



OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE

3400 DEFENSE PENTAGON
WASHINGTON, DC 20301-3400

ENERGY,
INSTALLATIONS,
AND ENVIRONMENT

MAY 18 2016

Dr. David Michaels
Assistant Secretary for Occupational Safety and Health
U.S. Department of Labor
200 Constitution Avenue, NW
Washington, DC 20210

Dear Dr. Michaels:

Enclosed is the Department of Defense (DoD) 2015 Annual Report on Occupational Safety and Health as required by Section 19(a)(5) of the Occupational Safety and Health Act (29 USC section 668(a)(5)).

This report summarizes the occupational safety and health program performance for all of DoD. Each of the Military Departments submitted their detailed reports directly. We are providing the detailed reports for each of the Defense Agencies and Combatant Commands as Appendices.

The DoD made significant reductions in injuries and illnesses in calendar year 2015 with reductions in the Total Case Rate of 10 percent and the Lost Time Case Rate of 7.8 percent. While we cannot attribute these gains to a single action, we believe a balanced approach has strategic value. The DoD Components are beginning implementation of safety and health management systems across all of their organizations; have recognized 106 high-performing organizations through the Occupational Safety and Health Administration (OSHA) Voluntary Protection Programs, and the Army and the Navy are distributing lessons learned from mishaps and OSHA inspections. We appreciate the continued synergy with your organization in each of these action areas.

My point of contact for this report is Ms. Maureen Sullivan, Deputy Assistant Secretary of Defense for Environment, Safety, and Occupational Health. Ms. Sullivan can be reached at 703-695-7957 or maureen.sullivan18.civ@mail.mil.

Sincerely,

Peter Potochney
Deputy Assistant Secretary of Defense (Basing)
Performing the Duties of the Assistant Secretary of Defense
(Energy, Installations, and Environment)

Enclosure:
As stated



**DEPARTMENT OF DEFENSE
ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT
TO THE SECRETARY OF LABOR
CALENDAR YEAR 2015**

**3400 Defense Pentagon
Washington, DC 20301-3400**

The estimated cost of this report for the Department of Defense is approximately \$112,000 in Fiscal Year 2016. This includes \$13,000 in expenses and \$99,000 in DoD Labor.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

This report satisfies the requirement of section 19(a)(5) of the Occupational Safety and Health Act for Federal Agencies to submit an annual report on occupational safety and health (OSH).

This report is an overall assessment of the Department of Defense (DoD) safety and health management system (SHMS) based on an analysis of the reports and program self-evaluations of the Military Departments (Air Force, Army, and Department of the Navy (Navy and Marine Corps) (DON)), Defense Agencies, Combatant Commands, and other DoD organizations (referred to collectively in this report as the “DoD Components”).

The Military Departments’ Designated Agency Safety and health Officials (DASHOs) are transmitting their reports individually to the Department of Labor (DOL). All other DoD Components reports are provided in Appendices to this report.

Name of Agency: Department of Defense (DoD)
Address: 3400 Defense Pentagon, Washington, DC 20301-3400
Number of federal civilian employees covered by this report: 724,996

	Name	Official Title	Telephone	E-mail
DASHO:	Mr. Peter Potochney	Performing the duties of the Assistant Secretary of Defense for Energy, Installations and Environment	703-695-6169	peter.j.potochney.civ@mail.mil
OSH Manager:	Ms. Maureen Sullivan	Deputy Assistant Secretary of Defense - Environment, Safety and Occupational Health	703-695-7957	maureen.sullivan18.civ@mail.mil

Appendix 1 provides the DASHO and OSH Manager contact information.

I. ASSESSMENT OF OCCUPATIONAL SAFETY & HEALTH PROGRAM ACTIVITIES AND EVENTS.

a. Federal Government-wide & Presidential Initiatives.

1) Motor Vehicle Safety.

The DoD Components reported 485 motor vehicle mishaps in CY 2015. Many of these mishaps were associated with a general lack of attention, excessive speed, road and parking lot debris, wildlife in roadways, and weather-related factors as primary causes.

CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION

DoD Instruction (DoDI) 6055.04, "DoD Traffic Safety Program," April 20, 2009, revised January 23, 2013 (<http://www.dtic.mil/whs/directives/corres/pdf/605504p.pdf>), institutes policy, assigns responsibilities, and provides procedures for DoD motor vehicle safety. It establishes the DoD goal to eliminate motor vehicle-related mishaps and the resulting deaths, injuries, and property damage by applying risk management strategies. This DoD policy includes:

- Compliance with Executive Order 13513, "Federal Leadership on Reducing Text Messaging While Driving," October 1, 2009.
- Compliance with Executive Order 13043, "Increasing Seat Belt Use in the United States," April 16, 1997.

DoD policy prohibits DoD personnel, while driving any vehicle on official government business – on or off installations – from text messaging, using cell phones, or using other hand-held electronic devices unless the vehicle is safely parked or a hands-free device is being used. Exceptions include receiving or placing calls in performance of duties from tactical or emergency vehicles or other mission-critical duties, including law enforcement use of in-car mobile data terminals and other in-car electronic devices. Use of hands-free devices is also discouraged as this detracts from safe driving performance.

DoD policy requires all personnel, whether operating or riding in motor vehicles equipped with approved occupant restraint devices (lap and shoulder belts), to wear these devices at all times. This policy assigns enforcement responsibility to the senior ranking occupant. When the senior occupant cannot be determined, the driver is responsible for enforcement.

The DoD Components have developed strategies oriented around the following: government vehicle safety design standards; operator duty time limitations and fatigue management; incentive programs; safe driving councils; pre-departure briefings and vehicle inspections; individual travel risk planning; motorcycle and all-terrain vehicle training; government motor vehicle operator education and training; installation traffic codes and enforcement; distracted and impaired driver policies; passenger restraint system requirements; program and policy awareness campaigns; and mishap reporting, recordkeeping, investigations, and analysis.

The DoD Components report a high compliance rate with seat belt use and distracted driving policies. Some initiatives instituted to increase seat belt usage and reduce distracted driving include:

- Development of DoD Component-specific local policies.
- Use of electronic billboards at installation entrances and exits reminding personnel of the policies for seat belt usage and cell phone use while driving.
- Placement of dashboard placards inside DoD vehicles reminding personnel of policies of seat belt usage for all occupants and for cell phone usage by drivers.
- Vigilance and enforcement on and off installations by security forces and police.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

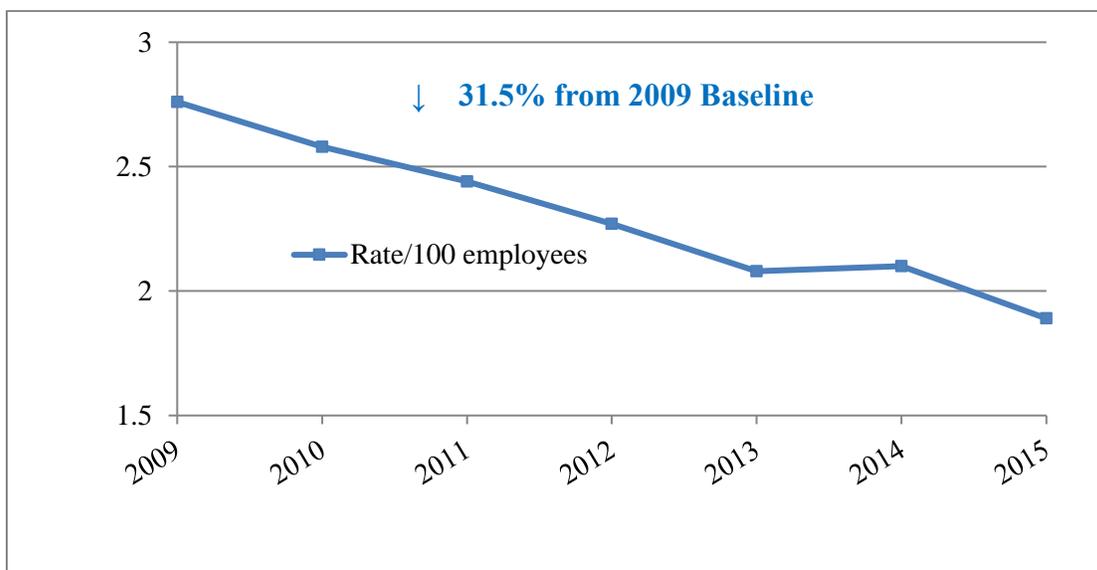
2) Protecting Our Workers and Ensuring Reemployment (POWER).

On July 19, 2010, President Obama established a 4-year Protecting Our Workers and Ensuring Reemployment (POWER) Initiative, covering fiscal years 2011 through 2014. Since 2015, DOL has not implemented new goals. The DOL Office of Workers Compensation suggested that agencies continue to monitor the POWER goals until new goals were implemented. Following this guidance, DoD has continue to monitor POWER goals.

DoD met five of the seven POWER goals for CY 2015. See Figures 1-4 that display the trends since the beginning of the POWER initiative in 2009.

- Met Goal 1, Total Case Rate (Figure 1 and Table 1)
 - The target goal of reducing this rate by 1% from 2014 was met with a 10% reduction.
 - Over the past 6 years, DoD achieved a total reduction in the total case rate of 31.5%.
 - The DoD rate in 2015 was 1.89 total workers compensation injury and illness cases per 100 employees – below the federal government average rate of 3.3 cases per 100 employees.

Figure 1. DoD Total Case Rate (Number of Cases/100 Employees): 2009-2015



Data source: Federal Agency Program Injury and Illness Statistics.
(https://www.osha.gov/dep/fap/statistics/fedrprgrms_stats15_final.html)

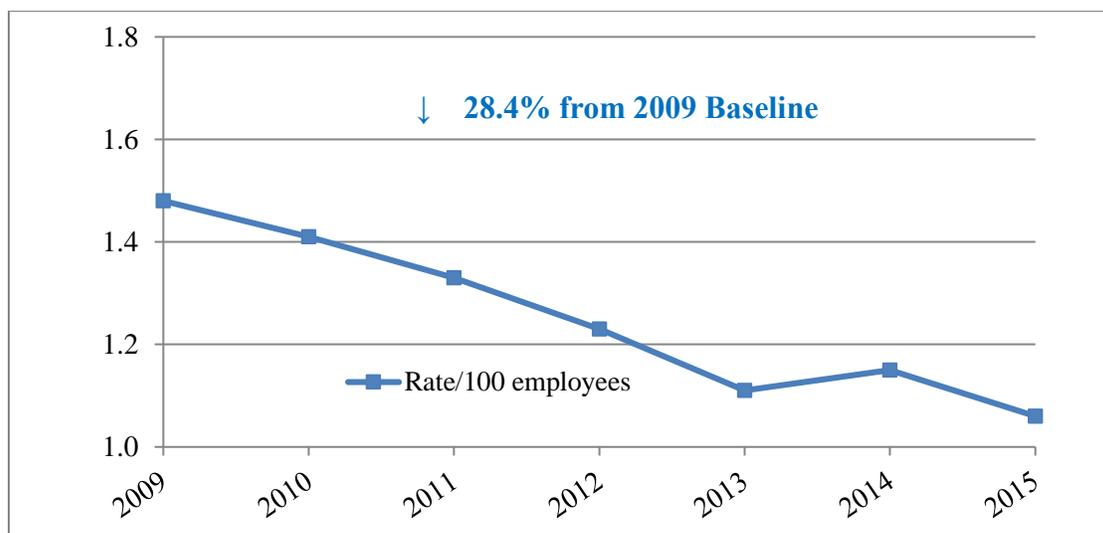
**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

Table 1. Total Case Rate Data: 2009-2015

Year	Target	Actual Rate	Change from Previous Year	% Change from Previous Year	Change from 2009	% Change from 2009	Target Status
2009	-	2.76	-	-	-	-	-
2010	-	2.58	↓ 0.18	↓ 6.5	↓ 0.18	↓ 6.5	-
2011	2.73	2.44	↓ 0.14	↓ 5.4	↓ 0.32	↓ 11.6	Met
2012	2.42	2.27	↓ 0.17	↓ 7.0	↓ 0.49	↓ 17.8	Met
2013	2.25	2.08	↓ 0.19	↓ 8.4	↓ 0.68	↓ 24.6	Met
2014	2.06	2.10	↑ 0.02	↑ 0.96	↓ 0.66	↓ 23.9	Not Met
2015	2.08	1.89	↓ 0.21	↓ 10.0	↓ 0.87	↓ 31.5	Met

- Met Goal 2, Lost Time Case Rate (Figure 2 and Table 2)
 - The target goal of reducing this rate by 1% from 2014 was met with a 7.8% reduction.
 - Over the past 6 years, there has been a total reduction in the lost time case rate of 28.4%.
 - The DoD rate in 2015 was 1.06 lost time cases per 100 employees – below the federal government average rate of 1.69.

Figure 2. DoD Lost Time Case Rate (Number of Lost Time Cases/100 Employees): 2009-2015



Data source: Federal Agency Program Injury and Illness Statistics.
(https://www.osha.gov/dep/fap/statistics/fedrprgrms_stats15_final.html)

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

Table 2. Lost Time Case Rate Data: 2009-2015

Year	Target	Actual Rate	Change from Previous Year	% Change from Previous Year	Change from 2009	% Change from 2009	Target Status
2009	-	1.48	-	-	-	-	-
2010	-	1.41	↓ 0.07	↓ 4.7	↓ 0.07	↓ 4.7	-
2011	1.42	1.33	↓ 0.08	↓ 5.7	↓ 0.15	↓ 10.1	Met
2012	1.32	1.23	↓ 0.10	↓ 7.5	↓ 0.25	↓ 16.9	Met
2013	1.22	1.11	↓ 0.12	↓ 9.8	↓ 0.37	↓ 25.0	Met
2014	1.10	1.15	↑ 0.04	↑ 3.6	↓ 0.33	↓ 22.3	Not Met
2015	1.14	1.06	↓ 0.09	↓ 7.8	↓ 0.42	↓ 28.4	Met

Data source: Office of Workers' Compensation Program POWER Performance.

- Met Goal 3, Analysis of Lost-Time Injury and Illness Data
 - This goal requires the regular analysis of lost-time injury and illness data.
 - As in previous annual reports, DoD's analysis indicates that strains, sprains, contusions, and bruises were the leading nature of lost-time injury. Slips, trips, and falls were the leading cause of all injuries.

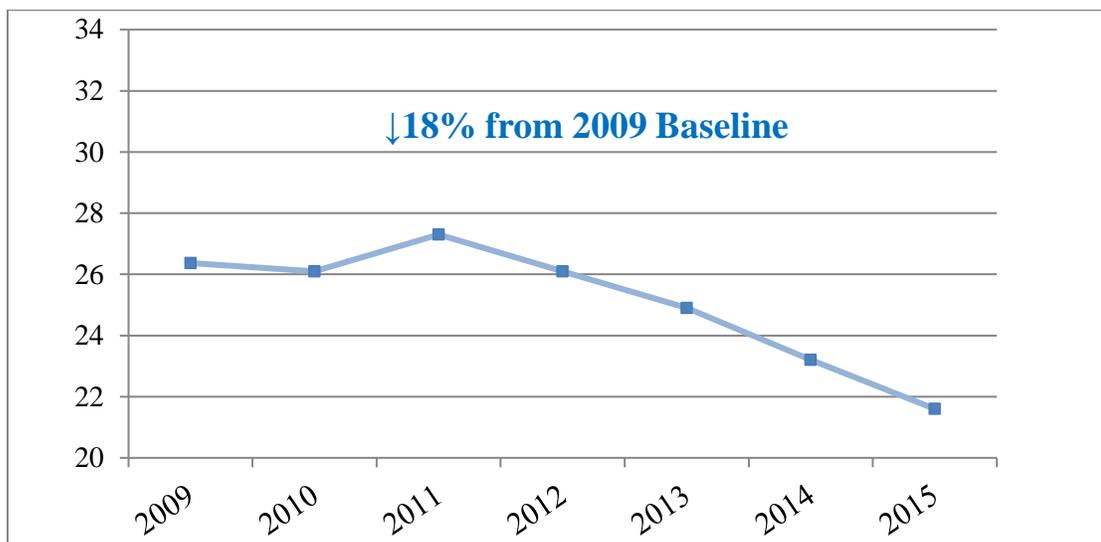
- Did not meet Goal 4, Timely Filing of Injury and Illness Notices
 - The target goal of exceeding a 91.71% timely filing rate was not met with an actual rate of 90.62%. This is a slight increase of 1.8% from 2014.
 - Over the past 6 years, there has been a total increase in the timely filing rate of 4.2% from the 2009 baseline of 86.44%.

- Met Goal 5, Timely Filing of Wage Loss Claims
 - The target goal of exceeding an 80.68% timely filing rate was met with an actual rate of 87.09%. This is a slight increase of 0.5% from 2014.
 - Over the past 6 years, there has been a total increase in the timely filing rate of 11% from the 2009 baseline of 76.05%.

- Met Goal 6, Lost Production Day Rate (see Figure 3 and Table 3)
 - The target goal of reducing the lost production day rate to below 25.4 days per 100 employees was met with an actual rate of 21.6. This is a decrease of 7% from 2014.
 - Over the past 6 years, there has been a total decrease in the lost production day rate of 18.2% from the 2009 baseline of 26.4.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

Figure 3. Lost Production Day Rate (Days Lost/100 Employees)



Data source: Federal Agency Program Injury and Illness Statistics.

Table 3. Lost Production Day Rate (Days Lost/100 Employees): 2009-2015

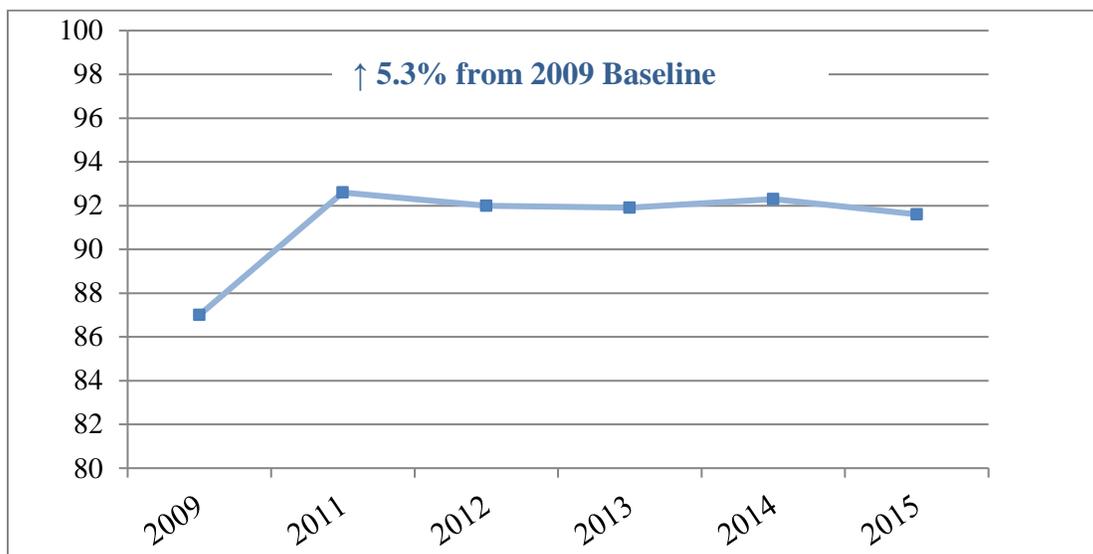
Year	Target	Actual Rate	Change from Previous Year	% Change from Previous Year	Change from 2009	% Change from 2009	Target Status
2009	-	26.4	-	-	-	-	-
2010	-	26.1	↓ 0.30	↓ 1.1	↓ 0.30	↓ 1.1	-
2011	26.2	27.3	↑ 0.80	↑ 4.6	↑ 0.90	↑ 3.4	Not Met
2012	26.0	26.1	↓ 1.20	↓ 4.4	↓ 0.30	↓ 1.1	Not Met
2013	25.7	24.9	↓ 1.20	↓ 4.6	↓ 1.50	↓ 5.7	Met
2014	25.5	23.2	↓ 1.70	↓ 6.8	↓ 3.20	↓ 12.1	Met
2015	25.5	21.6	↓ 1.60	↓ 6.9	↓ 4.80	↓ 18.2	Met

Data source: Office of Workers' Compensation Program POWER Performance. (<http://www.dol.gov/owcp/dfec/power/>)

- Did not meet Goal 7, Return-to-Work (RTW) Percentage for the DoD (see Figure 4)
 - The target goal of exceeding the RTW percentage of 94.02% was not met. The CY 2015 actual percentage was 91.6%. This is a slight decrease of 0.7% from 2014.
 - Over the past 6 years, there has been a total increase in the RTW percentage of 5.3% from the 2009 baseline of 87%.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

Figure 4. DoD RTW (%)



Data source: Office of Workers' Compensation Program POWER Performance.

Table 4. RTW Percentage: 2009-2015

Year	Target	Actual Rate	Change from Previous Year	% Change from Previous Year	Change from 2009	% Change from 2009	Target Status
2009	-	87.0	-	-	-	-	-
2011	88.0	92.6	↑5.6	↑6.4	↑5.6	↑6.4	Met
2012	89.0	92.0	↓0.6	↓0.6	↑5.0	↑5.7	Met
2013	91.0	91.9	↓0.1	↓0.1	↑4.9	↑5.6	Met
2014	93.0	92.3	↑0.4	↑0.4	↑5.3	↑6.1	Not Met
2015	95.0	91.6	↓0.7	↓0.8	↑4.6	↑5.3	Not Met

Data source: Office of Workers' Compensation Program POWER Performance.

RTW program data and compliance with POWER Goal 7 are managed by the Defense Civilian Personnel Advisory Service, Injury and Unemployment Compensation Branch.

Strategies for Improving POWER Performance include:

- Sustain leadership engagement and accountability.
- Foster a culture of illness and injury prevention.
- Implementing SOH management systems for all DoD organizations while supporting OSHA Voluntary Protection Programs Star recognition for high-performing organizations.
- Perform an annual Safety and Occupational Health Program Management Review with the DoD Components.

CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION

- Improve mishap data fidelity, analysis, and distribution of lessons learned.
- Continue collaboration between SOH and workers' compensation programs.
- Increase RTW opportunities for ill and injured employees.
- Encourage the DoD Components to conduct quarterly meetings, in accordance with DoDI 1400.25M, Volume 810, with organizational Federal Employees' Compensation Program (FECA) representatives and relevant working groups.
- Analyze and correct administrative errors on the Department of Labor RTW list.
- Disseminate guidance on options to increase RTW outcomes.
- Investigate potential fraudulent claims.

b. Illnesses, Injuries, Fatalities & Catastrophic Events.

The DoD Components protect DoD personnel from accidental death, injury, and occupational illness by implementing SOH programs as described in DoD Instruction (DoDI) 6055.1, "DoD Safety and Occupational Health Program" and DoD Component implementing policies (<http://www.dtic.mil/whs/directives/corres/pdf/605501p.pdf>). The DoD Components use qualified and experienced SOH staff to conduct formal workplace hazard surveys at routine intervals based on the workplace risks. SOH staff also conduct workplaces surveys for changes in operations, elevated mishap experiences, or other special emphasis programs. During these surveys, SOH staff identify, evaluate, and document hazards and inform supervisors and leaders of hazards and risk mitigation strategies. Leaders make risk-based decisions in order to create safe and healthful work environments while sustaining operations.

When mishaps occur, DoDI 6055.07, "Mishap Notification, Investigation, Reporting, and Record Keeping" (<http://www.dtic.mil/whs/directives/corres/pdf/605507p.pdf>), requires the DoD Components to conduct comprehensive mishap investigations to identify causes and corrective actions that can be implemented to prevent future mishaps and the resulting injuries and illnesses.

The DoD Components reported four DoD civilian employee work-related fatalities during CY 2015: one from the Defense Logistics Agency, two from DON, and one from the Army. These events consisted of: a discharged fire extinguisher which became a projectile, a fall while changing a ceiling light, a fall from a railroad flat car, and destabilization during jet engine testing and inspection. Appendix 2 provides details of each fatality).

The DoD Components reported eight catastrophic events: four from the Defense Logistics Agency, one from the Defense Finance and Accounting Service and three from the Army. These events were associated with the following work tasks: hole punching in steel, forklift loading, photography of shelved materiel, dismounting from a military vehicle, workplace paperwork filing, explosive ordnance disassembly, operation of a mechanical punch press, and missile launcher repair. Appendix 2 provides details of each event.

CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION

The most frequently reported work-related injuries within DoD were from slips, trips, and falls. The DoD Components have worked extensively to reduce slips, trips, and falls through safety messages, safety campaigns, education, training, workplace inspections, and a thorough review of housekeeping procedures. During CY 2015, several DoD Components conducted safety awareness activities with particular focus on fall prevention. The Army and Air Force instituted a fall protection stand-down in conjunction with OSHA's National Safety Stand-Down for Fall Prevention in May 2015. The purpose of the stand-down was to bring awareness to fall hazards, typical work tasks associated with fall risks, and fall protection strategies. Air Force Safety partnered with OSHA's Fall Prevention Campaign in bringing fall protection and prevention awareness to thousands of Air Force personnel across the U.S.

c. 29 CFR 1960 Requirements.

1) Organization of Agency Safety and Health Mission

The ASD(EI&E) is DoD's DASHO. The Deputy Assistant Secretary of Defense for Environment, Safety and Occupational Health (DASD(ESOH)) manages the DoD SOH Program. The DoD SOH staff work for the DASD(ESOH). Similarly, the DoD Components have appointed DASHOs at the Assistant Secretary or Agency Deputy Director level of responsibility (or higher), with SOH staff working for the office of their DASHO.

The DoD DASHO develops DoD SOH policy, performs oversight of DoD and DoD Component SOH program performance, and reviews the adequacy of resources within the DoD Components' programs.

DoD policy establishes the rights and responsibilities of employees to report unsafe conditions or work practices, and to have access to safety and health job analyses and other information they need to participate in SOH risk management. Employee hazard reports are investigated to identify needed hazard mitigation. Unmitigated hazards are tracked to completion within each military installation's hazard abatement plan. Mitigation funding is part of the DoD Component's operating budget.

The DoD and DoD Component DASHOs review SOH Program funding to ensure resources (i.e., funding and personnel) are sufficient to meet the needs of the SOH Program.

2) Field Federal Safety & Health Councils (FFSHCs)

DoDI 6055.01, "DoD Safety and Occupational Health (SOH) Program," (<http://www.dtic.mil/whs/directives/corres/pdf/605501p.pdf>) promotes membership and participation in FFSHCs. Approximately 33% of DoD Components reported participation in FFSHCs. Descriptions of the involvement of DoD Component OSH managers and employees in FFSHCs are provided in the Military Department reports (submitted directly to OSHA) and Appendixes 5-23 of this report.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

3) Implementing an SHMS

The 2014 revision to DoDI 6055.01 directed the DoD Components to implement a comprehensive safety and occupational health management system (SHMS) in all DoD organizations. Each DoD organization demonstrates it is successfully implementing an SHMS when it completes an SHMS program self-assessment annually and passes an external assessment every 4 years. Organizations achieving OSHA Voluntary Protection Programs (VPP) STAR recognition are credited with implementing an SHMS.

The DoD DASHO assesses SHMS implementation of the Military Departments and the Defense Logistics Agency annually in a face-to-face Program Management Review. These DoD Components must demonstrate program success as measured using key SOH performance and effectiveness metrics. The performance of all other DoD Components is assessed through this annual OSH Report.

The DoD Components reported OSHA inspections at 134 installations and worksites with a total of 251 notices of unsafe or unhealthful work conditions. The DoD installations responded in a timely manner to ensure expeditious abatement of the identified hazards. The specific inspections, findings, and actions taken are detailed in the Military Department reports and in Appendixes 5, 6, 8, 10, 12, 18, and 22 of this report.

4) Occupational Safety and Health Training

The DoD has a long established SOH Program that meets or exceeds training requirements of 29 CFR Part 1960 and E.O. 12196. As part of ensuring currency with new requirements, the DoD cross-references safety-related training processes, methodology, and course content with published standards and updates training, as needed. As the DoD moves forward with the development of formal safety management systems, training will be evaluated as part of the management system's continuous improvement process. DoD employees receive the full spectrum of safety training regarding their rights and responsibilities, job-specific safety training, hazard and mishap reporting, and supervisor's training. Each employee receives the training required by 29 CFR 1960, the applicable DoD policies, and DoD Component and organizational SOH policies and guidelines.

Additional safety and health training is often required for DoD personnel working outside the U.S. who must also understand and apply unique safety and health policies and procedures in their work environments. DoD Components provide SOH support, including SOH training completion, for approximately 60,000 employees working outside of the U.S..

Occupational safety and health training is detailed in the Military Department reports and Appendixes 5-23 of this report.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

5) Whistleblower Protection Program

DoD policy requires DoD Components and their subordinate commands to provide written notification of whistleblower rights and protections pursuant to Public Law 107-174 (also known as the “No Fear Act”). DoDI 6055.01 encourages employees to report unsafe or unhealthful working conditions, and requires DoD Components to establish procedures to protect all DoD personnel from coercion, discrimination, or reprisals for participation in the SOH program. These procedures include provisions to ensure individual anonymity; prompt, impartial investigation of allegations of reprisal; and appropriate administrative action when allegations are substantiated.

The DoD Components maintain effective whistleblower protection programs at all organizational levels and workplaces through publication of policies and procedures, web links to organizational websites, training for employees and supervisors, posters, anonymous hotlines and other hazard reporting mechanisms, and other fully visible means of communication.

In CY 2015, the DoD Components reported no reprisal allegations against employees reporting unsafe or unhealthy working conditions.

- d. *Special 29 CFR 1960 Reporting.* DoD does not have Certified Safety and Health Committees (see Appendix 3).

II. SHMS SELF-EVALUATION.

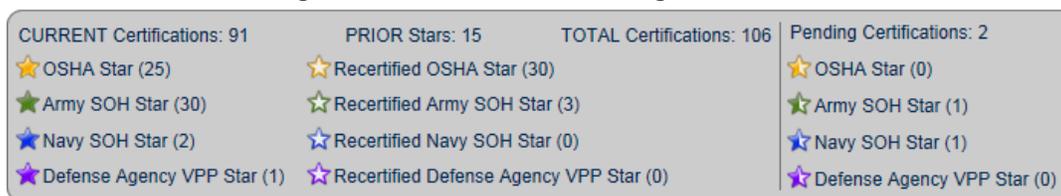
DoD’s implementation of SHMSs includes monitoring the percentage of all organizations who have successfully implemented an SHSM.

DoD is also supporting high-performing organizations that seek recognition for instituting a safety and health culture that results in an injury and illness rate below the industry average for 3 consecutive years. This recognition includes the OSHA Voluntary Protection Programs (VPP) Star recognition or Military Department equivalent Star recognition outside the U.S..

Approximately 400 DoD organizations are pursuing Star recognition. 106 DoD sites have achieved their initial OSHA VPP Star Status or been recertified for continued recognition. Following the tenets of the OSHA VPP, the Army has developed an Army SOH Star program and awarded Army Stars to 33 sites. The Navy has also developed a Star program and recognized two sites. These accomplishments are possible with OSHA’s support to certify DoD sites and DoD’s support by providing Special Government Employees to augment OSHA VPP assessments. VPP Star recognition has enhanced safety and health program performance and a corresponding reduction in injury and illness rates and lost work days.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

Figure 5. DoD’s SHMS Recognition Dashboard



In 2016, DoD will continue to provide centralized support for DoD sites improving their SHMS with the ultimate goal of attaining OSHA VPP or Military Service SHMS Star status. The Office of the Assistant Secretary of Defense looks forward to continuing the successful partnership with OSHA in this valuable cooperative program.

DoD Overall Assessment: 2.5

Agency Safety & Health Management System – Overall Assessment Score				
0	1	2	3	NA
				

Summary of Self-evaluation.

SHMS Strengths/Areas Needing Improvement.

DoD performance metrics and the overall program self-assessment indicate the SHMS is functioning well (see Appendix 4).

DoD continues to make SOH Program improvements to provide safe and healthful places and conditions of employment for all employees. Worksite injury and illness rates are continuously evaluated and remain well below Federal Government injury and illness rates for CY 2015.

The major strengths and improvement areas of the DoD SOH Program include the following:

Strengths/Accomplishments:

- Senior leadership, managerial, and supervisory emphasis on SOH programs to protect the workforce and enhance force readiness, including assignment of responsibilities, authority, and accountability.
- An organizational structure with clear lines of authority and communication.
- Engaged leaders and managers from the Office of Secretary of Defense (OSD) and the DoD Components who meet routinely to address key strategic and operational SOH issues.

**CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION**

- An established framework for SHMS implementation across the DoD.
- Cascading policies and procedures that allow for practical implementation and application of SOH policies from OASD(EI&E) to the (local organizational level).
- Initial and sustainment SOH training for leaders, supervisors, and employees.
- Comprehensive worksite hazard communication program.
- Completion of hazard characterization and mitigation in high-risk workplaces.
- Initiatives to implement SHMSs within each DoD Component.
- Procedures to address emerging but not-yet regulated SOH risks.
- Open lines of communication with federal and regional OSHA Offices.
- Inclusion of safety and health considerations in the DoD acquisition process.

Improvement Areas:

- Implementation of an SOH strategy with safety and health action plans to guide achievement of organizational objectives.
- DoD Component ability to centrally track hazard corrections.
- Completion of hazard characterization and mitigation in low-risk workplaces.
- Full participation of employees in safety and health evaluations.
- Updating baseline hazard surveys and conducting periodic surveys and inspections within available resources.
- Archiving electronic SOH data to evaluate past, present and future safety and health risks.

III. GOALS.

The DoD SOH Program annual goal is a significant reduction in all accidents and occupational injuries and illnesses, with the ultimate goal of zero accidents and no occupational injuries or illnesses. DoD met its annual goal for 2015 by meeting the POWER goals for the lost time case rate and total case rate.

IV. DEFENSE AGENCY AND COMBATANT COMMAND REPORTS.

The Army, DON, and Air Force submitted their OSH reports directly to OSHA. Appendixes 5 through 25 provide the OSH reports for the remainder of the DoD Components:

- Defense Logistics Agency (DLA) (see Appendix 5)
- Defense Commissary Agency (DeCA) (see Appendix 6)
- Defense Contract Audit Agency (DCAA) (see Appendix 7)
- Defense Contract Management Agency (DCMA) (see Appendix 8)
- Defense Finance and Accounting Service (DFAS) (see Appendix 9)
- Army and Air Force Exchange Service (AAFES) (see Appendix 10)
- Defense Health Agency (DHA) (see Appendix 11)
- Defense Information Systems Agency (DISA) (see Appendix 12)

CY 2015 ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT TO THE SECRETARY OF LABOR
AGENCY NARRATIVE OF SELF-EVALUATION

- Defense Intelligence Agency (DIA) (see Appendix 13)
- Defense Media Activity (DMA) (see Appendix 14)
- Defense Security Service (DSS) (see Appendix 15)
- Defense Threat Reduction Agency (DTRA) (see Appendix 16)
- Department of Defense Education Activity (DoDEA) (see Appendix 17)
- Missile Defense Agency (MDA) (see Appendix 18)
- National Geospatial-Intelligence Agency (NGA) (see Appendix 19)
- National Security Agency (NSA) (see Appendix 20)
- Office of Inspector General (OIG) (see Appendix 21)
- Washington Headquarters Service (WHS) (see Appendix 22)
- U.S. Central Command (USCENTCOM) (see Appendix 23)
- U.S. Northern Command (USNORTHCOM) (see Appendix 24)
- U.S. Southern Command (USSOUTHCOM) (see Appendix 25)