will take time and there will be obstacles along the way, but I look forward to working with you on this journey to shape our future. Thanks again for all you do to keep our Soldiers, Civilians, and Family members safe every day. ■

Army Safe is Army Strong!



Army Safety Program Strong, Off-Duty Challenges Remain

Art Powell
Strategic Communications Directorate
U.S. Army Combat Readiness Safety Center
Fort Rucker, Ala.

The 2012 Winter Army Senior Safety Symposium was held Feb. 14-16, 2012, at Fort Rucker, Ala., with 65 of the Army's senior safety Leaders in attendance to assess current Army Safety Program efforts and chart a path forward to ensure continued success of the program.

"The rate of accidental loss we suffer in the Army has dropped precipitously in the past 40 years," said Brig. Gen. William T. Wolf, commanding general, U.S. Army Combat Readiness/Safety Center and director of Army safety, in opening the symposium. "That's a good news story, and

we attribute it to those who came before us in Army safety, and to those of us sitting here."

Wolf explained the biggest current threat to Soldiers, outside of armed conflict, is when they return home.

"There is barely a weekend that goes by we don't have a privately owned vehicle incident somewhere in the Army," said Wolf. "Although programs have changed over the years and improved our Soldiers lives, there are still challenges in off-duty times."

The number of Army accident fatalities reported so far in fiscal 2012 is similar to the loss numbers for the past three years.

"The largest number of losses

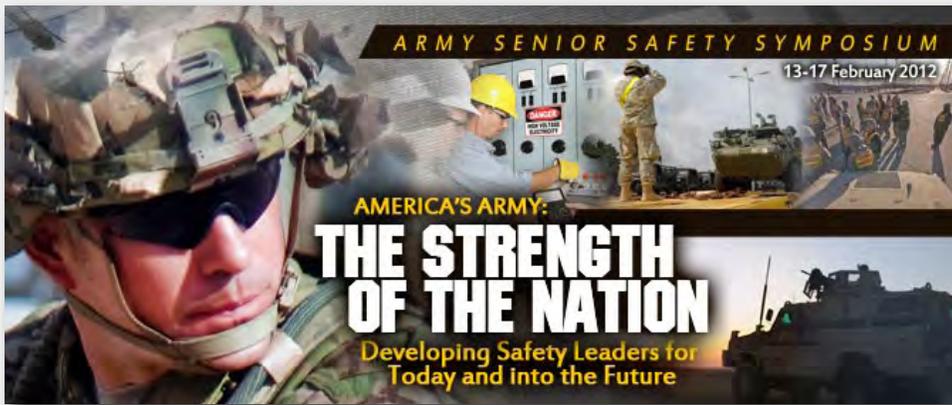
is in privately owned vehicles. But our safety programs out there are making a difference so, hopefully, we can get those numbers down," Wolf stated.

Wolf called for commanders at all levels to get involved in unit safety to drive down the number of accidents. He cited specific safety tools available from the USACR/Safety Center's website <https://safety.army.mil> that can assist commanders in their efforts.

Maintaining an effective Army Safety Program during a drawdown of the service with the end of the war in Iraq is important, a point made clear by the director of the Army staff, Lt. Gen. William J. Troy, in his remarks.



Brig. Gen. William T. Wolf, commanding general of the U.S. Army Combat Readiness/Safety Center, Fort Rucker, Ala., and director of Army safety, addressed Army safety professionals Feb. 14 at Fort Rucker. The group was attending the 2012 Winter Army Senior Safety Symposium. (Photo by Art Powell)



“Safety is more important during the drawdown because we don’t want to lose the great strides our Army safety professionals have made,” he said. “Our goal is getting smaller the right way. What you are doing is important and very much embraced by our chief of staff.”

Instilling safety into the minds of recruits is critical to making them understand that safety is a core value in the Army, he said.

“I think safety fits in perfectly with our values and specific safety training should be tailored for where a Soldier is in his career: a recruit or one with three combat deployments,” Troy explained.

Troy cited Army end strength, modernization and readiness issues as important activities during the drawdown that need to be conducted with safety in mind.

“We will have a smaller but capable force and Army Leadership is dedicated to making it happen,” he added.

Safety, or lack of it, can stop a unit or reduce its effectiveness, according to a special assistant to the vice chief of staff, U.S. Army, who shared his thoughts with the group.

“If you don’t get safety under control, it will absolutely grind a unit to a halt,” said Maj. Gen. Michael S. Tucker. “That’s why you need to make safety important to your boss.”

He suggested three things Army safety professionals can do to energize their program: remember that talk is cheap, get out of the office and a picture is worth a thousand words when showing a unit commander safety issues, which may require his attention.

“Make it a practical approach to safety,” Tucker said.

The drawdown will bring with it safety problems when Army bases are again packed with thousands of Soldiers who have been absent, fighting in Iraq over the past 10 years.

“The Army is standing on a beach watching a tsunami approach,” he said. “We’ll see increases in POV accidents, driving under the influence cases, domestic abuse, sexual assault, crime and other acts of indiscipline. Army safety professionals need to be very involved to help

prevent these problems.”

The Army Safety Program supports Army personnel deployed around the world, and some Army commands face unique safety challenges, according to two Army safety managers who attended the SSS.

“Aviators in Hawaii get unique flying experience and unique training challenges, with overwater survival training such as they get in the dunker,” said Richard Anderson, safety manager, U.S. Army, Pacific.

Other Army flight operations face unique safety issues due to a lack of aviation support infrastructure from the nations in which they operate.

“In Africa, there aren’t many control measures in place for operations conducted on the continent,” said Chief Warrant Officer 5 Robert Reynolds, aviation safety officer and deputy director for U.S. Army Africa Command. “We work with 54 African countries and each time we conduct an exercise in one of them, we have to coordinate, upfront with them, how we’re going to conduct flight operations.”

The 2012 Army Winter Senior Safety Symposium is one of two such gatherings held annually by the USACR/Safety Center to bring together Army safety professionals in a professional forum setting. ■



Expanded Army Accident Investigation Training Facility Opens

Art Powell
Strategic Communications Directorate
U.S. Army Combat Readiness Safety Center
Fort Rucker, Ala.

The Army's newest accident investigation training facility officially opened with a ribbon cutting Feb. 14 at Fort Rucker, Ala.

The Crash Dynamics Lab, designed and built by the U.S. Army Combat Readiness/Safety Center, Fort Rucker, features actual crashed vehicles and aircraft to replicate accident scenes and provide training for Army accident investigation students.

"We're offering our accident investigation students real-world accidents that we have investigated and made recommendations on our findings, so they can really learn from an accident that happened in recent times involving current equipment," said Brig. Gen. William T. Wolf, director of Army Safety and commanding general, U.S. Army Combat Readiness/Safety Center.

Included in the accident sites recreated in the CDL are Mine Resistant, Ambush Protected vehicles from Iraq, aircraft accidents that occurred in both the United States and with deployed forces, an auto accident, motorcycle accident and an unmanned -aircraft system.

"Our purpose is really to analyze and disseminate the information we collect from these accidents," Wolf added. "And what better way than to recreate a real-world accident that students can learn from so they can move out and conduct their

and actions are worth something," Wolf explained.

Seeing the ribbon cutting had special meaning for Perry Alliman, an accident investigation instructor at the USACR/Safety Center, who was one of the individuals instrumental in seeing the

with the realization too many Soldiers were dying from accidents, said Dr. Mike Wesolek, training director, USACR/Safety Center, at the CDL opening.

"We've really ramped up safety training since the 1970s, and each year we get progressively better at



◀ **Brig. Gen. William T. Wolf, with scissors, second from left, leads the ribbon cutting at the Crash Dynamics Lab, Feb. 14. Left to right, Command Sgt. Maj. Richard Stidley, command sergeant major, U.S. Army Combat Readiness/Safety Center; Perry Alliman, Col. James Baker and Mike Wesolek, all with the USACR/Safety Center. The Crash Dynamics Lab was developed and built by the USACR/Safety Center, and actual crashed aircraft and vehicles are displayed so students undergoing accident investigator training can learn accident investigation procedures.**

own investigations."

The new facility, three years in the making, updates an older "boneyard" that contained legacy equipment and was much smaller than the new 4+ acre CDL.

"Unfortunately, in some of these accidents there were Soldiers who died, and we try to learn from what happened and make sure their lives

new CDL to completion.

"It's amazing when something comes out of your head and turns into reality. It's pretty gratifying and satisfying to see it," said the retired Army aviator. "This was a great team effort from a lot of people."

Safety training is geared toward preserving the individuals who make up the nation's military forces, an effort born in the 1970s

identifying and mitigating hazards through training at facilities such as the CDL," he said. "The CDL is just one of the tools we use to lower risk and save lives in the Army."

Approximately 700 students will train annually at the CDL as part of in-residence safety training programs offered through the USACR/Safety Center. ■

My Perspective

Randy Grunow
Installation Safety Director
White Sands Missile Range



Randy Grunow

Having been in a safety role for more than 25 years and having held leadership positions from installation level to Headquarters Department of the Army, I know first hand the continuing and future issues our safety community faces across the Army. I want to stress the importance of learning in a military form rather than having Soldiers find a civilian way of doing things. I feel one of our challenges in the future as safety professionals is to stay current and relevant as we move into manpower and funding constrained Army.

Recently, I was fortunate enough to be one of 15 senior civilians at the GS-15 pay grade to attend the pilot Senior Leader Seminar, executed by the Army War College in August 2011. The plan for the seminar is to conduct it every six months. The course provided a great opportunity to meet others and have a safety professional presence along with 75 colonels who have held brigade command positions at some point in their career.

I believe the seminar takes the right step to help alleviate the issues we will face in the future. The SLS, a one-week Army Senior Leader Development course, will enhance the education of selected colonels and Department of the Army civilians who are either currently assigned to, or projected for assignment to, key positions as advisors and staff officers for general officers and senior civilian leaders. The SLS will offer an experience that is both broadening and educational, focused on increasing preparation for service at the national level.

The semi-annual program, coordinated by the Center for Strategic Leadership at the War College, will be offered to 90 participants per seminar. The SLD office identifies and invites senior Army colonel participants and HQDA, G3/5/7 DA civilians

through a competitive application process.

The SLS program addresses, in part, a developmental void for Army colonels and DA civilians that exists after completion of a Senior Level College or equivalent. It is specifically designed to meet Army Strategic Leader Development Imperative No. 8, which asks select leaders to prepare for service at a national level. The invited personnel are given the opportunity, through this seminar, to enhance their ability to effectively navigate the political landscape, both at home and abroad.

Responding to developmental survey comments and guidance from senior Army Leaders, the SLS course employs a mature educational approach to learning by incorporating subject matter expert presentations and small group dialogue and exercises. Small group sessions are facilitated by the Center for Strategic Leadership and War College faculty. A senior facilitator who is a retired two or three star general officer guides the entire course. The program includes notable and talented strategic level commentators from military, interagency, inter-governmental, non-governmental, business, media, and academic communities who address contemporary and future Army and national-level issues, policies, and processes.

Though the Army's future in economic growth and manpower may be stagnant, safety should always be a continually growing and advancing program. The SLS is a step in the right direction and I encourage those given the opportunity to do so to apply for this once in a lifetime opportunity. I encourage all safety professionals to continue professional development through personal training advancements available online and in the Army's Civilian Education System.



Proper Safety Equipment Essential For Safe Kids

Published by the High Desert Warrior Staff

Garrison Safety is always on the lookout for children being safe while participating in various activities throughout Fort Irwin. Whether it's bicycle riding, skateboarding, riding scooters, skating, or playing on the playgrounds, safe play should be a priority, employees of Garrison Safety say.

"Kids Caught Being Safe" is a program designed to encourage children to play safely in the community. The rewards go beyond just staying safe — Garrison Safety rewards safe play with a bright yellow backpack full of goodies and entry into a drawing for a Wii in May.

But the efforts of the safety office aren't enough without parent support. According to www.safekids.org, bicycles cause more childhood injuries than any other product besides cars, yet not all children on Fort Irwin wear their helmets properly. A good fitting helmet with a chin strap fastened can provide valuable protection for a child in case of



an accident. An unserviceable helmet should never be repaired, but instead replaced so the integrity of the helmet is not jeopardized. Knee pads, elbow pads and wrist pads can also help keep kids safe while riding skateboards, bicycles, or scooters.

Kids should know the proper way to cross a street, look both ways before crossing, and never run into a street. Garrison Safety employees have observed many kids riding through intersections without ever looking for danger

or getting off of their bikes or scooters to cross a road, as is the proper procedure.

With the support of parents and the community, all kids at Fort Irwin can safely enjoy bicycling and other fun outdoor activities ■



Weapons Clearing: A Demand and Response Operation

Richard Cunningham
U.S. Army Reserve Safety

Too often, safety managers and even additional duty safety officers/noncommissioned officers assume Soldiers know how to clear their weapons. Thinking it's a basic skill Soldiers understand could lead to weapons handling hazards that are unidentified and uncorrected, maybe a negligent discharge.

In your area of responsibility, establish weapons clearing as a demand and response operation.

While everyone has the responsibility to ensure the weapons chamber is empty, demand and response enhances safety. Your qualified leader/armor is stationed at the clearing barrel and issues directions from written weapon specific instructions. The Soldier responds by implementing the instruction.

Consider all weapons 7.62mm and below (not mounted to a vehicle) will be cleared in conjunction with a clearing barrel whenever possible. If a clearing barrel is unavailable on a range, orient weapons down range for clearing. Vehicle mounted weapons also will be cleared while pointed down range, or in the safest direction, and never mount or dismount a weapon until it is cleared. Commanders are tasked to ensure clearing barrels are located in all areas where weapons must be routinely cleared and they will need a safety representative's assistance to identify these locations.

Ensure your unit standard operating procedure contains technical manual specific guidance on safe handling and step-by-step instructions for formation and individual weapons clearing. Take the time to brief all Soldiers on

unit weapons clearing procedures, regardless of whether the ammunition is live or blank. Do this for at least every field exercise, range qualification/familiarization course and live fire exercise. If you need comprehensive instructions for construction of clearing barrels and management of clearing zones, refer to the attached weapons aids and the weapon technical manual.

In reviewing and inspecting your unit weapons clearing procedures, consider the following leader/armor

and individual Soldier responsibilities for safety:

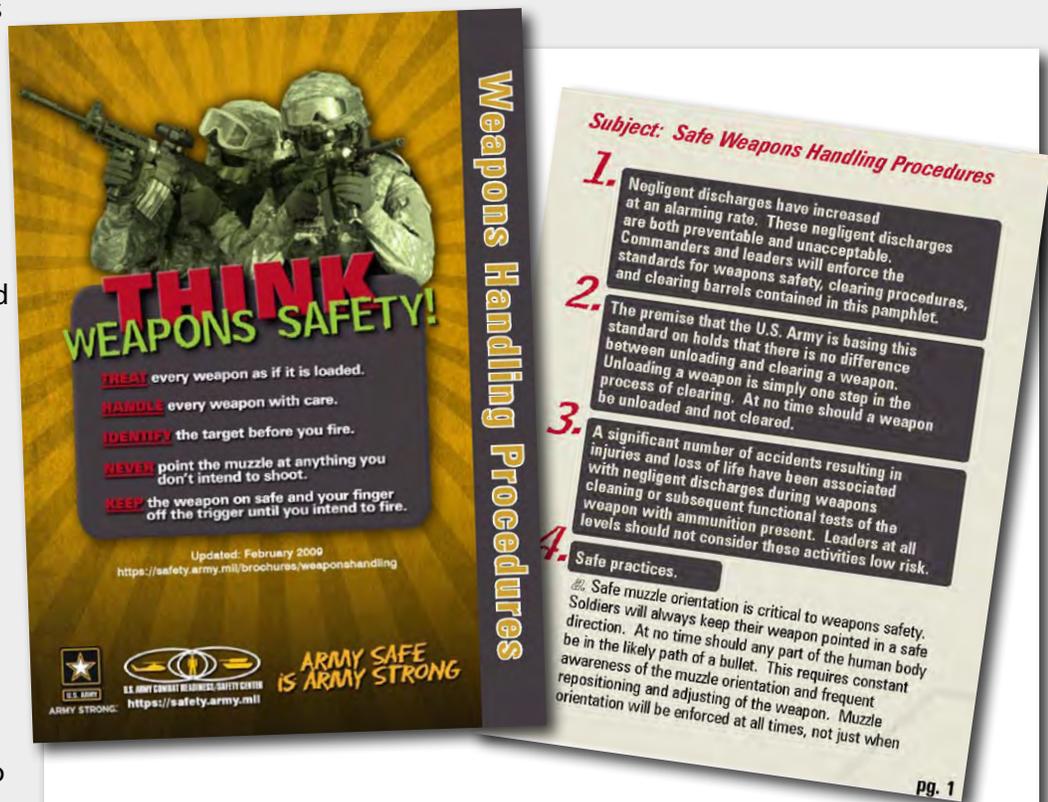
The leader/armor:

a. Is trained, qualified and maintains control of operations and Soldiers.

b. Inspects every weapon to ensure it is clear.

c. In formation, establishes a clearing line allowing only one person at a time within the clearing zone.

d. Issues directions from



The image shows a pamphlet titled "Weapons Handling Procedures" with a yellow background and a photograph of soldiers. The main heading is "THINK WEAPONS SAFETY!". Below this, there are four key instructions: "TREAT every weapon as if it is loaded.", "HANDLE every weapon with care.", "IDENTIFY the target before you fire.", and "NEVER point the muzzle at anything you don't intend to shoot." A fourth instruction says "KEEP the weapon on safe and your finger off the trigger until you intend to fire." The pamphlet is dated "Updated: February 2009" and includes the URL "https://safety.army.mil/brochures/weaponhandling". At the bottom, it features the U.S. Army logo and the slogan "ARMY SAFE IS ARMY STRONG".

Subject: Safe Weapons Handling Procedures

1. Negligent discharges have increased at an alarming rate. These negligent discharges are both preventable and unacceptable. Commanders and leaders will enforce the standards for weapons safety, clearing procedures, and clearing barrels contained in this pamphlet.
2. The premise that the U.S. Army is basing this standard on holds that there is no difference between unloading and clearing a weapon. Unloading a weapon is simply one step in the process of clearing. At no time should a weapon be unloaded and not cleared.
3. A significant number of accidents resulting in injuries and loss of life have been associated with negligent discharges during weapons cleaning or subsequent functional tests of the weapon with ammunition present. Leaders at all levels should not consider these activities low risk.
4. Safe practices.
Safe muzzle orientation is critical to weapons safety. Soldiers will always keep their weapon pointed in a safe direction. At no time should any part of the human body be in the likely path of a bullet. This requires constant awareness of the muzzle orientation and frequent repositioning and adjusting of the weapon. Muzzle orientation will be enforced at all times, not just when

pg. 1

Visit the U.S. Army Combat Readiness/Safety Center to get a printable copy of a weapons handling procedures pamphlet:

<https://safety.army.mil/LinkClick.aspx?fileticket=N%2fWuhWbF7TU%3d&tabid=358>



weapons specific visual aids or weapons clearing cards.

e. Considers the environment, bringing whatever is needed to ensure the weapon is clear, such as a flashlight for night operations.

All Soldiers must:

- a. Be authorized to bear arms.
- b. Comply with all requirements and leader/armorer instructions.
- c. Clear, as a minimum, at issue and turn in and always in accordance with the unit SOP.
- d. Inspect the chamber and generally ensure safe operations.
- e. Report hazards and accidents to safety and command.

Weapons, combined with improperly trained or undisciplined Soldiers, often result in negligent discharges. Realistic training and combat deployments continue, and under these conditions, negligent discharges will continue. Even so, uncompromising leadership focused on the basics will eliminate most negligent discharges and mitigate the severity of those that do occur.

Remember, nearly all negligent discharges are preventable and do not always occur in stressful situations like combat. Many occur during routine clearing operations and during cleaning in low threat environments. World-class organizations, like the Army Reserve, must never accept preventable accidents.

Engage your NCOs for weapons safety. They assume a greater responsibility since they are usually present for critical operations. Your NCOs directly influence Soldiers thought and action. Help Soldiers place high emphasis on muzzle awareness as our short barreled weapons easily cross body parts and other personnel. Encourage situational awareness and do

Army Reserve What about clearing barrels?

- Clearing Barrel *
 - ✓ Mandatory use if available
- Inspect
 - ✓

* If l
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1 September 2011 Mr. Richard Cunningham / USARC

Army Reserve Who's in charge at the barrel?

- At the barrel
 - ✓ Supervised operations
 - ✓ Leader or Armorer in charge
- Around the barrel
 - ✓ A clearing zone
 - ✓ Establish a waiting line
 - ✓ No distractions
- All personnel
 - ✓ Authorized to bear arms
 - ✓ Comply with requirements
 - ✓ Clear at issue and turn-in
 - ✓ Assure safe operations
 - ✓ Report hazards and accidents

"THINK"

- Treat** every weapon as if it is loaded.
- Handle** every weapon with care.
- Identify** the target before you fire.
- Never** point the muzzle at anything you don't intend to shoot.
- Keep** the weapon on safe and your finger off the trigger until you intend to fire.

1 September 2011 Mr. Richard Cunningham / USARC Safety / 910-570-8282

The U.S. Army Reserve Command exercise safety battle book and weapon clearing briefing slides are available electronically on request to USARC Safety at: Richard.e.cunningham@usar.army.mil

not allow bystanders to position themselves at the muzzle end of a weapon. Clearly, severity is reduced when a negligent discharge occurs in a "safe" direction.

Army Reserve safety managers and ADSO/NCOs will report every incident of negligent discharge. Immediately notify your chain of command and safety office. Follow up within 24 hours by calling the Army Reserve safety director with the details at (910) 570-8103 in the United States. Investigate every incident regardless of whether there was an injury or material damage and complete your incident report using DA Form 285-AB-R, Abbreviated Ground Accident Report, and process it through your command channels to the Army Reserve Safety Office.

Safe weapons handling includes:

- Communicating clear expectations for weapons handling.
- Demanding proper reports.
- c. Encouraging Soldiers to be skeptical of weapon status until proven safe.
- d. Expecting Soldiers to correct each other on the spot.
- e. Soldiers and leaders must have zero tolerance for their own and others indiscipline and lack of proficiency.
- f. Observing and reinforcing proper clearing and handling procedures at every opportunity when weapons are issued and handled.

Remember: The most effective weapon safety is a critically thinking Soldier. ■

Careerist on the Move

Safety professional gets Army certification

James Brabenec
Fort Sill, Okla.



Ronnell Hargrove, Fires Center of Excellence safety specialist, views the Automated Field Fire range at Fort Sill, one of several facilities safety professionals monitor. Hargrove recently completed all requirements for his Career-Program 12 professional certification for his duties in safety and occupational health.

Ronnell Hargrove, Fires Center of Excellence safety specialist, recently completed all requirements for his Career-Program 12 professional certification for his duties in safety and occupational health.

A fully trained safety professional can advise commanders helping them reduce losses, save lives and keep equipment from being damaged due to accidents, said John Cordes, FCoE safety office director.

The certificate comes with the American National Standards Institute stamp of approval which accredited CP-12.

The Army Combat Readiness Center started the process to certify its safety personnel about a year ago.

Because the Army does not have a military occupational specialty for safety and health, civilians serve as safety and occupational health advisers. Requirements included 16 prerequisite courses, including supervisory responsibilities. On top of that, they must complete training on 34 fundamental competencies.

"Safety professionals are multi-functional and multi-dimensional, and they, more than ever, are an essential component of readiness," said Dr. Brenda Miller, Army Combat Readiness Center senior safety adviser. "The certificate program also serves as an incentive to motivate Army civilians to be proactive with their own personal and professional development, to show what programs are out

there for them and to also help them understand the impact they have on their organizations and the people they lead."

Hargrove started work at the safety office in December 2009, but his work in safety began long before that. He said safety was a way of life as a Black Hawk helicopter crew chief and one of the first lessons he learned while on active duty.

"Safety was first and foremost and instilled in me throughout my career as an everyday consideration," he said.

In 2001, he began his transition to life after the military enrolling in college to complete a bachelor's degree in safety. Through close work with a mentor, Hargrove defined his goals and also completed a master's degree in safety, before he hit his 20-year mark and retired from active duty. Although further career progression was likely, he tested the job market with his resume and found several employers eager to hire him.

Once at Fort Sill, Hargrove was able to complete his prerequisite courses and some of the fundamentals through in-house training or via the Army Learning Management System online. He then attended the 12-week course at Fort Rucker, Ala. where he fulfilled the majority of the fundamentals.

"The Professional Certificate Program in Safety and Health is a credential commanders may recognize when an individual has completed all required Level I training," said Miller.



Cordes added not every safety person has all training completed, because sometimes standards and requirements change. When this happens, courses must be completed to regain the established competency. As for the certificate program, the certification lasts indefinitely although there will be ongoing or periodic training to complete.

Safety is an ongoing matter at the Fires Center of Excellence, and March 23, when Hargrove

visited the Automated Field Fire range, Soldiers saw him coming and were ready to provide the required documentation showing their adherence to guidelines.

"We come out three to four times a week; doing so, the units get used to seeing us and know the right things to do. They want to show me everything they're supposed to have to run this range. That's our impact," said Hargrove.

Hargrove, a retired sergeant first class, joined two other safety

personnel at the FCoE safety office as certified safety managers. The other two members of the five-person work center are submitting their packages in the coming weeks.

Miller said the Army is stepping above the standard regarding training requirements for its personnel. She added the federal sector is now developing a uniform set of training guidelines for all federal safety and occupational health professionals. ■

Army Releases Second Quarter Accident Statistics

Margaret Banish-Donaldson
Strategic Communications Directorate
U.S. Army Combat Readiness Safety Center
Fort Rucker, Ala.

The U.S. Army Combat Readiness/Safety Center recently compiled Army-wide accident fatality data for the second quarter of fiscal 2012. From Jan. 1 through March 31, 2012, 30 Soldiers died in accidents, a 6 percent decrease from the first quarter of the year.

The greatest achievement of the second quarter was a 14 percent reduction in year-to-date off-duty fatalities as compared to the first six months of fiscal 2011. The stabilization of privately owned vehicle fatalities and a drop in motorcycle deaths were largely responsible for the positive trend.

"This welcome respite is a great news story for all our leaders, Soldiers, Family members and

Civilians working hard for safety every day, but it doesn't mean we can drop our guard," said Brig. Gen. William T. Wolf, director of Army Safety and commander, U.S. Army Combat Readiness/Safety Center, Fort Rucker, Ala. "We must redouble our efforts now that we're well into spring and rapidly approaching summer, the two seasons that predictably are deadliest for our Soldiers off duty."

While leaders should continue to place special emphasis on privately owned motorcycle and privately owned vehicle accident prevention, Wolf urged them to remember the other hazards unique to the warmer seasons.

"We've already lost two Soldiers to drowning this fiscal year, and that number is sure to go up

as the weather warms and conditions become more favorable for water-related activities," he said. "Engagement obviously works, and leaders should be doing everything



in their power to curb indiscipline and identify the high-risk Soldiers within their formations, both on and off duty."

There were no on-duty aviation fatalities reported during the second quarter, but six Soldiers died in ground accidents. That number is equal to deaths recorded in the same

category during the first quarter, resulting in a 71 percent increase in on-duty ground fatalities from the first half of fiscal 2011.

"Maintaining last year's phenomenal on-duty safety success won't be easy," Wolf said, noting the double-digit reductions experienced in nearly all on-duty fatality categories during fiscal 2011. "But by working together and staying engaged, we can keep accidental fatalities from rising with the temperature these next few months."

The annual Army Safe Spring/Summer campaign, which features media tools designed to address common seasonal hazards and assist leaders in their safety efforts, was launched April 1 and is now available online at <https://safety.army.mil>. ■

Two Weeks In The Desert: A Fort Irwin/National Training Center Developmental Assignment

Melanie Hart
Safety and Occupational Health Specialist
United States Army Combat Readiness/Safety Center
Fort Rucker, Ala.

Last March, my personally owned vehicle, high-heels, business casual attire and duties at the United States Army Combat Readiness/Safety Center were replaced with HUMVEE's, Kevlar, eye and hearing protection, safety shoes, large amounts of dust and dirt, a few snakes ,and my relocation to the deserts of Fort Irwin, Calif.

With this in mind, I recently completed a two-week developmental assignment at Fort Irwin, Calif., home of the National Training Center where I learned about a variety of safety practices and pertinent safety topics. Many of the safety professionals stationed at Fort Irwin are tasked with a unique mission and spend the majority of their time working in the field or 'the box.' These professionals serve as mentors and advisors to the commanders and Soldiers who are participating in the NTC rotation.

My first day consisted of shadowing Dave Key, operations safety director, and was designated as a day for training area orientation and brigade tactical assembly area visits. I quickly became



acquainted with the box and learned about the rich history behind Fort Irwin and the NTC.

Throughout the day we visited a variety of camps, interacted

with the Soldiers, and helped Soldiers identify and resolve issues and potential problems. For example, there was a gas spill in the motor pool and two Soldiers

were attempting to contain the leak by stopping it with their fingers. This became a "teachable moment," so we talked with the unit, determined



and other exchange facilities, the Fort Irwin loss prevention and safety team requested Dale Domek, assistant garrison safety director's assistance in the inspection. We provided several recommendations to improve the facility.

Other assignments included assisting Kim Garcia with the "Kids Caught Being Safe" program. This is an innovative program, which provides an incentive for children to follow the rules and act in a safe manner, was founded by Garcia and has been a huge success throughout the Fort Irwin community.

Friday was spent focusing on ammo and explosive in garrison safety, ammunition supply point and field ASP site visits. Fort Irwin does a meticulous job of handling, storing, shipping, resorting, and restoring ammo. Although the location is small and amount of workers are limited, the ASP pushes an overwhelming amount of ammo to the troops. While visiting the field

what and how the gas spill had occurred, helped them with clean up, and advised them of what do next.

This group was very receptive to our help and recommendations.

The next few days were spent with the

Fort Irwin installation safety office. Due to the increase of reported/non-reported accident/incidents at Charley's

ASP, seeing how Soldiers create their own ASP in a given environment and with the limited resources available was impressive.

The weekend was filled with 11th Armored Cavalry Regiment site and personnel visits with Sal Adame, the 11th ACR safety specialist. 11th ACR serves as the opposing force during a rotation. They are assigned a profile including demographics, culture, religion, etc. and a specific mission to execute. 11th ACR strives towards creating innovative scenarios. We toured the box and watched the troops prepare for the battle against the opposing unit. The most important information that Adame explained included that in order for safety to be effective in a tactical environment it has to be 'implemented from the top down.'

As an observer looking in, the 11th ACR does a wonderful job encompassing the importance of safety. Composite Risk Management is implemented into the initial briefing, mission, and the officers take

responsibility for implementing safety down their channels. The overall objectives I learned included the integration of control measure in into the orders process, guiding and mentoring techniques for company and troop leadership on how to integrate safety data into troop leadership procedures,

conflict resolution in a tactical environment, and most importantly: who to talk to when things need to get done.

The second week began by regrouping with Dave Key and both days were jam packed. In addition to learning accident investigation procedures, we observed a live fire exercise. We also conducted a site

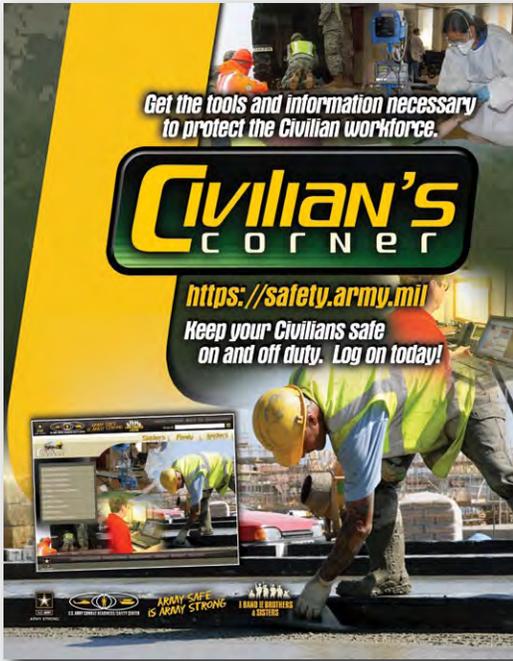
visit to the controlling tower that oversees the execution of the battle.

The NTC personnel: garrison, ops group, 11th ACR, 916th, were exceptional to work with, the amount of knowledge gained in the two weeks was incredible, and I have the NTC staff to thank for the experience gained. ■





What's New?



“Civilian’s Corner” makes new additions

Check out the two new additions to “Civilian’s Corner” at <https://safety.army.mil/civilianscorner>, where you will find the “Additional Information” page with the FY12 Safety and Occupational Health Objectives signed by The Secretary and Chief of Staff of the Army. New information on the “Civilian Injury & Illness Statistics” page is also available. Other links include Leader’s Guide to Civilian Safety, Worker’s Compensation, Return-To-Work Program, Training, POWER Initiative, Additional Information, Best Practices, and Voluntary Protection Program.

For more information contact Frank McClanahan at frank.McClanahan@us.army.mil
We would love your feedback!

Report It – Accident Reporting Tool Launched!

What is it?

ReportIt is a new, Web-based accident reporting tool that consolidates several existing Army systems into a single, user-friendly reporting application. The program was operationally tested at five select installations (both active and National Guard) prior to its Army-wide release Oct. 3, 2011.

Check it out at <https://reportit.safety.army.mil/>



ACT Now, Track Your Career

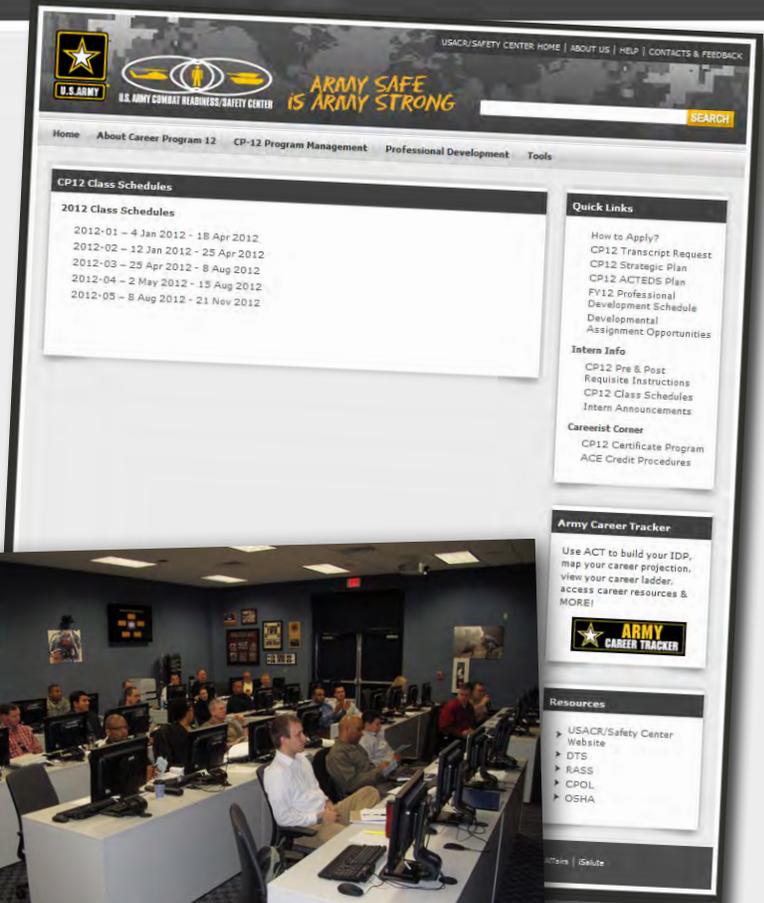
The Army Career Tracker (ACT) is an innovative website providing employees and supervisors with an integrated view of training and education in an easy way. The user friendly site monitors career development and allowing supervisors to track and advise employees on their personalized leadership development. ACT will also provide a visual and easily accessed Individual Development Plan (IDP), My Career Map, My Activities, and My Career Brief.

For more information check out <https://actnow.army.mil/>

Upcoming CP-12 Training

We still have slots available in the CP-12 Class 2012-04. If you or any of your safety professionals plan on attending any of the courses, please register with Ms. Lynn O'Brien at rebecca.l.obrien10.civ@mail.mil. The courses and materials are funded by CP 12 and your organization will be responsible for funding your TDY. If your organization does not have travel funds, you may submit a request in RASS to be funded by CP 12. Please keep in mind that the funds are limited and competitive. It is imperative that you submit as early as possible.

For more information and to view the CP12 Class Training Schedules click <https://safety.army.mil/cp12/QuickLinks/CP12ClassSchedules/tabid/2281/Default.aspx>



CP-12 Professional Certificate

As of January 2012, a total of 245 safety professionals have received the CP-12 Professional Certificate. The next certificate panel will convene on 26 April 2012, be sure to submit your packets. Additional information on the certificate panel can be found on the CP-12 Website at <https://safety.army.mil/cp12/QuickLinks/CP12ClassSchedules/tabid/2281/Default.aspx>



Calling on all CP-12 Professionals!

We want to publish your news and photos in the CP-12 newsletter and on our website. Please send your CP-12 related articles, including advice from the field, career enhancement programs, Individual and team accomplishments, commendations and human interest stories. (Editor reserves the right to use, edit or reject submissions for publication.) Submit text and digital photos to melanie.c.hart2.civ@mail.mil or mail to Melanie Hart, Safety & Occupational Health Specialist, USACRC, Bldg. 4905, 5th Avenue, Fort Rucker, AL 36362-5363.



FCR CP-12 Management Branch

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Additions to CP-12

We have recently hired 40 CP-12 Interns

We are currently finalizing the innovative CP-12 ACTEDS PLAN

Career Maps and Ladders for the following CP-12 Job Series are underway:

- 0019 Safety and Occupational Health - Technician
- 1815 Air Safety Investigator
- 1825 Aviation Safety

