



**DEPARTMENT OF DEFENSE
ANNUAL OCCUPATIONAL SAFETY & HEALTH REPORT
TO THE SECRETARY OF LABOR
CALENDAR YEAR 2014**

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

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**CY 2014 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 (OSH Act) for Federal Agencies to submit an annual report on OSH. It is an overall assessment of the Department of Defense (DoD) safety and occupational health management system (SOHMS) based on an analysis of the reports and program self-evaluations of the Military Departments (Army, Department of the Navy (Navy and Marine Corps) (DON)), Air Force, Defense Agencies, Combatant Commands, and other DoD organizations (referred to collectively in this report as the “DoD Components”).

Name of Agency: Department of Defense (DoD)
 Address: 3400 Defense Pentagon, Washington, DC 20301-3400
 Number of federal civilian employees covered by this report: 718,445

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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

DoD Instruction (DoDI) 6055.04, “DoD Traffic Safety Program,” April 20, 2009, amended January 23, 2013 (<http://www.dtic.mil/whs/directives/corres/pdf/605504p.pdf>), establishes policy, assigns responsibilities, and provides procedures for motor vehicle safety. These include:

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

The DoD total decreased by 72 mishaps (24%) as measured by the Military Service Safety Center mishap reports.

Mishap investigations reveal driver negligence, lack of attention, excessive speed, and weather-related factors as the primary causes. DoD Components investigate causal factors and the need for driver safety program improvements as a standard component of their safety programs.

DoD Components report a high compliance rate with seat belt and distracted driving policies, which is indicative of aggressive, year-long driver safety emphasis, monitoring, and command team leadership.

2) Protecting Our Workers and Ensuring Reemployment (POWER)

DoD met three of the seven POWER goals for 2014.

POWER goals for reducing injuries and illnesses:

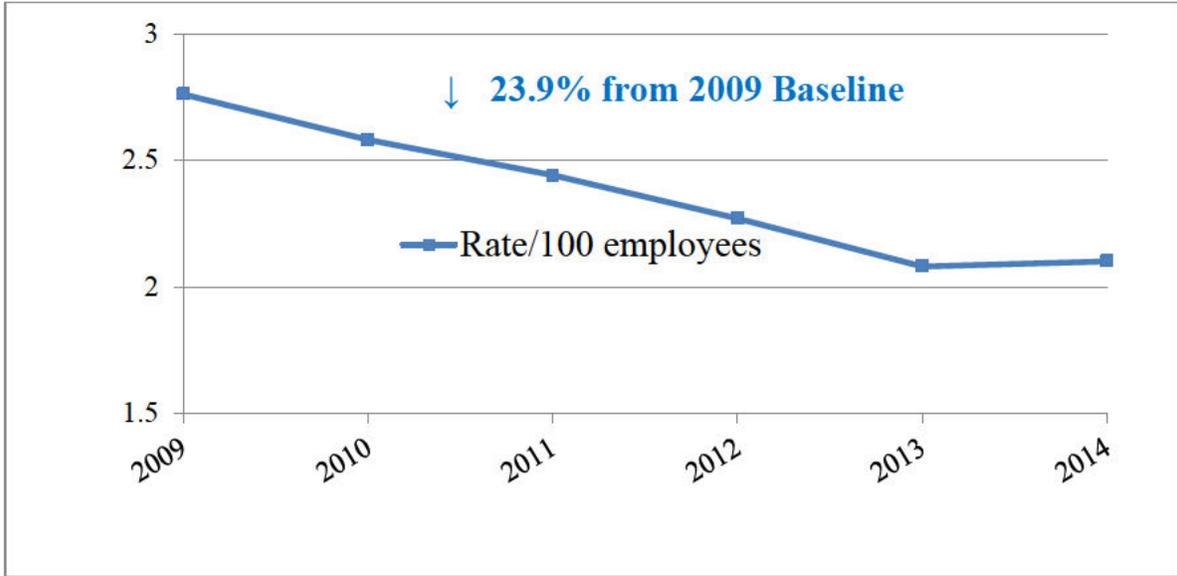
- Did not meet Goal 1, Total Case Rate (see Figure 1)
 - For 2014, the target goal of 2.06 was not met. The actual rate was 2.10 – an increase of 1.9% from 2013.
 - Over the past 5 years, there has been a total reduction of 23.9% from the 2009 baseline of 2.76.
- Did not meet Goal 2, Lost Time Case Rate (see Figure 2)
 - For 2014, the target goal of 1.10 was not met. The actual rate was 1.15, an increase of 4.5% from 2013.
 - Over the past 5 years, there has been a total reduction of 22.3% from the 2009 baseline of 1.48.
- Met Goal 3, Analysis of Lost Time Injury and Illness Data
 - This goal requires regular analysis of lost time injury and illness data.
 - As in previous annual reports, strains, sprains, contusions, and bruises were the leading nature of lost-time injury. Slips, trips, and falls were the leading cause of lost-time injury.

POWER goals for managing workers compensation claims:

- Did not meet Goal 4, Timely Filing of Injury and Illness Notices
 - For 2014, the target goal of 91.71% was not met. The actual rate was 88.84%, a decrease of 3.1%.
 - Over the past 5 years, there has been an overall increase of 2.8% from the 2009 baseline of 86.44%.
- Met Goal 5, Timely Filing of Wage Loss Claims
 - For 2014, the target goal of 80.68% was met. The actual rate was 86.61%, an increase of 7.4%.

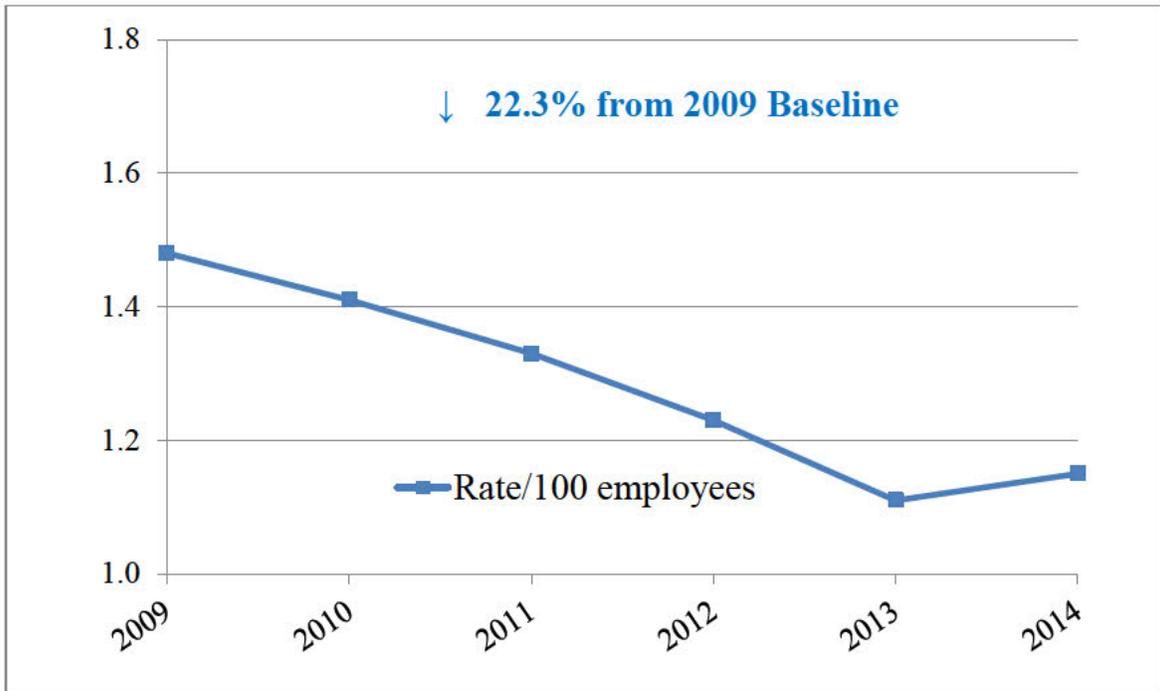
- Over the past 5 years, there has been an overall increase of 13.9% from the 2009 baseline of 76.05%.
- Met Goal 6, Lost Production Day Rate (see Figure 3)
 - For 2014, the target goal of 25.5 was exceeded. The actual rate was 23.2, a decrease of 9%.
 - Over the past 5 years, there has been an overall decrease of 12% from the 2009 baseline of 26.37.
- Did not meet Goal 7, Return-to-Work (RTW) Rate for the Military Departments (see Figure 4)
 - For 2014, the target goals of 94.02 to 95% were not met, with actual rates of 92.2 to 93.3%, a decrease of 1.6 to 2.9%.
 - Over the past 5 years, there have been increases of 5.3 to 8.1% from the 2009 baseline of 85.6 to 88.1%.
- Did not meet Goal 7, Return-to-Work Rate for the DoD (not including the Military Departments) (see Figure 4)
 - For 2014, the target goal of 95% was not met with an actual rate of 89.09%, a decrease of 6.2%.
 - Over the past 5 years, there has been an overall increase of 4.1% from the 2009 baseline of 85.6%.

Figure 1. DoD Total Case Rate: 2009-2014



Data source: Federal Agency Program Injury and Illness Statistics.

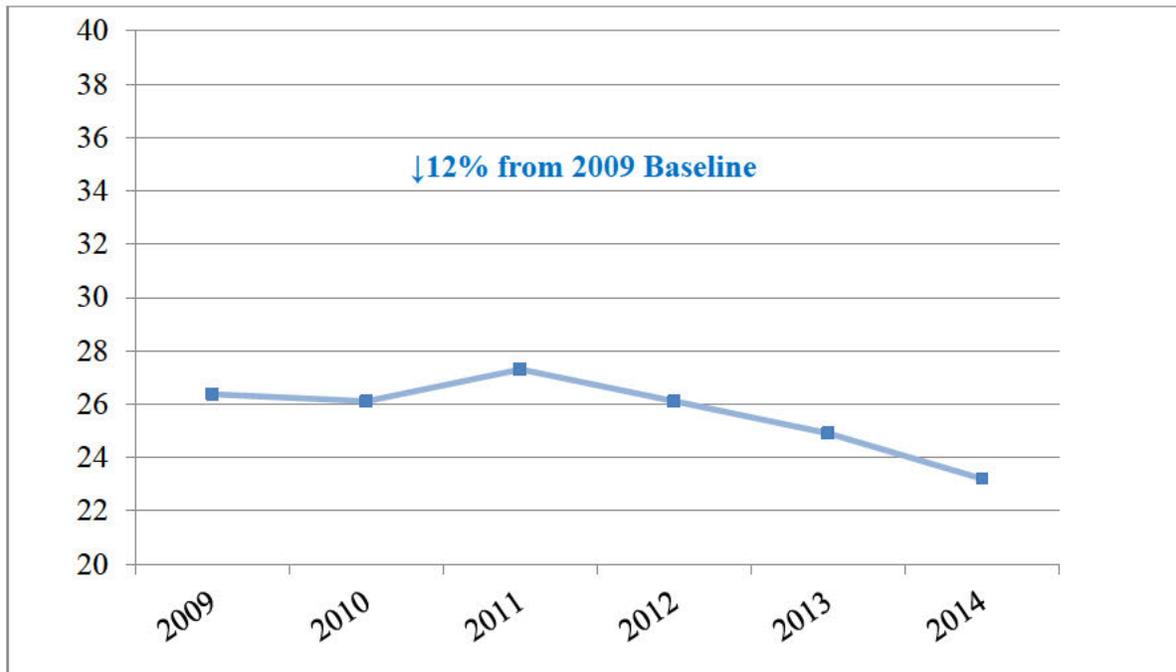
Figure 2. DoD Lost Time Case Rate: 2009-2014



Data source: Federal Agency Program Injury and Illness Statistics.

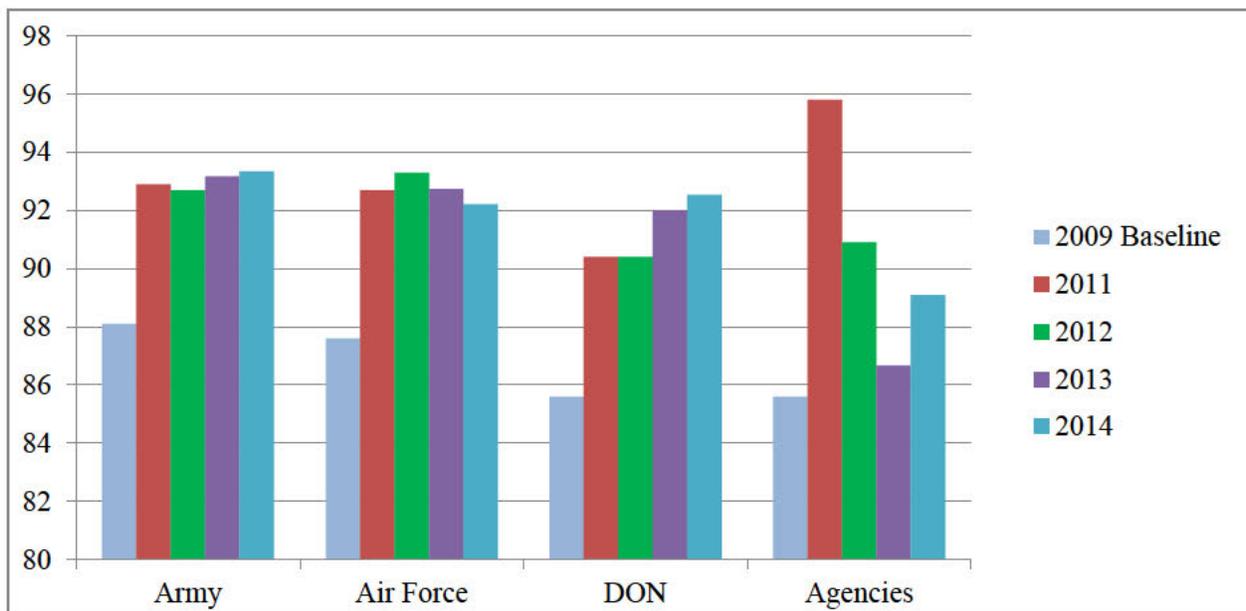
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Figure 3. DoD Lost Production Day Rate: 2009-2014



Data source: Federal Agency Program Injury and Illness Statistics.

Figure 4. DoD Return-To-Work Rate: 2009-2014



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

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b. *Illnesses, Injuries, Fatalities & Catastrophic Events*

The DoD Components, as a matter of policy and standard operating procedures in DoDI 6055.07, “Mishap Notification, Investigation, Reporting, and Record Keeping” (<http://www.dtic.mil/whs/directives/corres/pdf/605507p.pdf>), conduct comprehensive mishap investigations to identify causes and corrective actions to eliminate mishap and the resulting injuries and illnesses.

The DoD Components reported seven DoD civilian employee work-related fatalities during 2013: three Army, three DON, and one Defense Logistics Agency. The events included a car bomb explosion in Afghanistan, a motor vehicle accident, a discharged fire extinguisher, and an overturned mower on a steep slope (see Appendix 2).

The Defense Commissary Agency had one fatality reported as a compensation claim on April 29, 2014. The claim was denied on April 2, 2015, with a decision that the condition was not related to an injury.

The DoD Components reported two catastrophic events for the Army. The events included a powerhouse fire and a heavy load mishap (see Appendix 2).

c. *29 CFR 1960 Requirements*

1) Organization of the Agency Safety and Health Mission

The DoD Safety and Occupational Health (SOH) program is managed by the Office of the Assistant Secretary of Defense for Energy, Installations and Environment (OASD(EI&E)) - the DoD Designated Agency Safety and Health Official (DASHO). The DoD safety and health staff work in OASD(EI&E) in the Office of the Director for Environment, Safety and Occupational Health. Similarly, the DoD Components appointed DASHOs at the Military Department Assistant Secretary or Agency Director or Deputy Director level of responsibility. DoD Component safety and health staff work in the office of their DASHO.

The DoD DASHO develops DoD SOH policy, performs oversight of DoD and DoD Component SOH program performance, and reviews adequacy of resources in the DoD Component programs. DoD DASHO’s oversight is primarily through an annual Program Management Review, including a summary review of the timeliness of abating or mitigating hazards. DoD SOH Program resources (i.e., funding and personnel) are part of each DoD Component’s overall mission funding. The DoD and DoD Component DASHOs review SOH Program funding to ensure resources are sufficient to meet the needs of the SOH Program.

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

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reports are investigated to identify needed hazard mitigation (i.e., reducing to a lower risk level) and final abatement. Unabated hazards are tracked to completion within each military installation's hazard abatement plan. Abatement funding is part of the installation's operating budget.

2) Field Federal Safety & Health Councils (FFSHCs)

DoDI 6055.01, "DoD Safety and Occupational Health (SOH) Program," October 14, 2014 (<http://www.dtic.mil/whs/directives/corres/pdf/605501p.pdf>) was reissued to update establish policy and assigned responsibilities for administering a comprehensive DoD SOH program, to include participation in FFSHCs.

Approximately 60% of DoD organizations reported participation in FFSHCs. Descriptions of the involvement of DoD Component managers and employees in FFSHCs are provided in the Military Department reports (submitted directly to OSHA) and the Defense Agency reports (Appendixes 5-23 of this report).

3) Inspection of the Safety and Health Management System

The DoD Components reported OSHA inspections at 99 installations and worksites with 304 citations issued. Each responded in a timely manner to ensure expeditious abatement of the identified hazards.

The actions taken in response to the OSHA inspections and findings are detailed in the Military Department reports submitted to OSHA and in the reports for inspected Agencies (Appendixes 5, 6, 10, and 17 of this report).

4) Occupational Safety and Health Training

The Military Services and most of the Defense Agencies reported active health and safety training programs fully compliant with the OSH Act, 29 CFR Part 1960 and E.O. 12196. A few DoD Agencies reported additional work was needed.

The training includes senior leader, supervisor, SOH staff, and employee, annual, and work position-specific training. For SOH staff, the Military Services have developed robust training programs for junior grade employees and for professional development. Most of the Defense Agencies hire fully qualified SOH professionals and maintain their training and credentials. The 46,264 civilian employees of the DoD living and working outside the U.S. receive the same level of training as their U.S. based counterparts with additional location specific training.

Across the DoD the components use a mixture of classroom instructor training, video teleconferencing and on-line training to fulfill their requirements.

DoD Components evaluated the effectiveness of SOH training programs as a part of the SOH Management System program performance reviews.

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Funding allocated to SOH training is identified in the individual DoD Component reports.

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 visible means of communication.

The DoD Components reported no reprisal allegations against employees reporting unsafe or unhealthy working conditions.

6) Product Safety

The DoD has a multifaceted product safety process from procurement through use by its employees. Procurement processes include safety as part of the evaluation process, especially for new products. Product recalls are conveyed to procurement specialists and to the field to ensure any recalled products are replaced accordingly.

Safety and health managers are encouraged to sign up and receive weekly product recall emails from the Consumer Product Safety Commission, and to provide employees with access to information on product safety and recalls from the Food and Drug Administration. Safety data sheets (SDSs), authorized user lists, and product recalls are all part of standard operating procedures. Product labeling and accessible SDS compliance can be identified by any employee, not just safety inspectors. Hazard Communication and Globally Harmonized System (GHS) Awareness training are standard. Organizations are required to train all personnel on the use of SDSs and the GHS. SDSs are required to be readily available in the workplace where chemical or material hazards are located.

The DLA has product safety programs focused on items procured in support of the Military Services including the Critical Safety Item Program that is directed at mission

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critical flight safety and personal safety. DLA has product test laboratories that conduct testing to ensure that items purchased perform as required.

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

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II. SAFETY & HEALTH MANAGEMENT SYSTEM SELF-EVALUATION.

Overall Assessment

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

Summary of Self-evaluation

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

DoD continues to make safety and occupational health (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 low. Recordable motor vehicle mishaps decreased by 24% from 2013 levels.

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

Strengths:

- Senior leadership, managerial, and supervisory emphasis on SOH programs to protect the workforce and enhance force readiness, to include assignment of responsibilities, authority, and accountability.
- Issued revised DoD policy requiring implementation of safety and occupational health management systems. DoD Components are laying the foundation for implementing management systems.
- Chartered a new 3-Star Safety and Occupational Health Steering Group lead by the DoD DASHO.
- Developed a Safety and Occupational Health Strategic Plan to prioritize and guide pursuit of safety and health goals and objectives.
- 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.

Improvement Areas:

- Use of safety and health action plans to guide achievement of organizational objectives.
- Higher headquarters ability to centrally track hazard abatement.
- Completion of hazard characterization and mitigation in low-risk workplaces.
- Full participation of employees in safety and health evaluations.

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- Updating baseline hazard surveys and conducting periodic surveys and inspections within available resources.

III. GOALS

The DoD SOH program annual goal is a significant reduction in all mishaps and occupational injuries and illnesses, with the ultimate goal of zero mishaps and no occupational injuries or illnesses.

The DoD SOH Strategic Plan goals include:

- engaged and vocal leadership,
- a positive safety and health culture,
- an adequately manned and competent workforce,
- information management support to SOH program management and risk management,
- SOH program management adequately funded,
- managing SOH risks common across all DoD operations,
- managing Environment, Safety, and Occupational Health (ESOH) requirements across the weapon system acquisition life-cycle, and
- identifying and implementing SOH technologies.

IV. DEFENSE AGENCY AND COMBATANT COMMAND REPORTS

The Army, DON, and Air Force submitted separate reports directly to OSHA. Appendixes 5 through 23 are the OSH reports submitted by the Defense Agencies and Combatant Commands:

- 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)
- DoD Other:
 - Army and Air Force Exchange Service (AAFES) (see Appendix 10)
 - Defense Health Agency (see Appendix 11)
 - Defense Information Systems Agency (DISA) (see Appendix 12)
 - 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)

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- Office of Inspector General (OIG) (see Appendix 21)
- Washington Headquarters Service (WHS) (see Appendix 22)
- Combatant Commands (COCOMs) (See Appendix 23):
 - U.S. Central Command (USCENTCOM)
 - U.S. Northern Command (USNORTHCOM)
 - U.S. Southern Command (USSOUTHCOM)
 - U.S. Special Operations Command (USSOCOM)