The Army Safety and Occupational Health Management System

The last substantial transformation of the Army's SOH Program occurred in 1999 when the Army shifted from a "risk management as a reactive after thought" to a "risk management integrated into how the Army runs" approach. Since then there have been multiple challenges within the SOH Program such as underreporting of accidents, an inadequate reporting system and process, and a lack of HQDA oversight. Another noted challenge is the mismatch of Army accident reports and medical injuries seen in military treatment facilities.

Given the time span since the last major review of the Army's SOH Program and the multitude of new requirements and challenges confronted by commanders and leaders in the field, the Director of Army Safety (DASAF) along with the Assistant Secretary of the Army for Installation, Environment, and Energy (ASA (IEE)) concluded that an all-inclusive reform and modernization of the Army's SOH Program was in order. Accordingly, the ASA (IEE) directed the DASAF along with the Surgeon General (TSG), the Deputy Assistant Secretary of the Army for Environment Safety and Occupation Health (DASA-
ESOH) and other stakeholders across the Army to provide the Safety and Occupational Health Senior Executive Council (SOH SEC) with recommendations for overhauling and modernizing the Army’s SOH Program.

At the beginning of CY 2015, a multiple of internal and external world-wide reviews and assessments ultimately formulated a new and revolutionary construct for the Army SOH Program called the Army Safety and Occupational Health Management System (ASOHMS) and its supporting information technology network, the Army Safety and Occupational Health Enterprise Information System (ASOHEIMS). ASOHMS and ASOHEIMS are intended to integrate Safety and Occupational Health into the institutional Army by simplifying, streamlining, clarifying and re-scoping SOH roles and responsibilities and consequently reducing the burden on commanders and leaders in the field. ASOHMS and ASOHEIMS will provide new and uncomplicated capabilities to commanders and leaders enabling them to sustain safety and health readiness and optimize performance in a future of uncertainty and an environment filled with persistent risk.

The ASOHMS is a methodical approach to SOH program execution. It is a systematic, top-driven, yet all-inclusive, process for managing SOH risks. ASOHMS is a performance-based system designed to manage SOH elements in the workplace. A combined team of experts from across the safety, occupational health, medical and the Combined Arms Center came up with the following six attributes that constitute the ASOHMS model:

**SIX ATTRIBUTES THAT CONSTITUTE THE ASOHMS MODEL:**

1. **Leadership engagement and personnel/Soldier participation**
2. **Training and promotion**
3. **Inspections and assessments**
4. **Mishap/incident/illness reporting and investigation**
5. **Hazard analysis and countermeasures**
6. **Health protection and readiness**

Enabled by the ASOHEIMS IT Network, ASOHMS will improve effectiveness and efficiency at all echelons of the Army. They will enhance commander’s shared understanding of their unit’s health and readiness posture, accident loss trends, identified hazards and risks, as well as mitigations.

At the 27 October 2016 meeting of the Safety and Occupational Health Synchronization Oversight Committee (SOH SOC), the state of the Army Safety and Occupational Health Program and how we intend to transform it over the next two years was discussed. Four Business Process Reengineering (BPR) working groups have met and analyzed current processes as well as developed “To-Be” states for inspections, audits, surveys, assessments and evaluations, radiation, chemical agent, and biosafety. We are well underway to transform the Army SOH Program within the next two years.