



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, 2ND INFANTRY DIVISION
UNIT # 15041
APO AP 96258-5041

EAID-CG

27 September 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 2nd Infantry Division Safety and Occupational Health Plan for FY14

1. References.

a. Memorandum, USARPAC, 17 September 2013, Subject: USARPAC Safety and Occupational Health Plan for FY14. (Encl 1)

b. Army Safety and Occupational Health Objectives for Fiscal Year 2014. (Encl 2)

2. Purpose:

The purpose of the 2nd Infantry Division Safety and Occupational Health Strategic Plan is to:

- Communicate the Commanding General's commitment to the safety and health of our Service Members, Department of the Army Civilian employees and Family Members.
- Provide a single, integrated framework for the 2nd Infantry Division safety and occupational health mission, vision, goals and objectives.
- Develop a safety culture where engaged leadership takes ownership of safety and integrates safety and composite risk management into our everyday mission and lives.
- Provide a process for continual improvement through hazard identification and evaluation, risks assessed and either eliminated or reduced to an acceptable level with control measures.

3. Principles:

Safety and risk management are Commander's business. The following principles are the foundation of the 2nd Infantry Division safety and occupational health programs and a guide to the execution of the Division safety and occupational health strategic plan.

- 2nd Infantry Division safety plans, directives and resources are designed to

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empower leaders to have the knowledge and personal courage to lead by example in order to reduce accidental injury and death among our ranks, and to preserve combat readiness – ready to “Fight Tonight”.

- 2nd Infantry Division’s safety plan will support our higher commands mission and vision. Accidents and occupational injuries and illnesses are unacceptable impediments to the overall mission, readiness, well being and morale of our forces.
- Safety, occupational health, and composite risk management processes, tactics and techniques will be integrated into the 2nd Infantry Division planning, doctrine, operations and training.
- Leaders, Supervisors, Soldiers, Civilian employees and Contractors are responsible and accountable for taking necessary actions to provide safe and healthful operations, equipment and workplaces.
- Leaders at every level will employ Composite Risk Management (CRM) to avoid unacceptable residual risk to mission, equipment, personnel and the environment.
- This action plan will be used to determine resource requirements for safety and occupational health aspects of the Division.

4. 2d Infantry Division FY14 Safety Goals and Objectives.

Goal #1: Incorporate safety and occupational health into the Division culture, establishing a Command climate that embraces a culture of “safety excellence”.

Objective 1.1: Reductions in the frequency and severity of accidents are achievable. The Division will achieve a 10% annual reduction in personnel injuries, motor vehicle accidents, and on and off-duty activities. Commanders will increase awareness of the value and necessity of safety and occupational health to assist in achieving these goals.

Objective 1.2: Ensure accountability. Leaders are held accountable and responsible in safety and occupational health. Develop a culture where Leaders, Soldiers and DA Civilians take ownership for safety in their unit and work areas. Soldiers must be encouraged to report all accident no matter how minor it may appear. This will give the Commander the opportunity to develop control measure to prevent a more serious incident from occurring.

Objective 1.3: Safety program and performance. Commanders will brief their unit’s safety programs, initiatives, and performance at quarterly safety councils. Accident

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experiences will be briefed and include lessons learned, best practices and mitigation measures to prevent reoccurrence.

Objective 1.4: Ensure that safety professionals are trained and receive professional development that promotes the necessary skills to facilitate implementation of the Command Safety Program and achieve safety performance goals.

Objective 1.5: Army Readiness and Assessment Program (ARAP). Commanders at battalion level are required to enroll and participate in ARAP within 90 days of assuming command. Commanders can register at <https://arap.safety.army.mil>. Following registration, Soldiers within the unit will complete the web-based assessment, capturing unit posture on command and control, standards, accountability, and risk management. After a confidential debrief from the Army Combat Readiness/Safety Center, battalion commanders will brief their chain of command on key results and courses of action, and develop and execute an action plan. At mid-tour or twelve months in command, the commander will conduct a follow-up assessment to evaluate unit progress against initial results.

Goal #2: Ensure systematic management of risk. Incorporate Composite Risk Management into all activities, both on and off duty.

Objective 2.1: Educate Soldiers on CRM and the 5-step process for identifying hazards and the mitigating measures to reduce the hazards. Ensure everyone knows what “safe” looks like. Every Soldier in the Division will complete the online CRM training within the first thirty days of assignment.

<https://safety.army.mil/Portals/training/DISTANCELEARNINGONLINETRAINING/tabid/1210/Default.aspx>

Objective 2.2: Implement “Under the Oak Tree Counseling” before every weekend by first line leaders to address off-duty risks. Through this process, leaders will emphasize discipline, Army values, and good personal decisions. Leaders can and do make a difference!

Goal # 3: Manage Safety and Occupational Health programs efficiently and effectively.

Objective 3.1. Promote the Army Traffic Safety Training Program. The specific requirements are the Progressive Motorcycle Training and Motorcycle Refresher Training Programs.

a. Progressive Motorcycle Training. Leaders must identify all Soldiers who ride motorcycles and track their required training. All Soldiers must complete the Motorcycle Safety Foundation Basic Rider Course—regardless of the type of motorcycle ridden (Mopeds included)—before riding a motorcycle on- or off-post. Within 12 months of

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completing the Basic Rider Course, every Soldier who rides a motorcycle must complete either the Experienced Rider Course or Military Sport Bike Rider Course, depending on the primary type of motorcycle ridden. Commanders must ensure that all Soldier riders complete this advanced training within the prescribed timeline, beginning 1 October 2011.

b. Motorcycle Refresher Training. Commanders must ensure that all Soldiers who ride motorcycles and have been deployed for more than 180 days complete Motorcycle Refresher Training before riding their motorcycle. This will include Soldiers that own a motorcycle, but have not shipped it to Korea and intend to ride prior to arriving at their next duty station. Training is provided through contract instructors and can be scheduled at the following web site. <https://apps.imcom.army.mil/AIRS/Default.aspx>.

Objective 3.2: Increase the knowledge, education, awareness, and skills for Army motor vehicle and POV operators throughout the Division. Evaluate drivers training programs to ensure selection and qualification procedures are in place to properly prepare Soldiers for driving in the Republic of Korea. Continually evaluate existing programs and emerging program requirements. Ensure proactive motor vehicle accident prevention measures are implemented through Safety Managers and Unit Master Drivers as tour normalization influences driver demographics.

Objective 3.3: Accident reports are used to identify hazard and risk trends within our organization. An Army level review of sample data from medical sources, casualty reports, significant activity reports and malfunction accident incident reports indicates significant underreporting of Class C and D accidents. Our goal is to have 100% reporting during the Fiscal Year. Accurate and timely accident reporting is essential to developing preventative measures. Accident reporting must not be viewed as a report card but as an essential element of commanders' critical information requirements (CCIR). Leaders and safety managers must follow-up to ensure that accidents are appropriately investigated and reported.

Objective 3.4: Leaders prevent accidents. Leaders and Soldiers shall be trained prior to seasonal weather changes and continue through the seasonal weather period, on prevention of hot and cold weather injuries and the risks associated with monsoon, and typhoon season.

Goal # 4: Reduce accident rates across all categories. Integrate with higher command and Department of the Army accident reduction initiatives.

Objective 4.1: Aviation Class A-C Accident Reduction. Army aviation accident rates are currently trending toward all-time lows. However, to sustain this downward trend, aviation leaders must look to reduce accidents involving human error, which continues to account for greater than 80 percent of all A-C accidents. Aviation leaders must adhere to the three-step mission approval process outlined in AR 95-1 (Flight

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Regulations). Initial mission approval, mission planning and briefing, and final mission approval are meant to lower or mitigate risk as the approval process moves from one step to the next. Aviation commanders must enforce the three-step process and deter any temptations to skip steps or reduce the inherent rigor involved.

Objective 4.2: Educate leaders with risk reduction information to enable them to identify personnel with suicidal/homicidal thoughts and develop preventative measures to monitor and target high risk behavior.

Objective 4.3: Personnel injuries are the leading category that results in lost work time and restricted duty in the Division. Personnel injuries accounted for 87% of the recorded accidents in the Division for FY13. Sports-related activities are categorically one of the top injury-producing activities. Train leaders to evaluate on-duty physical training, sports programs and off duty activities to ensure that correct techniques, use of personal protective equipment and risk mitigation are in place

Objective 4.4: Pedestrian accidents. Korea experiences one of the highest pedestrian fatality rates among the world's most industrialized nations. In 2012, there were over 2,000 deaths from vehicles striking pedestrians on the sidewalks or in the crosswalks. The overall fatality rate per 100,000 persons is almost five times higher than other nations. Soldiers will be educated on pedestrian risks. The Command Safety Office, in partnership with the USAG-RC Safety office will assist Commanders in identifying high risk pedestrian areas on and off installations and provide mitigating actions and recommended improvements.

5. Safety of our Soldiers is a Leadership responsibility. There is inherent safety in standards. I challenge Leaders at all levels to vigorously enforce standards and discipline within your formations. Composite Risk Management (CRM) is the Army's methodology to mitigate risk: Leaders at all levels need to know and understand how to apply CRM, reduce hazards and implement control measures that will reduce or eliminate the hazards. Together, we can prevent accidents.

Second To None!



THOMAS S. VANDAL
Major General, USA
Commanding

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