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#### **Outline**

- How are we doing, and what metrics are we using?
- What are our biggest strengths and biggest concerns?
- What are we doing to improve?







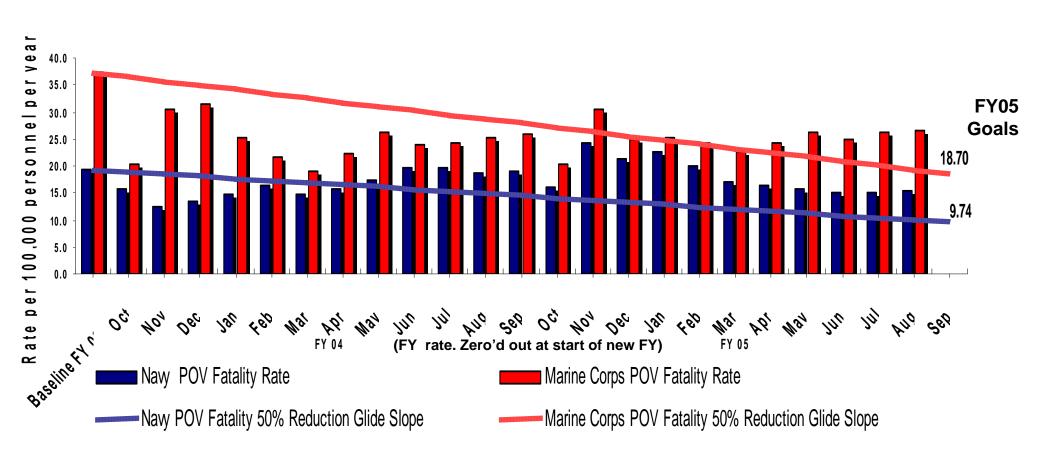
## How are we doing Department of the Navy wide?

- 50% mishap reduction goal by FY 05 Falling short, but making progress
- Comparison to overall DoD Good
  - DoD: 14% average mishap rate reduction
  - Navy: 23%
  - USMC: 31%
- Historical context Excellent





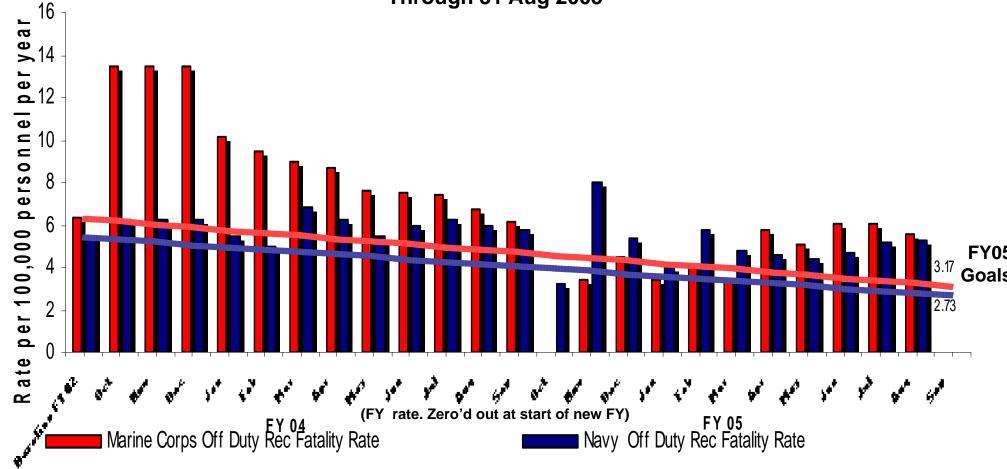
#### Private Motor Vehicle (PMV) Fatality Rates Through 31 Aug 2005







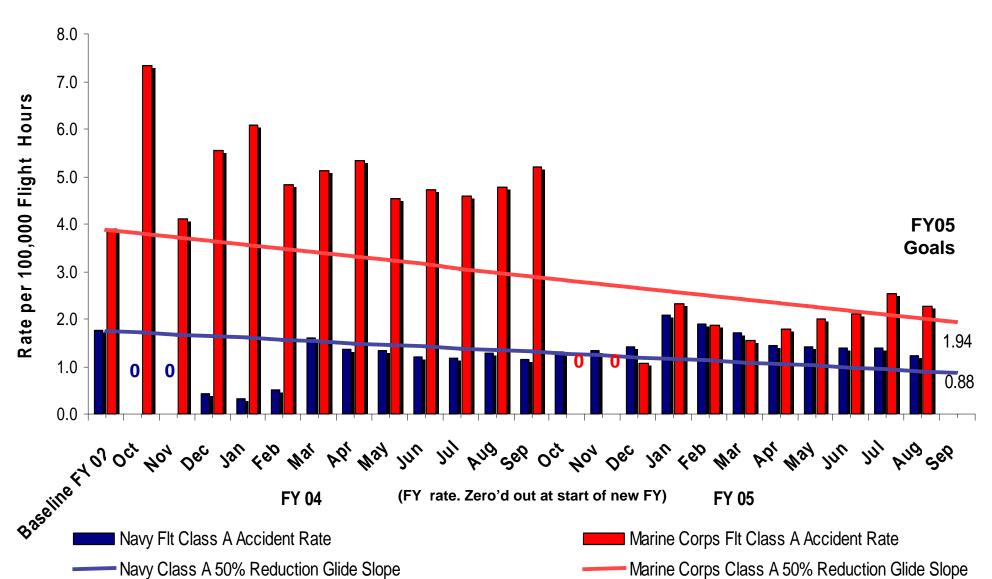
#### Off-Duty Recreation Fatality Rates Through 31 Aug 2005







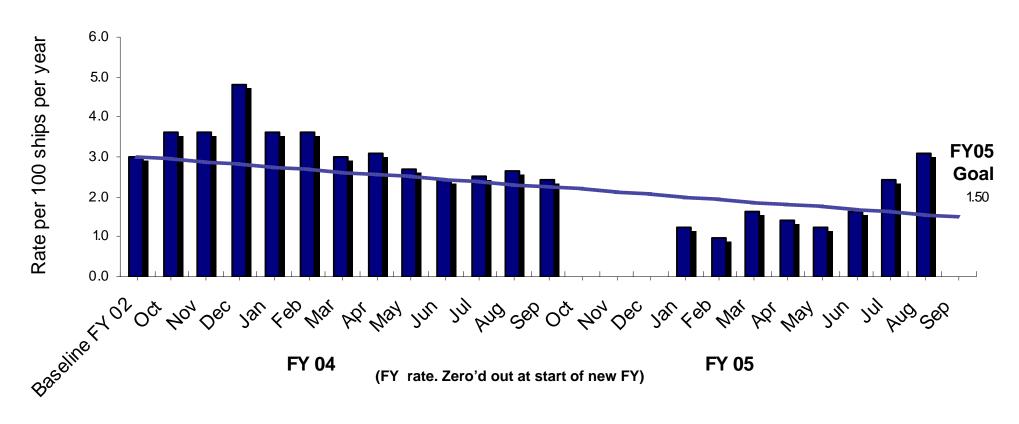
#### Class-A Flight Mishap Rates Through 31 Aug 2005







#### Afloat Class-A Mishap Rates Through 31 Aug 2005

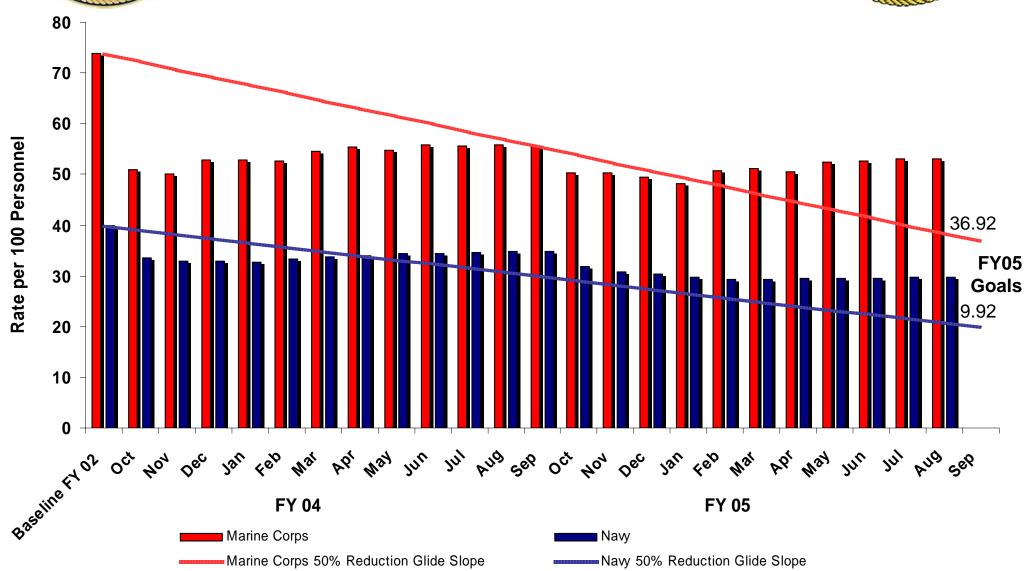


Afloat Class A Mishap Rate ———— Afloat Mishap 50% Reduction Glide Slope





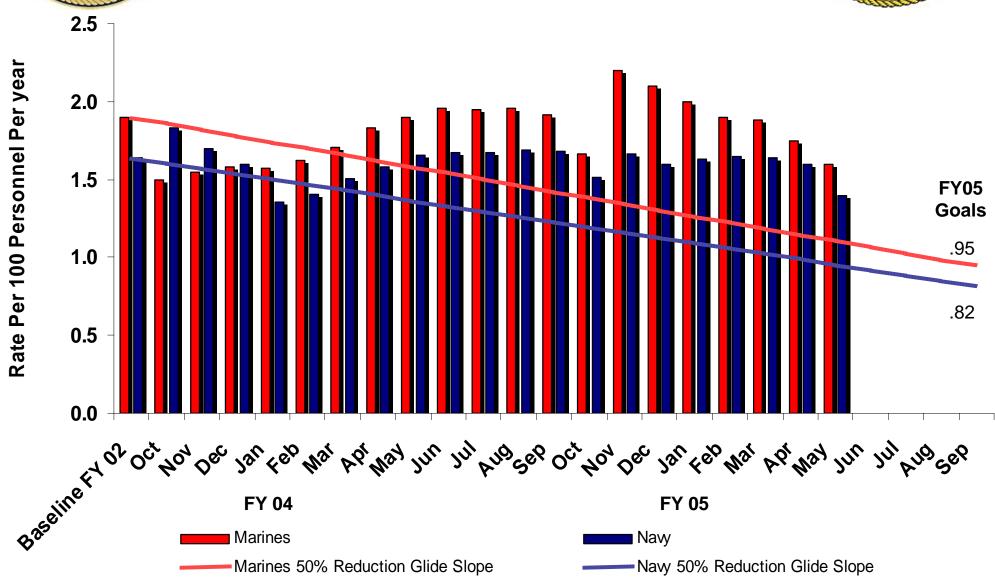
#### **Civilian Lost Day Rates**







#### Military Lost Time Due to Injury







#### Navy and Marine Corps Rate Reductions Compare Favorably to DoD-wide

#### MISHAP RATE REDUCTIONS

(Compared to Baseline FY02)

<u>Category</u>	<u>Navy</u>	<u>USMC</u>	DoD (3d Qtr)
Class A Flight	21%	<b>35</b> %	<b>5%</b>
PMV Fatality	22%	<i>30%</i>	17%
Civilian Lost Day	<b>25</b> %	28%	20%
Afloat Class A	19%		
Off-duty Rec.	6%	4%	



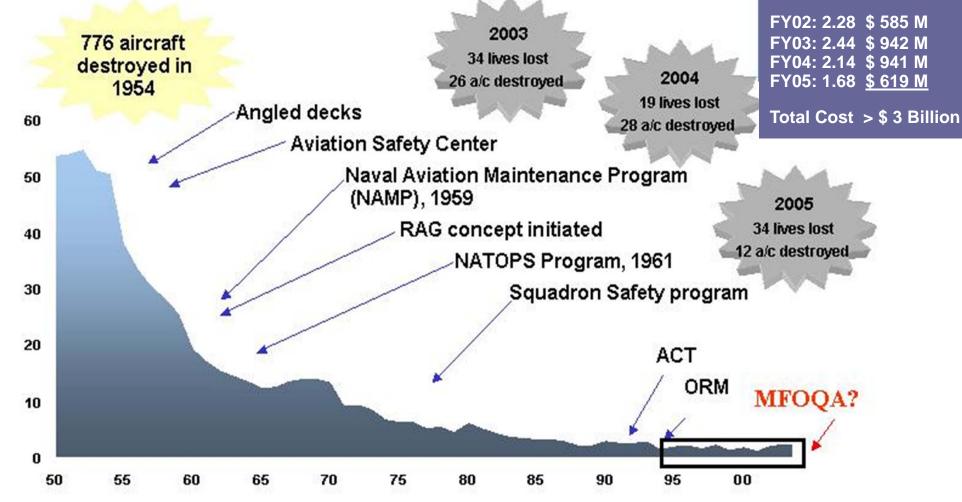


Mishap Rates / Costs:

Class A

Naval Aviation Mishap History

USN/USMC, FY50-05







#### What are our strengths?

- 1. Navy and Marine Corps are "can-do" organizations.
- 2. Many of our leaders "get it" regarding safety.
- 3. Safety professionals are strong in technical proficiency.





- 1. We need to translate the DON safety goals into actionable <u>leading indicators</u> that will lead to achieving the goals.
- 2. We need to build an environment conducive to <u>attracting</u>, <u>developing</u>, <u>and retaining</u> <u>outstanding safety professionals</u> for DON.
- 3. We need to build the foundation for lasting safety cultural improvement; facilitate everyone taking ownership in safety; further align for safety success.



## What are we doing to improve Department of the Navy wide?

#### Leaders guidance:

May 03 - SECDEF memo and SECNAV Endorsement: "Reduce mishaps by 50% by FY05 from baseline FY02"

May 04 - DoD Strategic Planning Guidance: "Reduce mishaps by 75% by FY08 from baseline FY02"

Jan 05 - SECNAV, CNO, CMC 2005 DON Priority List

"Safety and Mishap Reduction" moves from #9 to #3





## Improving.... Organize for success

- Deputy Assistant Secretary of the Navy (Safety) established September 2001
- Defense Safety Oversight Council (DSOC)
   Chair, DUSD(P&R)
   Members, Under Secretaries
   Flag/GO/SES chairs of 9 task forces
- Flag-level Navy and Marine Corps Safety Council (NMCSC) with Committees





## Improving.... Policy - Strategy

- Naval Safety Strategy with Action Plan to achieve goals
- Initiated a DON Policy Gap Analysis
- Updating SECNAV Safety and Occupational Health Instruction
- Developed policy for emerging concerns since 9/11





## Improving.... Civilian population

- Established HR HQ workers compensation management positions
- Focused on reducing lost days due to injury
- Civilian Safety Community lead Skills ID,
   Vector Model, Planning Board, Interns,
   Human Capital Strategy
- Safety and Occupational Health Management System (ESAMS)
- OSHA's Voluntary Protection Program



# Improving.... Aviation and Ground Tactical Safety

- Defense Safety Oversight Council Aviation Safety and Deployment Ops Task Forces
- Navy Marine Corps Safety Council Aviation and Ground Tactical Safety Comm's
- Military Flight Operations Quality Assurance (MFOQA) – in demonstration phase
- Tactical vehicle safety enhancements, rollover prevention









### Improving.... Tools

- Naval Safety Center website
- Web-Enabled Safety System (WESS)
- Web-based SOH Info Management System
- Command climate surveys and on-line command assessments
- Behavior-based approach to safety
- Success brings recognition from the highest levels of DON through awards programs





## Improving.... Return on investment

- Planning, Programming, Budget, and Execution System - MFOQA
- Showing ROI on safety investments cranial Business Case Analysis
- Safety upfront in acquisition acquisition professional in DASN(S) Office



# **EROING IN ON INJURIES**

#### **OWNERSHIP**

Everyone owns injury prevention.

Everyone is accountable, empowered & personally involved

Leadership must take personal action, establish goals, identify core values, allocate resources & demonstrate personal commitment

> Communicate leadership's key messages & core values

**Identify** heroes

Recognize success

Communicate issues, activities & plans Establish policies, guidance & plans

Provide resources

Hold subordinates accountable

Establish clearinghouse

Set targets

#### **ORGANIZATION**

Organizational structure supports success.

Establish executive level position & council

Define roles & responsibilities

Establish authority

Form action committees

Staff safety and health

Manage & review acquisition

Ensure contractor safety (per FAR)

Tailor safety and health programs

Train 100%

Develop return-to-duty program

CULTURE

Promote program & results

Link safety, health & personnel

Establish

visibility &

versight

**Define metrics** 

Establish uniform performance measurement systems

COMMUNICATIONS

Communication drives change.

Develop communications campaign

Identify key messages

Target all levels

Identify appropriate media

Use communication channels

Provide resources

Tailor information flow Distribute information

Manage information

INFORMATION SYSTEMS

We can only manage what we measure.

Ensure the system is real time, integrated, accessible & resourced

December 2002