



**SAFETY SYMPOSIUM
19 MARCH 2013**

NAVFAC Atlantic Safety 2013 Safety Symposium

Date: 19 March 2013 - Hosted by NAVFAC ATLANTIC (DCO TIMES ARE EST)

Attendees: NAVFAC Atlantic Executive Officers (XO), Safety Program Managers, and guests (LANT BLMs/HQ 09SF/PAC 09SF)

Meeting Goal: Discuss key NAVFAC safety process initiatives, review annual self assessment results, and shape safety program vision

Program Vision: To consistently achieve an efficient employee driven safety program core value culture of mishap prevention.

Session 1			
Time	Topic	Lead	Goals
1000-1010	Introduction and Opening Remarks	Vice Commander	<ul style="list-style-type: none">Set the Stage/Logistics/Recognition
1010-1020	ASSESSMENT: Annual Self Assessment Results	NAVFAC LANT	<ul style="list-style-type: none">Articulate current and anticipate focus areasDevelop/discuss solutions/recommendations for common improvement areas.
1020-1040	ACCOUNTABILITY: Creating an Accountability environment that works	NAVFAC MIDLANT	<ul style="list-style-type: none">Develop consistent understandingShare pilot tools/best practices(CTR marg-unsat Supervisor PAR/Supervisor walk about/Ops Note)
1040-1100	PERFORMANCE GOALS: Mishap Reduction Goals Discussion	NAVFAC LANT	<ul style="list-style-type: none">Mishap reduction goals for in-house and contractorsCommunicate BMB resultsPredictive Dashboard Metrics
1100-1130	CONTRACT OVERSIGHT OPERATIONAL PROCESSES:	NAVFAC SE and EURAFSWA	<ul style="list-style-type: none">Share/discuss SE pilotMethod for creating consistency/mishap trendsSenior level engagementNFESC/ATFP/CROPM/CSM/TEB-NETOPS 23Contract Oversight Hazard Awareness Training
1130-1145	Mishap notifications	NAVFAC LANT	<ul style="list-style-type: none">Iterative expectations mutual understandingCommunication Tools - Lessons Learned/Near Miss/Quick Hitters
1145-1200	OPEN FORUM	ALL ATTENDEES	<ul style="list-style-type: none">Share best practices/vision/top concern (WORMS/ESAMS/Algorithm/Risk Webinars)

BZ MONTHLY SAFETY POSTERS!



COMMANDER'S SAFETY PHILOSOPHY

I believe that **ALL MISHAPS ARE PREVENTABLE**
There are **no accidents**.

We all (military, civilian, contractors) are accountable and play a vital role in preventing mishaps. Take an active role to ensure a safe working environment and safe behavior.

I expect you to
THINK SAFELY & ACT SAFELY

Use operational risk management and **only take acceptable risk.** **take responsibility** for your environment.

If the safety of a chosen activity is in doubt, stop and regroup. Do not allow unsafe acts to "happen."

A safe job is a productive job. You are your neighbor's keeper.

Know the guiding safety directives and instructions
OPNAVINST 3500.7E
14 DEC 11
24 CFR 110 & 1124

[Signature]
RDML D. G. Morton, CEC, USN
Commander NAVFAC Atlantic

AWARD WINNER

NAVFAC PRESENTS...

ORM AND ES DANGEROUS

ORM OPERATIONAL RISK MANAGEMENT PROVIDES A SIMPLE FRAMEWORK TO INSURE WE ANTICIPATE WHAT MIGHT GO WRONG AND MANAGE RISK APPROPRIATELY.

- Step One: IDENTIFY HAZARDS
- Step Two: ASSESS HAZARDS
- Step Three: IDENTIFY POTENTIAL CONTROLS MAKE RISK DECISIONS
- Step Four: IMPLEMENT CONTROLS
- Step Five: SUPERVISE CONTROLS

Because your safety is important to me.

Know Safety No Mishaps

5 STEPS OF ORM (OPERATIONAL RISK MANAGEMENT)

1. Identify hazards
2. Assess hazards
3. Identify potential controls/Make risk decisions
4. Implement controls
5. Supervise controls

ASK THREE BASIC QUESTIONS:

1. What can go wrong?
2. What can I do about it?
3. If I can't do anything about the problem, whom do I tell?

What You "Can Do" to promote our Safety Culture...

OWN IT!
Take personal responsibility for your safety.

TEAM PLAY!
Be proactive to ensure others perform safely.

BE A LEADER!
Have courage and take **action!**

Make suggestions that mitigate risk → Stop unsafe acts → Report near misses

If you don't say or do something... Who will?

Near Miss Reporting is an essential part of mishap prevention.

- ✓ Report it in ESAMS.

➤ Routinely implementing lessons learned builds a healthy **Safety Culture**.

سلام
Ασφάλεια
Sicurezza
Siguranță
Seguridad

REPORT NEAR MISSES!

REPORT NEAR MISSES!

DEATH
LOST WORKDAY
RECORDABLE MISHAP
FIRST AID
NEAR MISSES
UNSAFE ACTIONS
UNSAFE CONDITIONS

TODAY'S NEAR MISS. TOMORROW'S INJURY. SAME CAUSES.

2012 Self Assessment Consolidated Results



TOP 5 (Programmatic Issue/Deficiency):

1. Working at Heights - Fall Protection Inventory/operations.
2. Medical Surveillance
3. Training
4. Aerial Work Platforms (AWP)
5. Supervisor/Employee Accountability

TOP 5 Best Practices:

1. Monthly Safety Webinars
2. Employee Driven Safety Committees (EDSC)
3. "Stop Me" Program
4. WORMs (Weekly Operational Risk Management meetings)
5. Near Miss Reporting

ACTIONABLE/INFLUENCE OUTCOMES?

NAVFAC MID ATLANTIC:

- Performance Management Plan – Safety Critical Element
- Supervisor HRO case management training (return to work)
- Supervisor Safety Spot Check/Safety Inspection (25 JAN Ops Note)
- Supervisor Risk Assessment Matrix (ORM)
- In-House Supervisor Forums

ACTIONABLE/INFLUENCE OUTCOMES?

10 JAN BMB MISHAP REDUCTION GOAL



“GOAL ZERO” – NO MISHAPS

Key Discussion and Takeaways:

Members discussed the benefit of All FECs accountable to a corporate goal.

NAVFAC spends approximately \$25M per year in FECA costs.

Large portion are attributable to past disability cases.

FECA costs do not decrease in parallel with the reduction in mishaps.

Important to have a rate-based goal normalized across the corporation.

Decision:

COA 2A approved with modifications: .5 DART cases per 100 employees by end of FY15

All FECs will be held accountable to .5 rate.

In addition to goal establishment, a tracked, downward trend is “encouraged”.

Dashboard - review and discuss

ACTIONABLE/INFLUENCING OUTCOMES?

CONTRACT OVERSIGHT



- NAVFAC SE Sub contractor criteria pilot
- Performance Engagement Policy?
- Use of Contractor Performance Evaluations
- Contract Oversight Hazard Awareness Training

ACTIONABLE/INFLUENCE OUTCOMES?

MISHAP NOTIFICATIONS



- Current BMS
- ECH IV processes
- Consideration for CO /XO to LANT
- PAC example
- Mishap categories (Serious/LT/DART)

ACTIONABLE/INFLUENCE OUTCOMES?

BACK UP

**REMAINING SLIDES PROVIDED IN
SUPPORT OF PERTINENT
DISCUSSIONS AND REFERENCE AS
NEEDED**

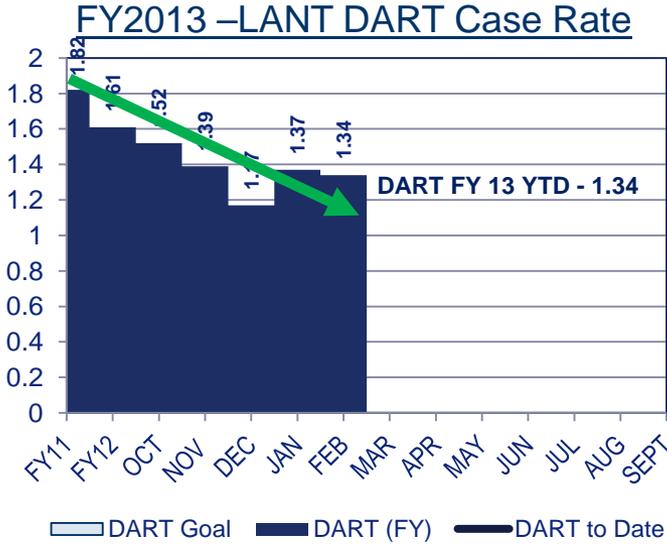


Government DART Rate (Updated Monthly) – NAVFAC Atlantic AOR

Safety

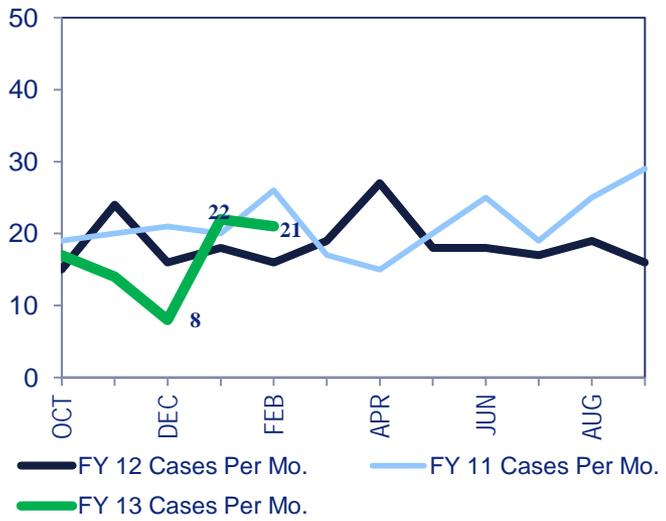
Executive Notes

- Stand downs at LANT and FECs
- 60% – strains/sprains/back/muscle pulls
- 50% of all cases are at ML - 63% strains
- 2 FECS w/ "ZERO" DARTs in FEB
- Jan-Feb case count jumped above last year
- LANT & four FECs rates lower than last FY



	DART Rate Trend	Cases / Month	FY13 YTD DART Cases/Near Misses
EUR	.82 YTD		4/31
ML	2.66 YTD		39/31
MW	.28 YTD		1/30
NW	1.47 YTD		6/6
SE	.95 YTD		7/9
SW	1.03 YTD		14/25
WASH	2.05 YTD		11/3
LANT HQ	.48 YTD		1/3

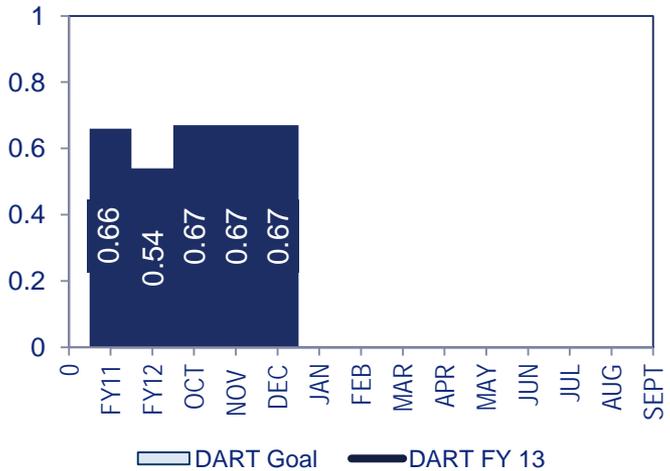
FY2013 – LANT Cases per Month



FY 13 = 75; FY12 = 223 ; FY 11 = 202



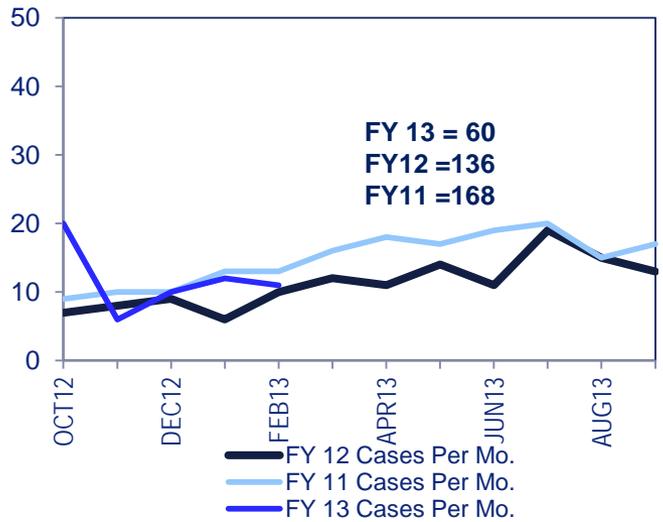
FY2013 – LANT DART Case Rate



Executive Notes

- Stand Downs at FECs and LANT
- Working AWP Tactical Team
- 2 Dump Truck raised bed incidents

FY2013 – LANT Cases per Month



	<u>DART Rate Trend</u>	<u>Cases / Month</u>	<u>FY13 DART Cases/Near Miss Reports</u>
EUR	.59 YTD		6/34
ML	.34 YTD		9/4
MW	.81 YTD		1/5
NW	1.5 YTD		8/0
SE	.44 YTD		8/97
SW	.63 YTD		17/5
WASH	1.65 YTD		8/3
LANT HQ	2.36 YTD		3/1

NAVFAC Atlantic Days Away, Restricted Duty, or Transferred (DART) Case Rate Table



GOVERNMENT EMPLOYEE DART Rate Trend - NAVFAC Atlantic

In House U.S. BLS Benchmark 1.7 (ALL)

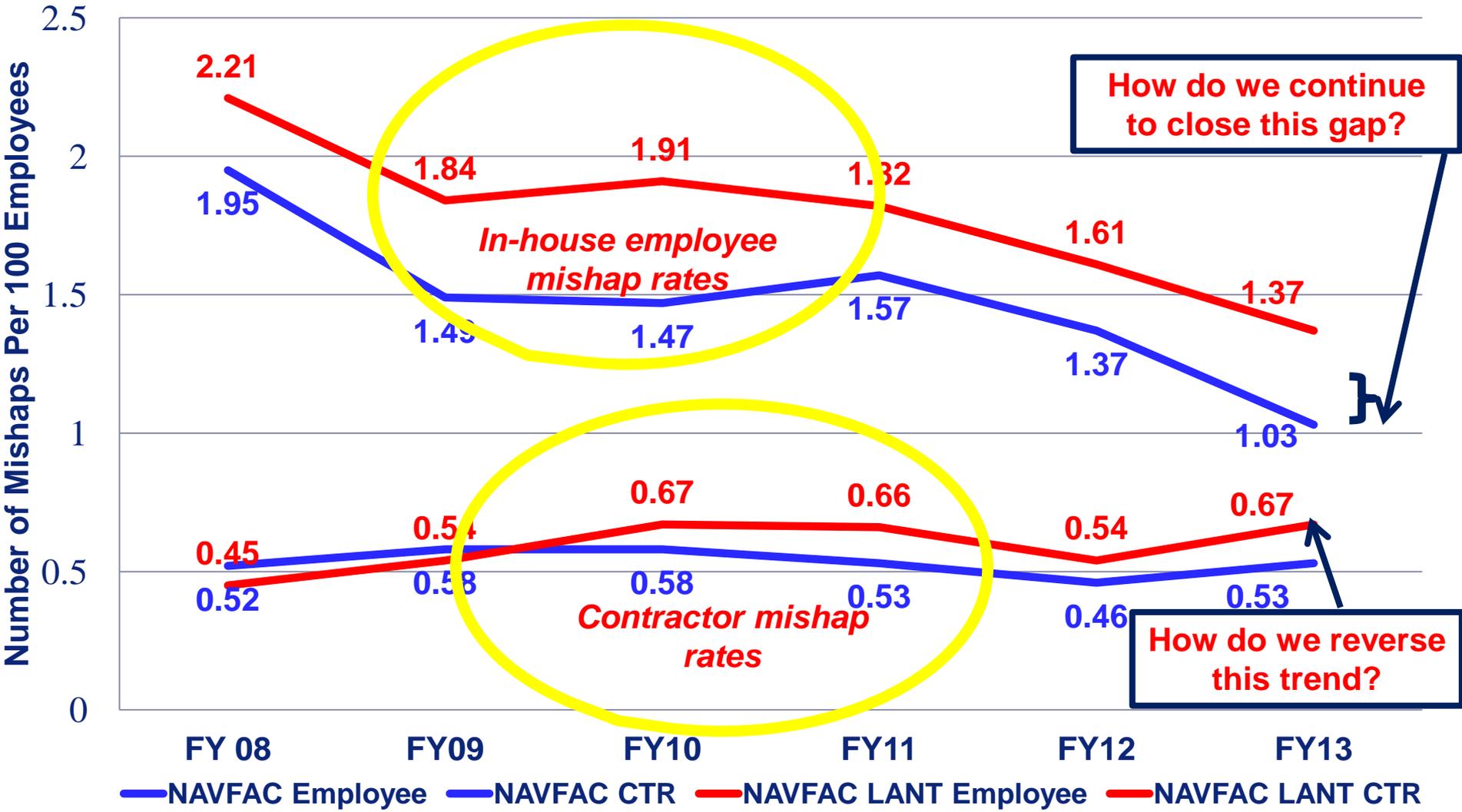
Activity	DART 2008	DART 2009	DART 2010	DART 2011	DART 2012	DART 2013	FY 12 NAVFAC (3%) GOAL
EURAFSWA	2.79	2.23	2.35	2.13	2.08	0.82	2.46
Mid-Atlantic	2.68	1.96	2.53	2.55	2.45	2.66	2.35
Midwest	2.20	1.85	0.78	2.97	1.22	0.28	1.94
Northwest	2.93	1.86	2.88	1.81	1.33	1.47	2.58
Southeast	0.80	0.80	1.05	2.01	1.66	0.95	0.71
Southwest	2.69	2.64	1.94	1.65	1.47	1.03	2.37
Washington	1.79	1.49	1.71	0.66	0.53	2.05	1.58
Atlantic (HQ)	0.00	0.21	0.00	0.17	0.24	0.48	0
All NAVFAC Atlantic	2.21	1.84	1.91	1.82	1.61	1.34	1.94

CONTRACTOR DART Rate Trend - NAVFAC Atlantic

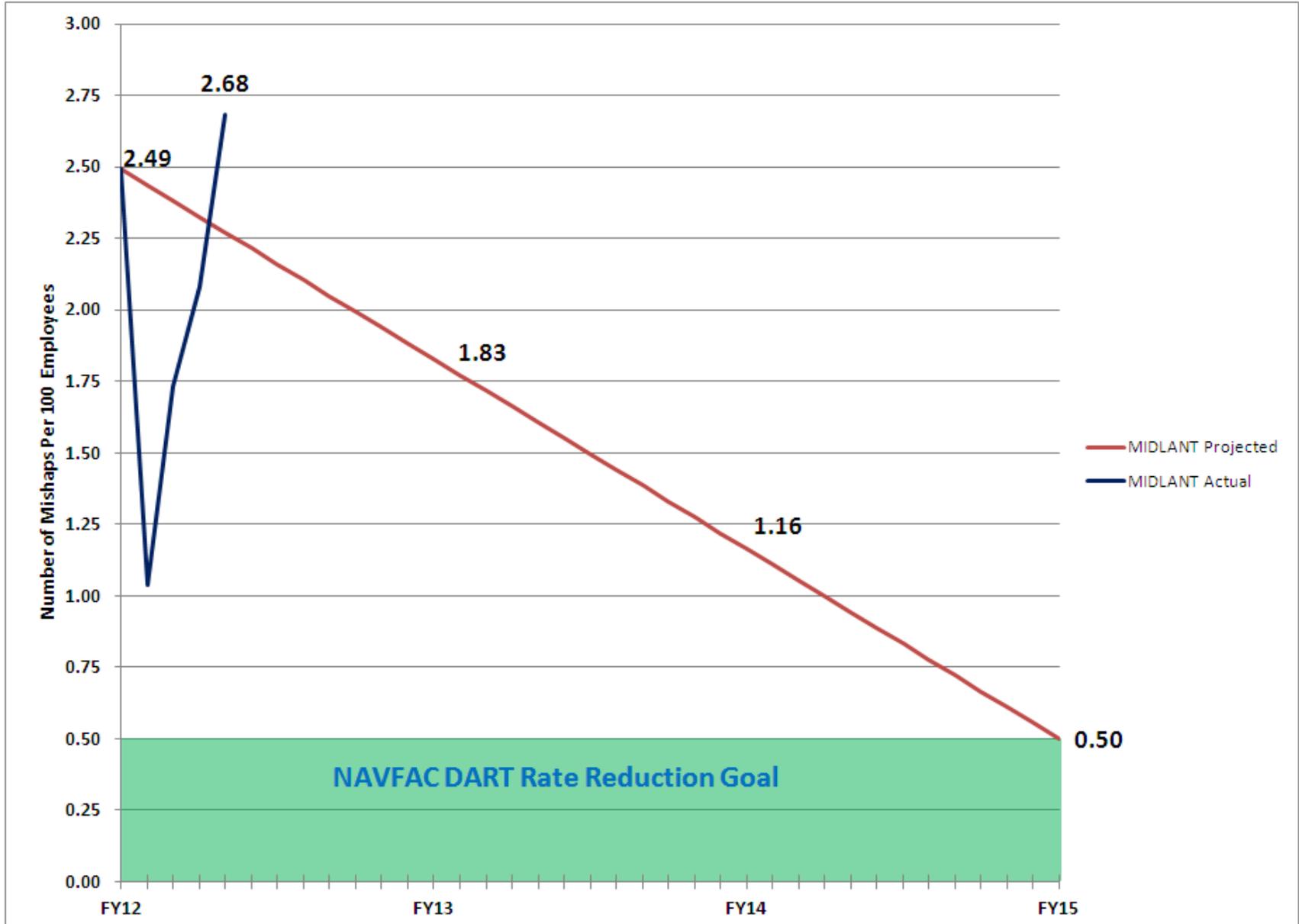
Contractor U.S. BLS Benchmark 1.9

Activity	DART 2007	DART 2008	DART 2009	DART 2010	DART 2011	DART 2012	DART 2013	FY 12 NAVFAC (3%) GOAL
EURAFSWA	0.22	0.36	0.54	0.34	0.33	0.25	0.59	0.49
Mid-Atlantic	0.42	0.73	0.41	0.51	0.40	0.30	0.34	0.37
Midwest	0.00	0.41	0.61	0.60	1.01	0.75	0.81	0.56
Northwest	1.09	0.30	0.67	1.45	0.90	1.52	2.00	0.61
Southeast	0.24	0.39	0.45	0.61	0.70	0.51	0.44	0.41
Southwest	0.35	0.23	0.22	0.67	0.57	0.65	0.63	0.2
Washington	0.92	0.53	1.24	1.17	1.75	0.81	1.65	1.13
All NAVFAC Atlantic	0.38	0.45	0.54	0.67	0.66	0.54	0.67	0.49

Contractor & In-house Days Away Restricted or Transferred (DART) Case Rate



Sample Reduction Goal Tracker Tool



Safety Dashboard – Leading Measures FY13 YTD



NAVFAC Safety Metric Dashboard - Data as of 1 January 2013

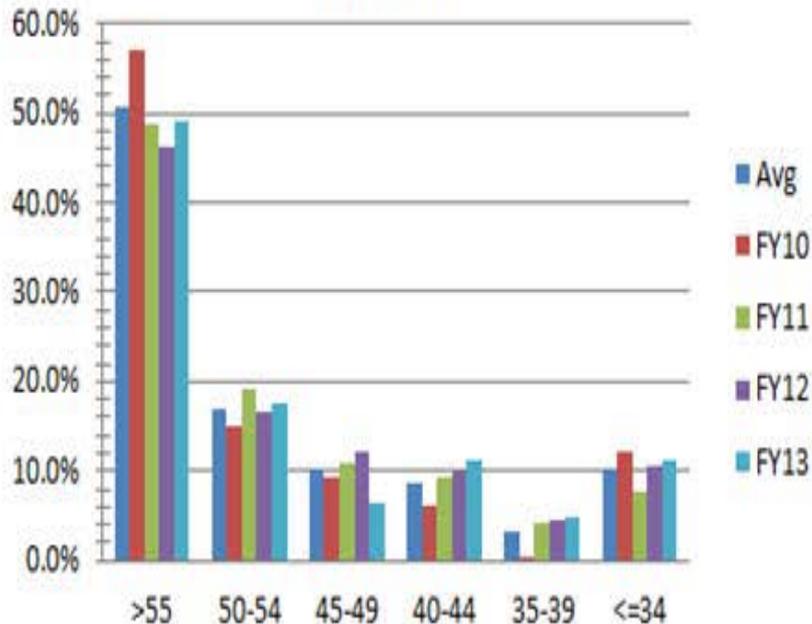
Command	FY13 Communication Tools				Medical Surveillance Compliance	Training Compliance			Open Deficiencies			Open Unsafe / Unhealthful Reports	FY13 Incident Totals				
	Verified Near Miss		Lessons Learned								Reports > 30 days		Total Cases	DART		Lost Time	
	In-House	Contractor	In-House	Contractor		Traffic	ORM	Total	RAC 1 > 10 days	RAC 2 > 30 days		RAC 3 > 60 days	In-House	In-House	Contractor	In-House	Contractor
NAVFAC HQ	0	0	0	0	-	100%	63%	82%	0	0	15	0	0	0	0	0	0
NAVFAC Atlantic	2	0	0	0	83.33%	100%	80%	91%	0	0	0	0	1	1	2	1	0
NAVFAC Pacific	0	0	1	0	71.43%	100%	96%	97%	0	0	0	0	0	0	0	0	0
NCC	0	0	0	0	98.28%	100%	100%	100%	0	0	0	0	0	0	0	0	0
NAVFAC EXWC	0	0	0	0	84.90%	94%	84%	94%	0	0	0	0	2	2	0	0	0
EURAFSWA	3	19	0	1	95.92%	98%	95%	97%	0	0	1	0	4	2	4	2	4
WASHINGTON	1	0	0	0	77.52%	96%	77%	88%	0	34	74	1	2	2	7	1	4
MID-ATLANTIC	5	2	1	0	93.41%	81%	91%	95%	1	3	24	1	37	18	6	9	2
SOUTHEAST	3	63	0	0	91.99%	96%	87%	93%	0	0	4	1	8	3	5	2	1
MIDWEST	4	1	0	0	96.81%	100%	99%	99%	0	0	0	0	7	0	1	0	1
NORTHWEST	1	0	0	1	84.76%	65%	91%	89%	0	1	5	0	9	2	3	0	1
SOUTHWEST	2	1	0	1	93.01%	94%	89%	95%	0	1	9	0	12	6	9	1	4
HAWAII	1	0	0	0	70.69%	86%	93%	81%	0	0	0	0	8	4	0	3	0
MARIANAS	0	0	1	1	89.57%	92%	97%	97%	0	0	4	0	1	1	2	1	1
FAR EAST	1	0	1	1	89.02%	99%	94%	96%	0	3	3	1	3	0	1	0	1
NAVFAC Total	23	86	4	5	86.36%	92%	89%	93%	1	42	139	4	94	41	40	20	19
	5:1 Lost Time Case	1:1 Lost Time Case		95% or greater	95% or greater	95% or greater	95% or greater					None					
	1:1 - 5:1 Lost Time Case	1:2-1:1 Lost Time Case		90% - 94%	90% - 94%	90% - 94%	90% - 94%					Open < 30 days					
	<1:1 Lost Time Case	<1:2 Lost Time Case		89% or less	89% or less	89% or less	89% or less					Open > 30 Days					

PWBL workforce mishap distribution by age

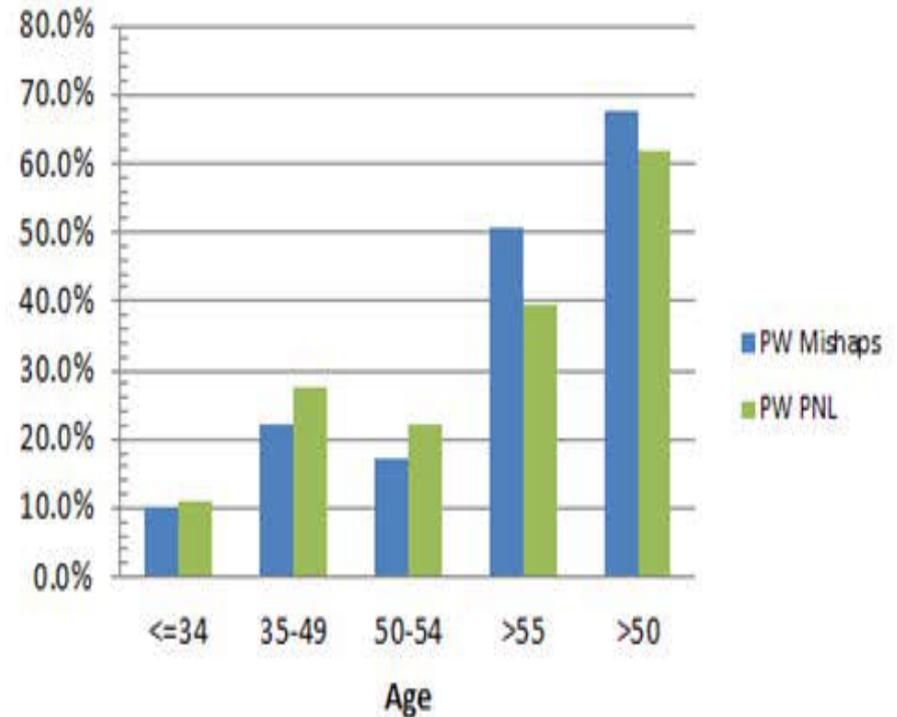


Comparison of the percentage of mishaps to the percentage of the workforce. This comparison revealed approximate difference of 10 percent more mishaps are occurring in the age group of 55 or older than would normally be assumed base on population.

Mishaps



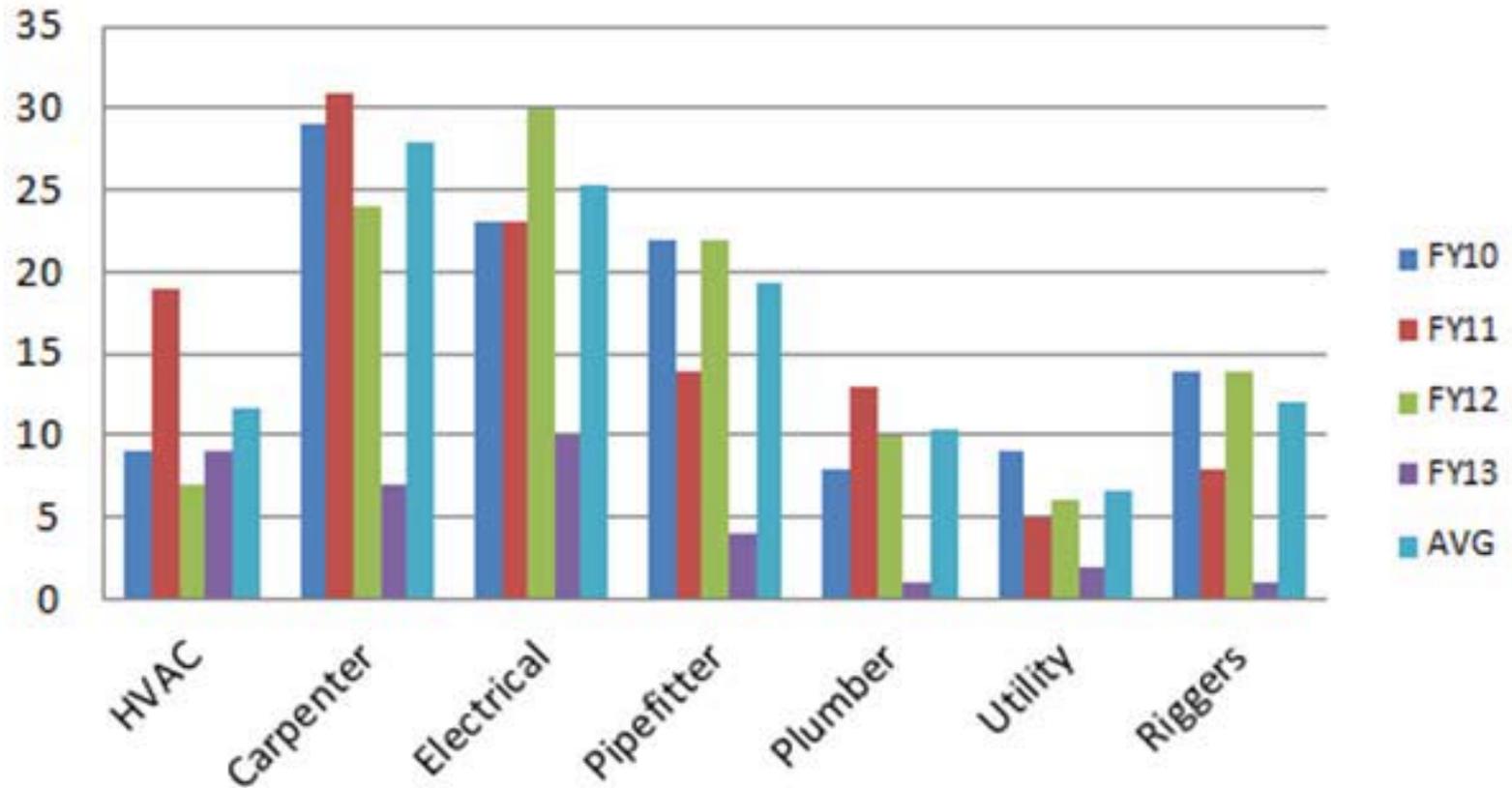
Mishaps vs Personnel



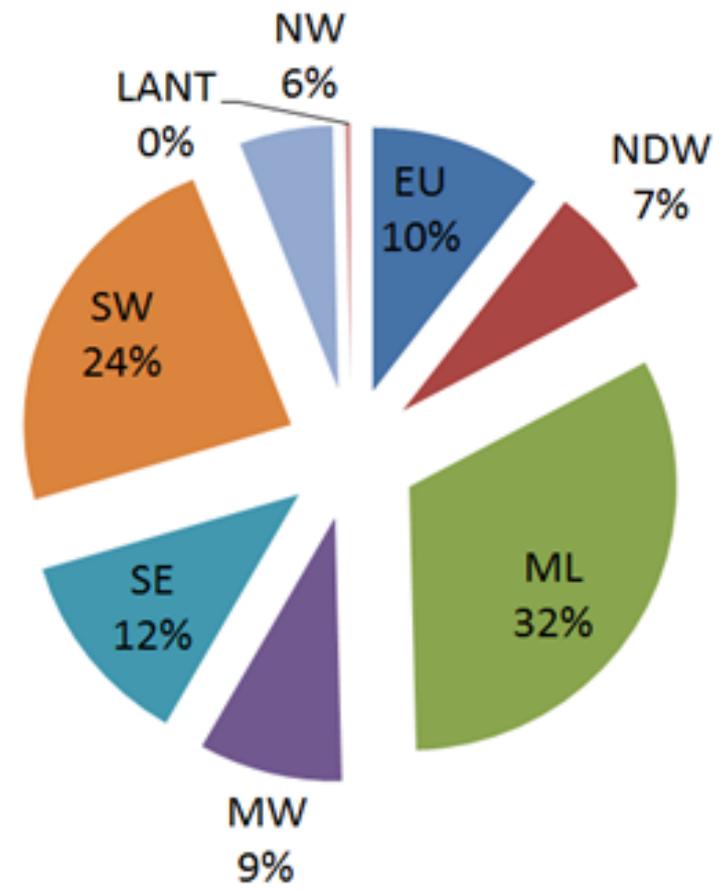
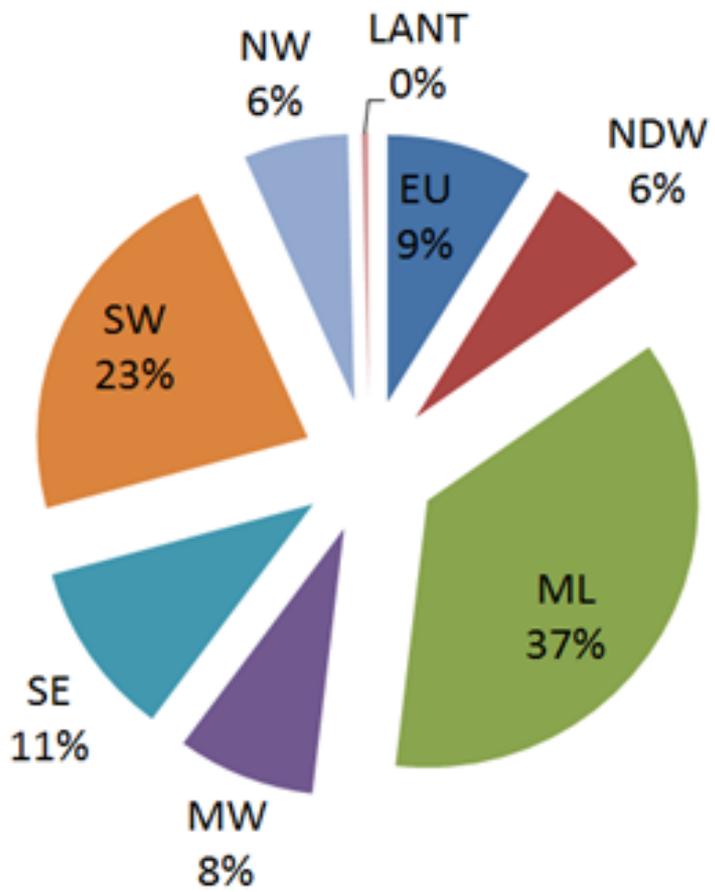
PWBL workforce mishap distribution by Classification



Mishaps by Work Classification

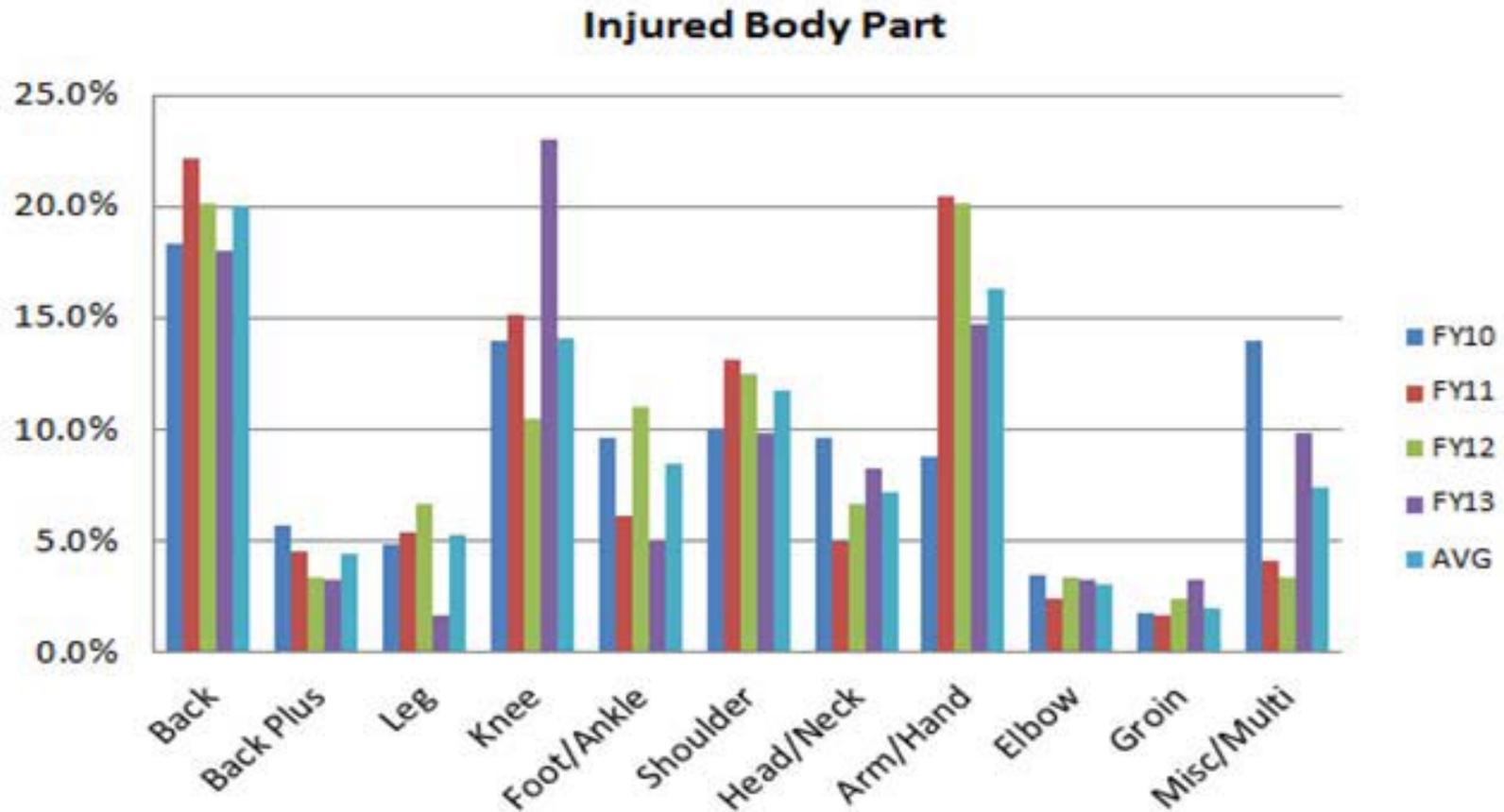


PWBL workforce population and mishap distribution



Charts 1 and 2: Comparison of the mishaps by FEC and the Workers by FEC graphs indicates that the number of mishaps per FEC is proportional to the number of workers per FEC

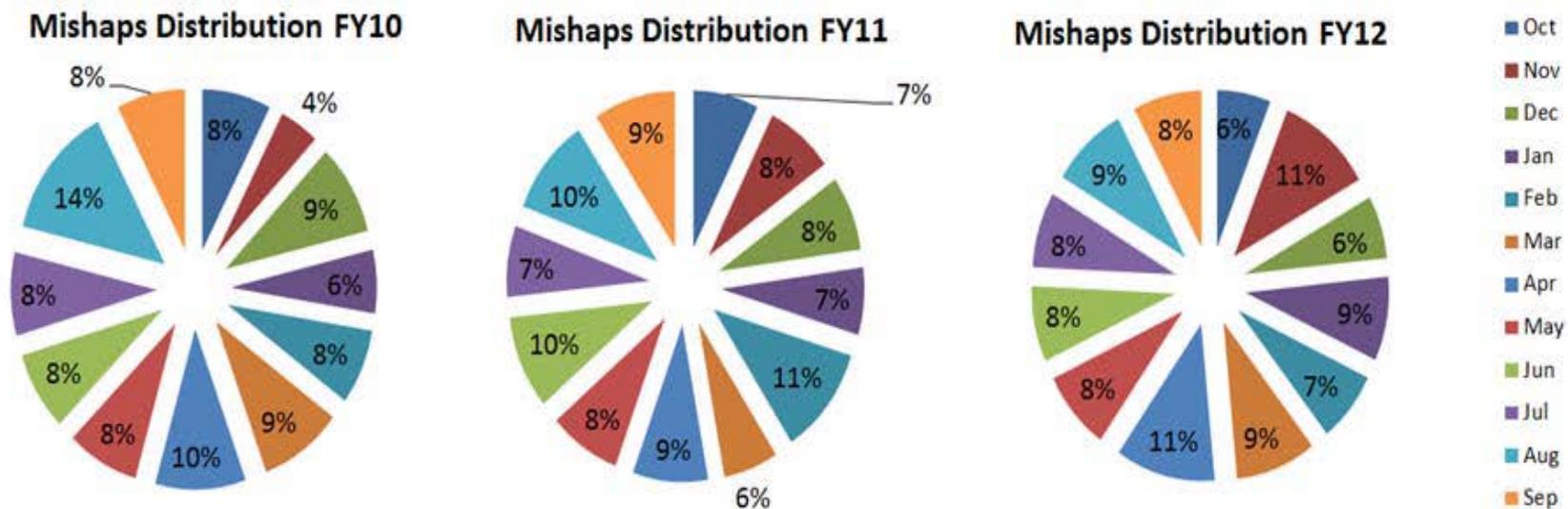
PWBL workforce mishap distribution by body part



PWBL workforce mishap distribution by month



Time of day and month of year indicating that mishaps occur evenly throughout the year from year to year and that a small majority of mishaps occur between 0900 and 1200 hours. The three charts below indicate that no one month consistently had more mishaps from year to year.



SELF-ASSESSMENT COMPILATION

DATE: 28 FEB 2013

UNIT/ACTIVITY NAME: N62470 NAVFAC Atlantic

Deficiency Category
(Place a Yes (Y) / No (N) in each of the five blocks below for each programmatic issue/deficiency.)

List Programmatic Deficiencies and Weaknesses/Road Blocks to Successful Mishap Prevention Efforts/Workplace Hazards	Funding Issue	Manpower Issue	Training Issue	Policy Issue: Local or Navy- Wide	Compliance/ Execution Issue
1. Programmatic Issue/Deficiency: Working at Heights - Fall Protection Inventory of hazard operations:.	N	Y	Y	Y	Y

Analysis (What is the impact of the issue/deficiency?): Fall Protection (FP) requirements need to be consistently conducted prior to commencement of work. This can be accomplished via surveys/assessments of FP exposure at sites for each activity and fall protection personal protective equipment (PPE) reviewed. Each time a NAVFAC worker is engaged in a task that involves work at heights, a fall survey (JHA) is performed. A concerted effort to increase the number of Fall Protection Competent Persons (CPs) to facilitate delivery of training and guidance on fall protection issues to our work force has been successful; however, we are concerned about the limited number of NAVSAFENVTRACEN offerings of Fall Protection courses (A-493-0084) and impacts from the Continuing Resolution and Sequestration. NAVFAC Atlantic commands have updated fall protection end user and supervisor training and conducted re-training to affected employees.

Interim Controls Implemented: A concerted effort to increase the number of Fall Protection Competent Persons (CPs) to facilitate delivery of training and guidance on fall protection issues to our work force has been successful. NAVFAC Atlantic commands have updated fall protection end user and supervisor training and conducted re-training to affected employees.

Recommended Corrective Action: Each activity/site where employees are exposed to known fall hazards listed and assessed to determine appropriate protection (fall protection hierarchy). Situational exposures are added to the list, and the list be assessed each year for additions/deletions. Protection for maintenance workers must continue to be a main consideration during each project design phase.

2. Programmatic Issue/Deficiency: Medical Surveillance	N	Y	Y	Y	Y
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Analysis (What is the impact of the issue/deficiency?): In 2012, significant compliance improvement took place but medical surveillance remains an item of concern. Employees may be assigned to conduct tasks when they have not been medically cleared to do so. In some cases, employees are required to travel long distances to obtain medical support. Another systemic challenge is associated with incorrect duty and task (DT) assignment in ESAMS, resulting in employees being improperly assigned to medical monitoring when not required. This results in wasted employee time, command expense, and inaccuracy of being reported as non-complaint.

Interim Controls Implemented: Until an employee's medical requirements are made current, they will be not be permitted to perform work requiring medical clearance.

Recommended Corrective Action: Supervisors must track workers' medical due dates and ensure physicals are current prior to assigning tasks that require medical approval. Supervisors are afforded the latitude to assign correct DT to align medical surveillance requirements. We are making progress to adopt a best practice which will include employee medical surveillance as part of employee and supervisor performance assessments. A continuous effort is ongoing to cooperatively engage with local medical clinic providers to ensure proper recordkeeping and consistency in availability of support.

3. Programmatic Issue/Deficiency: Training	Y	Y	Y	Y	Y
<p>Analysis (What is the impact of the issue/deficiency?): NAVFAC Atlantic has been able to maintain a greater than 90% compliance rate for safety training last year however training is an area of concern due to the limited number of offerings by NAVSAFENVTRACEN for confined space, fall protection, and scaffold courses. Confined space and fall protection training are only offered once a year on the East Coast and OPNAVINST 5100.23G specifically requires the NAVSAFENVTRACEN courses for compliance. Scaffold competent person training is not offered at all, and acceptable industry resources are not consistently available and create an additional investment. Currently, the Fall Protection Course for Architects and Engineers is taught by the NAVFAC subject matter expert; however, this individual is the sole provider of this training for NAVFAC worldwide. Individual commands are looking at options that would allow this and all other training to be accomplished by FEC qualified safety professionals, but current staffing levels do not support the additional training effort to meet compliance demand. Dedicated in-house training resources would increase training compliance and the capacity to deliver more training at each FEC, but would further constrain already limited resources.</p>					
<p>Interim Controls Implemented: Individual commands are finding and using private industry training options approved by ECH II which are allowing this and all other training to be accomplished but is not consistent and has created an unexpected additional investment.</p>					
<p>Recommended Corrective Action: Continue to allow and expand component command delivery of training using private industry firms. Evaluate dedicated in-house training resources to increase training compliance and capacity to deliver more training at each FEC beyond already limited resources.</p>					
4. Programmatic Issue/Deficiency: Aerial Work Platforms (AWP):	N	N	Y	Y	N
<p>Analysis (What is the impact of the issue/deficiency?): During FY12, NAVFAC Atlantic experienced three fatal contractor mishaps, two of which were related to AWP. Employees are not recognizing the many dangers/hazards of operating AWP. Additionally, it was revealed that tracking mishap and near miss trends by component command Safety Managers at the FEC level was not being performed sufficiently enough to cause management action alerts for specific hazards such as AWP. A new OPNAV23 CH has been reviewed.</p>					
<p>Interim Controls Implemented: NAVFAC LANT directed a safety review of all AWP operations to ensure employees only operate AWP if certified, that pre-operational checks are conducted, and stop work when unsafe conditions/acts are observed. A plan is in place to review mishap trend analysis methodology at each FEC during IG focus inspections.</p>					
<p>Recommended Corrective Action: A draft Command AWP Standard Operating Procedure (SOP) has been created. A NAVFAC SME team is being formed to develop additional process recommendations to align with new draft OPNAVINST 23 AWP CH and USACE EM 385-1-1.</p>					
5. Programmatic Issue/Deficiency: Supervisor/Employee Accountability	N	N	Y	Y	N
<p>Analysis (What is the impact of the issue/deficiency?): NAVFAC Atlantic received several reports of unsafe/unhealthy working conditions that were promulgated through an observed lack of supervisor engagement with employees who did not follow procedures. The complaints were particularly focused on delivery of electrical products and services. Generally, processes are in place, but requirements are not always being strictly enforced or monitored; including application of control established procedures for energy control (LOTO) using qualified employees and use of prescribed PPE. The most commonly cited cause was that employees knew the electrical safety procedures but chose not to follow them which is an indicator of concern for culture and accountability.</p>					

<p>Interim Controls Implemented: The NAVFAC Atlantic Public Works Business Line (PWBL) has taken aggressive steps to improve its safety posture and ensure compliance with SOPs. Specifically, greater focus is given to safety, process improvement, community management, instituting management controls, and resourcing. Though it is the supervisor's role to ensure compliance once the employee is clearly trained on the SOP, without daily review of documents, on-site inspections, and accountability, it is a challenge to meet our zero defects tolerance goal. Each FEC is continue providing supervisor training with regard to employee performance measures and accountability during supervisor forum best practice meetings.</p>
<p>Recommended Corrective Action: Address topic in command-wide leadership safety stand down. Another focus will be communication of management expectations and employee accountability for compliance to assure proper procedures are followed. The command is also creating a new critical element related to safety in employee and supervisor performance standards, which will clarify management expectations for employees in supervisory positions and require supervisors to regularly visit job-sites to monitor safety. Recommend adding a supplemental section to the NAVFAC employee handbook (P-1300), when appropriate.</p>
<p>BEST PRACTICES:</p>
<p>1 Monthly Safety Webinars - Command Leadership (normally XOs, PWOs, and Safety personnel) meet monthly via DCO to share command Dashboard, Mishap Rates, General Safety Concerns, Leading Indicators, etc.</p>
<p>2 Employee Driven Safety Committees (EDSC) - A voice from the deck-plate to safety, leaders, and managers of their points of view (ideas), needs, and hazardous exposures that may be not be visible to all.</p>
<p>3 "Stop Me" Program - The understanding that if/when any employee suspects an unsafe condition/act they are empowered to invoke (or declare) "Stop," I will stop operation, conduct another ORM (might need to contact supervisor/safety), and not continue work until all are satisfied it is safe to do so.</p>
<p>4 WORMs (Weekly Operational Risk Management meetings) - High risk activity coordination and planning meetings. The guide for instituting this method has been published and the process adopted by NAVFAC Atlantic FECs with success. The meetings are attended by PWD supervisors from various departments, including Facilities Engineering and Acquisition Division (FEAD), Production, Facility Maintenance Specialists (FMS), Facilities Support Contract Specialists (FSCS), and Safety. The participant discusses upcoming work, focusing on potential high risk activities to ensure appropriate management attention and validation for mitigation measures. Additionally, they review lessons learned from recent, pertinent mishaps.</p>
<p>5 Near Miss and Good Catch Reporting - Immediate hazards are identified and abated when Near Misses are discovered by employees. They are documented and distributed throughout the command to share in prevention efforts.</p>

Safety General Fund Staffing Algorithmn



$$(A*B)+C+(D*E)+(F*G)+H+I$$

A - Job Hazard Category Coefficient

B - # of GF, MIL, CTR, Employees

C - Special Requirements

D - Contract/Acquisition Support Coefficient

E - Workload Execution (WIP + FIP)

F - Oversight/Reach-back Support Coefficient

G - Subordinate Commands/Activities

H - Supervision

I - Clerical/Analytical/IT

Ref: OPNAVINST 5100.23G, Chapter 3

<http://doni.daps.dla.mil/Directives/05000%20General%20Management%20Security%20and%20Safety%20Services/05-100%20Safety%20and%20Occupational%20Health%20Services/5100.23G%20w%20CH-1.pdf#page=54>

Staff Requirements vs. On-Board



ORG	ALGO	On-Board	Delta
HQ	3.27	4	0.63
EXWC	2.38	1	(1.38)
NCC	0.81	0	(0.81)
LANT	2.00	1	(1.00)
PAC	1.32	1	(0.39)
ML	5.18	2	(3.18)
SW	5.99	1	(4.99)
SE	3.97	6	2.02
EURAFSWA	2.45	0	(2.45)
WASH	3.28	2	(1.28)
MW	1.51	1	(0.38)
NW	2.22	3	0.83
HI	1.99	2	(0.66)
FE	1.90	1	(1.90)
MAR	1.93	3	1.07
	40.20	28	(12.20)



Canc: Feb 14

NAVFAC PACNOTE 5100
12 February 2013



NAVFAC PACIFIC NOTICE 5100

From: Commander, Naval Facilities Engineering Command, Pacific

Subj: ENGAGING PRINCIPAL CONTRACTOR MANAGEMENT ON SAFETY INCIDENTS

1. Purpose. To establish and implement policy regarding the direct communication between the Commander, Naval Facilities Engineering Command, Pacific (NAVFAC Pacific), Commanding Officers, Naval Facilities Engineering Commands (FECs), and prime contractor principal executives after occurrence of reportable mishaps.
2. Background. To achieve our NAVFAC goal of driving down the number of contractor mishaps to zero, senior leadership must be engaged, and that will facilitate direct communication with the principal executive of the prime contractor if a mishap occurs. Through open communication with our contractor partners, we share our safety expectations and further encourage improved safety performance.
3. Action
 - a. For any serious mishap involving a fatality/fatal injury, permanent or partial disability, hospitalization of three or more personnel, or estimated damage to any property exceeding \$50,000, NAVFAC Pacific Commander and FEC Commanding Officer will have a joint teleconference call with the prime contractor within 7 days of initial mishap notification. During this call, they will review and discuss the mishap and the contractor's safety performance. The prime contractor will be asked to explain what occurred, why it occurred, and how they are going to prevent recurrence of similar mishaps.
 - b. For less than serious mishaps, FEC Commanding Officer will determine whether a telephone conference call is required with the involved prime contractor principal executive. However, it is expected that any Days Away, Restricted, or Transferred (DART) mishap will result in a direct telephone conversation between the FEC Commanding Officer and the prime contractor principle executive.
 - c. If a second DART mishap occurs on any project in the Pacific Area of Responsibility, the requirements of Paragraph 3.a. will be followed.
 - d. NAVFAC Pacific Commander or FEC Commanding Officer will inform the prime contractor of the possible actions available to the Government. Such actions may include issuing Non-Compliance notices, Interim Marginal/Unsatisfactory evaluations, removal of contractor personnel from the project, contacting the bonding/insurance company, and invoice retainage.

S. A. WEIKERT