DoD VPP CX

Development, Validation, Implementation and Enhancement of a Voluntary Protection Program Center of Excellence (VPP CX) Capability for Department of Defense

DoD Lead Agent

Office of the Assistant Secretary of the Army (Installations and Environment)

Department of Defense Voluntary Protection Program Center of Excellence

Operated by: CTC Concurrent Technologies Corporation

What is VPP?

- Proactive approach to improve safety management systems based on performance vice compliance established by OSHA in 1982

- Recognition of an Effective Safety and Health Management System

- Elements:
  - Positive Leadership and Employee Involvement
  - Comprehensive Worksite Analysis
  - Active Hazard Prevention and Control
  - Ongoing Safety and Health Training
  - Continuing Review and Improvement

VPP in DoD - Background

- DoD Injury Rate Reduction Goals
- Defense Safety Oversight Council (DSOC)
  - VPP chosen for proven mishap and worker's compensation reductions in private and federal sectors.
- VPP CX
  - Contractor operated
  - Multi-Service; Army (ASA I&E) is lead agent
  - <u>Mission</u>: Assist Installation / Activity Directors in achieving OSHA VPP Star status
  - Baseline VPP assessment and implementation support
  - Focal point for DoD VPP assistance
  - http://www.vppcx.org .

VPP Benefits

- Improved Safety and Health for workers
- Improved morale and workplace productivity
- Fewer reportable/recordable injuries and illnesses
- Lower worker's compensation costs
- Positive return on investment
- Increases in available military end strength, positively affecting force readiness
- OSHA validation/recognition of Safety Program excellence
- Secretary of Defense visibility and positive site recognition by senior government officials.

- Like other services, Marine Corps safety and health programs comply with the intent of core VPP elements
  - Common initial VPP observation at DoD installations visited:
    - Lack of employee involvement/participation
    - Low level of program detail, depth, and maturity

- Core VPP Elements:
  - Positive Leadership/Management commitment and Employee Involvement. Includes local bargaining unit(s) support
  - Comprehensive Worksite Analysis
  - Active Hazard Prevention and Control
  - Ongoing Safety and Health Training

This effort is about performance, not compliance

- Preventable injuries and illnesses cost DoD an estimated 10 to 21 billion dollars annually (National Safety Council)

  - Workman's Compensation Claims (Resources)
  - Legal Costs (Resources)
  - Lost Time (Readiness)
  - Skill Sets Not Available (Readiness)

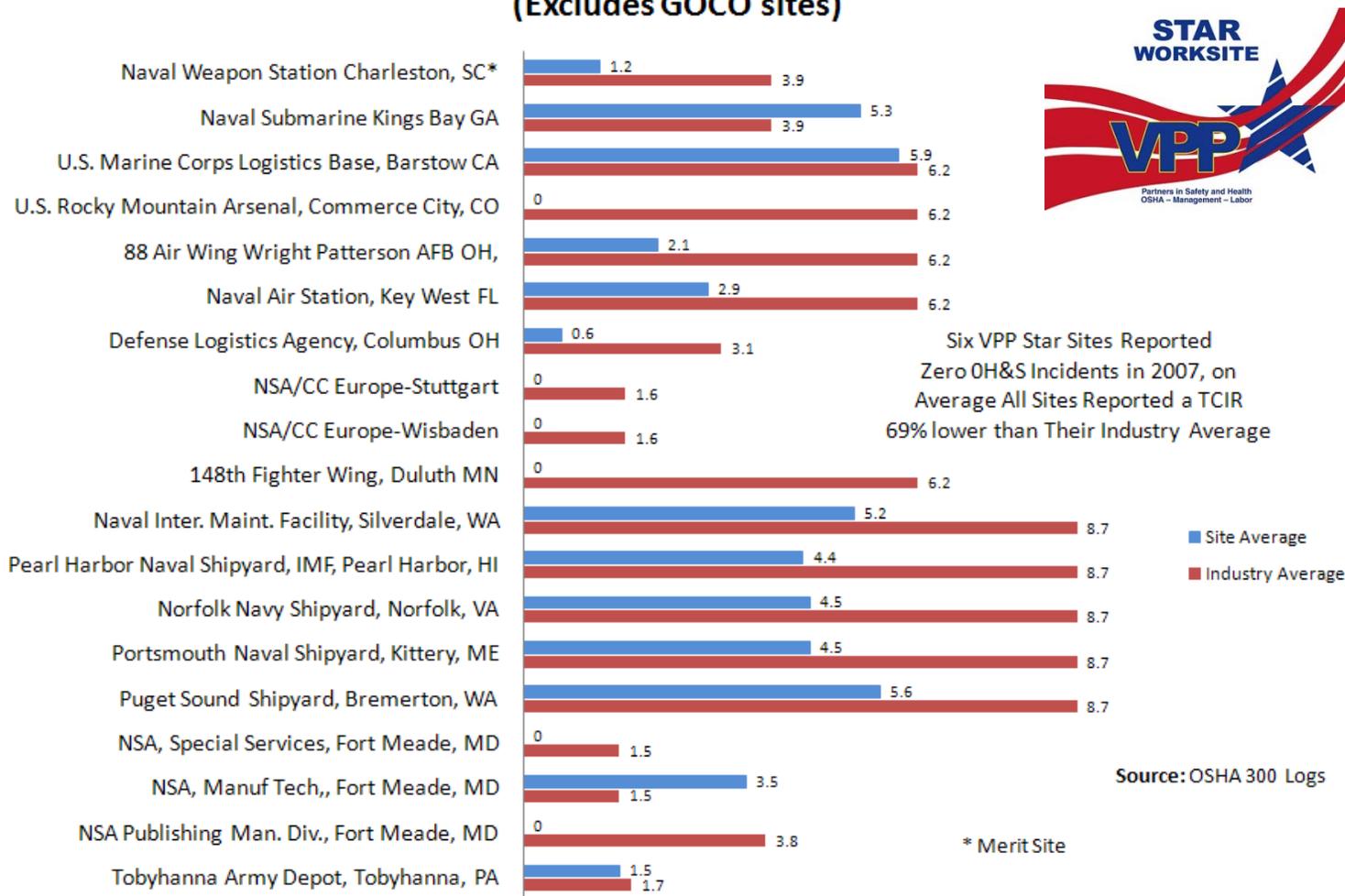- Won't Meet SECDEF 75% Reduction Challenge Without Trying New Approaches

- **Overall Industry VPP Star Site Experience:**
  - Over 60% Reduction In Injuries And Illnesses
  - 20% Reduction In Worker's Comp Costs
  - Up To 150% Return On Investment
  - 864 Companies Saved An Est. $1 Billion since 1982

- **Mobil Chemical Co:**
  - Reduced Recorded Injuries by 32%
  - Reduced Lost Workday Cases by 39%
  - Reduced Workman's Compensation Costs by 70%

- **DOE Star Sites**
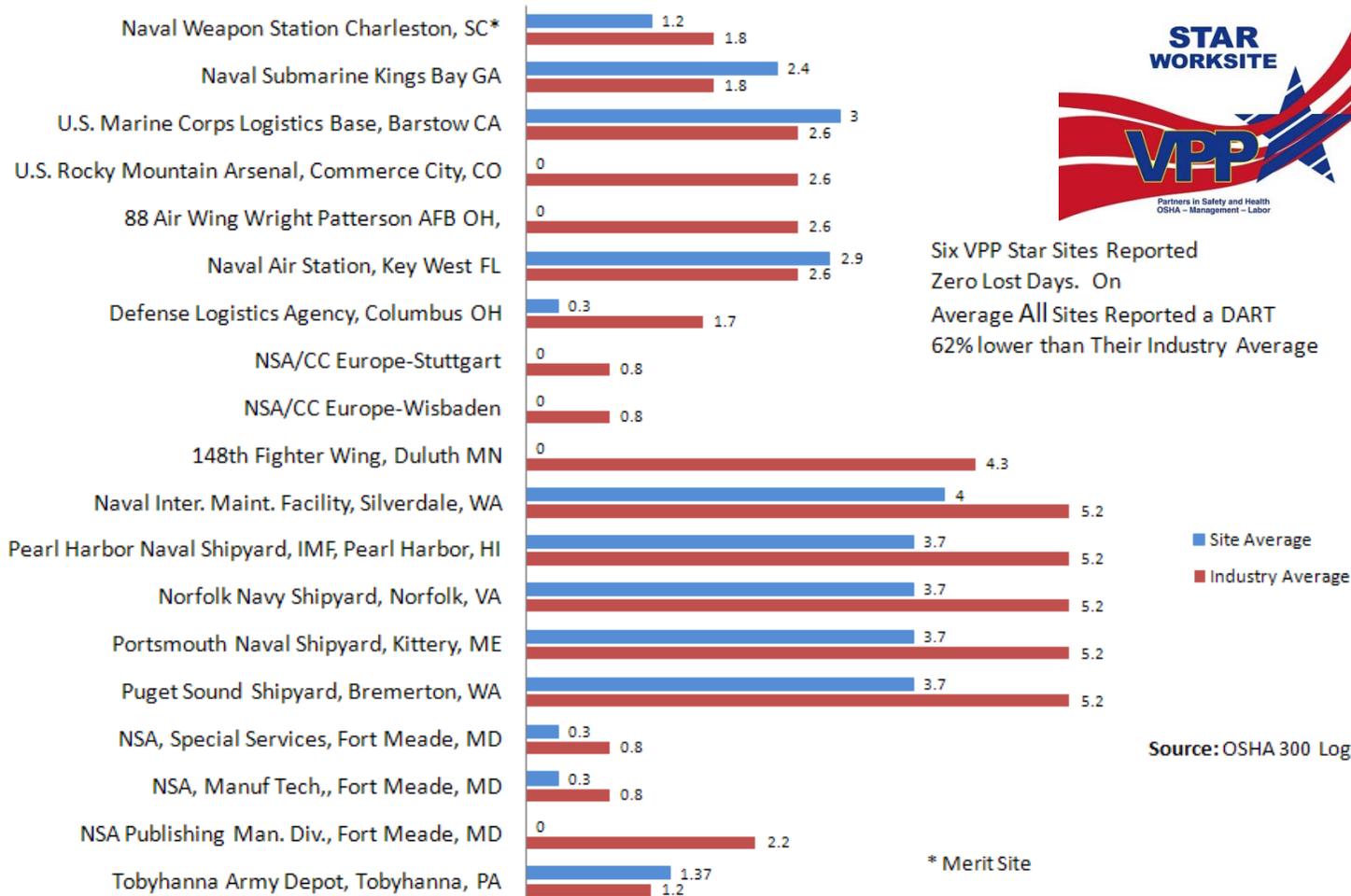 - Lost work days 50-75% below reported industry rates

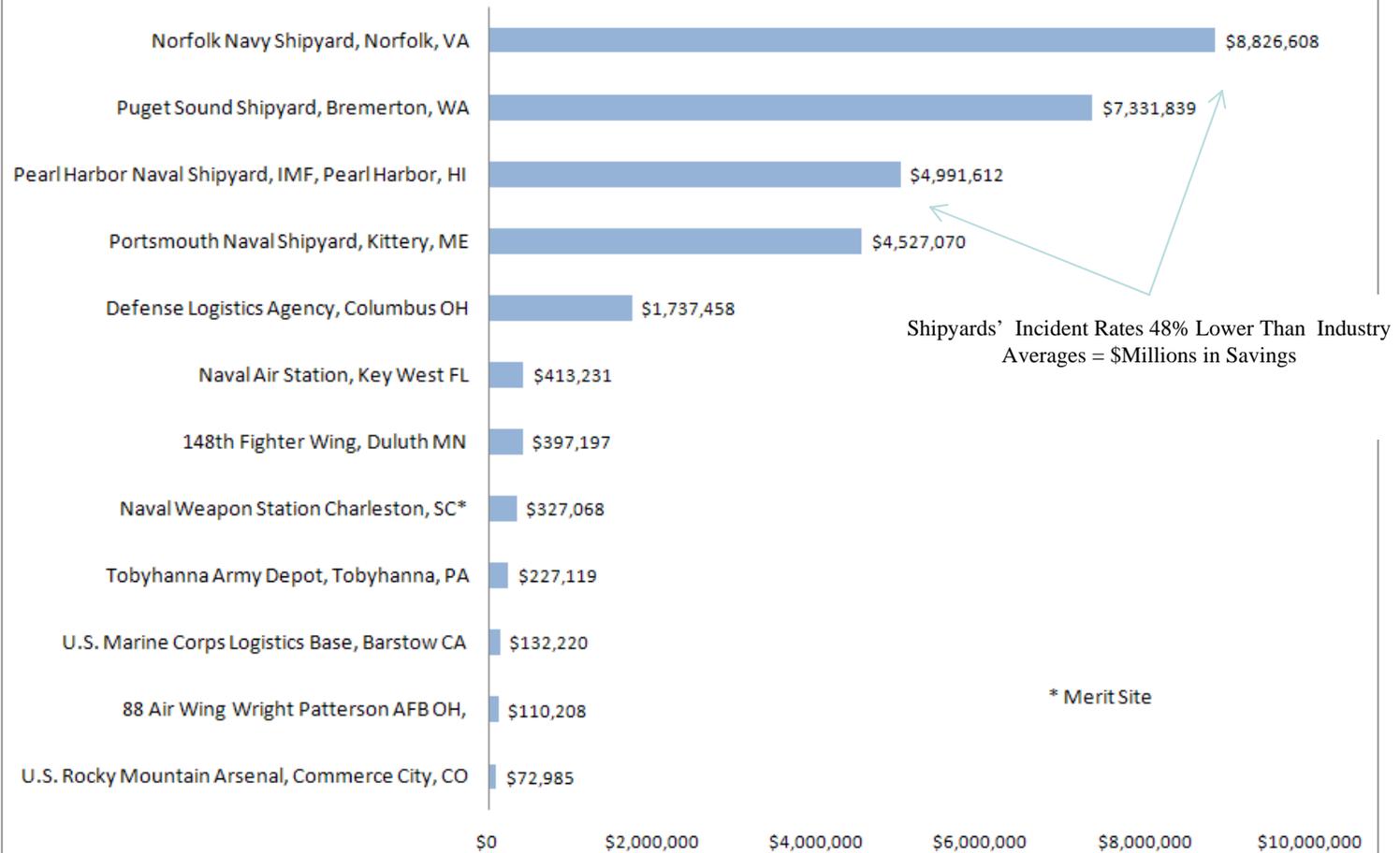**Total Case Incident Rate (TCIR) DoD STAR Sites 2007 (Excludes GOCO sites)**

Site	Site Average	Industry Average
Naval Weapon Station Charleston, SC*	1.2	3.9
Naval Submarine Kings Bay GA	5.3	3.9
U.S. Marine Corps Logistics Base, Barstow CA	5.9	6.2
U.S. Rocky Mountain Arsenal, Commerce City, CO	0	6.2
88 Air Wing Wright Patterson AFB OH,	2.1	6.2
Naval Air Station, Key West FL	2.9	6.2
Defense Logistics Agency, Columbus OH	0.6	3.1
NSA/CC Europe-Stuttgart	0	1.6
NSA/CC Europe-Wisbaden	0	1.6
148th Fighter Wing, Duluth MN	0	6.2
Naval Inter. Maint. Facility, Silverdale, WA	5.2	8.7
Pearl Harbor Naval Shipyard, IMF, Pearl Harbor, HI	4.4	8.7
Norfolk Navy Shipyard, Norfolk, VA	4.5	8.7
Portsmouth Naval Shipyard, Kittery, ME	4.5	8.7
Puget Sound Shipyard, Bremerton, WA	5.6	8.7
NSA, Special Services, Fort Meade, MD	0	1.5
NSA, Manuf Tech,, Fort Meade, MD	3.5	1.5
NSA Publishing Man. Div., Fort Meade, MD	0	3.8
Tobyhanna Army Depot, Tobyhanna, PA	1.5	1.7

Six VPP Star Sites Reported Zero 0H&S Incidents in 2007, on Average All Sites Reported a TCIR 69% lower than Their Industry Average

Source: OSHA 300 Logs

* Merit Site

Days Away, Transferred or Restricted (DART) DoD STAR Sites 2007

Site	Site Average	Industry Average
Naval Weapon Station Charleston, SC*	1.2	1.8
Naval Submarine Kings Bay GA	2.4	1.8
U.S. Marine Corps Logistics Base, Barstow CA	3	2.6
U.S. Rocky Mountain Arsenal, Commerce City, CO	0	2.6
88 Air Wing Wright Patterson AFB OH,	0	2.6
Naval Air Station, Key West FL	2.9	2.6
Defense Logistics Agency, Columbus OH	0.3	1.7
NSA/CC Europe-Stuttgart	0	0.8
NSA/CC Europe-Wisbaden	0	0.8
148th Fighter Wing, Duluth MN	0	4.3
Naval Inter. Maint. Facility, Silverdale, WA	4	5.2
Pearl Harbor Naval Shipyard, IMF, Pearl Harbor, HI	3.7	5.2
Norfolk Navy Shipyard, Norfolk, VA	3.7	5.2
Portsmouth Naval Shipyard, Kittery, ME	3.7	5.2
Puget Sound Shipyard, Bremerton, WA	3.7	5.2
NSA, Special Services, Fort Meade, MD	0.3	0.8
NSA, Manuf Tech,, Fort Meade, MD	0.3	0.8
NSA Publishing Man. Div., Fort Meade, MD	0	2.2
Tobyhanna Army Depot, Tobyhanna, PA	1.37	1.2

Six VPP Star Sites Reported Zero Lost Days. On Average All Sites Reported a DART 62% lower than Their Industry Average

Source: OSHA 300 Logs

* Merit Site

Estimated Cost Savings Over Industry Averages

Site	Savings
Norfolk Navy Shipyard, Norfolk, VA	$8,826,608
Puget Sound Shipyard, Bremerton, WA	$7,331,839
Pearl Harbor Naval Shipyard, IMF, Pearl Harbor, HI	$4,991,612
Portsmouth Naval Shipyard, Kittery, ME	$4,527,070
Defense Logistics Agency, Columbus OH	$1,737,458
Naval Air Station, Key West FL	$413,231
148th Fighter Wing, Duluth MN	$397,197
Naval Weapon Station Charleston, SC*	$327,068
Tobyhanna Army Depot, Tobyhanna, PA	$227,119
U.S. Marine Corps Logistics Base, Barstow CA	$132,220
88 Air Wing Wright Patterson AFB OH,	$110,208
U.S. Rocky Mountain Arsenal, Commerce City, CO	$72,985

Shipyards' Incident Rates 48% Lower Than Industry Averages = $Millions in Savings

* Merit Site

VPP Navy Shipyard Results

	Portsmouth	Norfolk	Puget Sound
# of Employees	4,070	8,345	11,000
Injury Rates Compared to the Industry Average (Total Case Rate)	-33%	-57%	-42%
Workers' Comp Savings Attributed to VPP	$600,770	$1,036,834	$367,898

NIMF Pacific NW
NSY Puget Sound
Naval Region NW Everett
NAVFAC NW
COGO Umatilla
AFNG 148th Fighter Wing
115 Fighter Wing
NSY Portsmouth
Hanscom AFB
Tobyhanna Army Depot
88 Medical Group, Wright Patterson AFB
DLA Columbus
Aviation Support Facility at Fort Indiantown Gap
COGO Rocky Mtn. Arsenal (2) Commerce City
88th Air Base Wing
USAG Fort Detrick
DGMC, Travis AFB
Crane Army Ammunition Activity
NSA SDD Fort Meade
NSA MTSO Fort Meade
Rocky Mtn. Arsenal
Blue Grass AD
NSY Norfolk
97 Maintenance Group, Altus AFB
McAllister Ammunition Plant
USACE Louisville District
MCLB Barstow
402nd MXW/SMXG, Robins AFB
COGO Anniston
NWS Charleston
Ft. Gordon
NSY Pearl Harbor
SB Kings Bay
SERMC, Mayport
NS Mayport
NAS Jacksonville
NSA Wiesbaden, Apo, AE
Kaiserslautern
NSA Stuttgart, Apo, AE
Corpus Christi AD
Naval Health Clinic Corpus Christi
NAS Key West

Legend:
- 24 Star Sites
- 5 Recommended Star Sites
- 13 Potential Star Sites
- 1 Recommended Merit Site

CTC — Concurrent Technologies Corporation

DoD VPP CX

- ✓ Marine Corps Logistics Base Barstow, CA
- ✓ Naval Health Clinic Corpus Christi, TX
- ✓ Naval Shipyard Portsmouth, VA
- ✓ Naval Shipyard Kittery, ME
- ✓ Naval Shipyard Puget Sound, WA
- ✓ Naval Base Kings Bay, GA
- ✓ Naval Shipyard Pearl Harbor
- ✓ Naval Air Station Key West, FL
- ✓ NAVSTA Charleston, SC

Marine Corps Progress Synopsis

Overview of Marine Corps site progress metrics items of note:

- Overall, the Marine Corps sites are pursuing increased progress.

- Marine Corps Maintenance Centers Barstow and Albany completed Re-assessments with greater focus on VPP in June.

- Camp Lejeune back on track, also completed Re-assessment.

- Marine Corps VPP Lead met with Miramar Chain of Command to discuss VPP.

- Assessment visit scheduled for Marine Corps Logistics Command, Albany in August.

Percent Complete Status

Category A - Application Ready (90% or better complete)

Category B - Beyond halfway (50% up to 90% complete)

Category C - Commenced progress (between 25% to 50% complete)

Category D - Demonstrated Start (Less than 25% complete)

Name	Command	Start Date	Timeline/ Months	Months Since Start	Current % Complete
USMC Year 1 Sites					
Maint. Center Barstow	MCL	03/03/06	36	39	28%
Maint. Center, Albany	USMC	05/26/06	48	37	16%

Name		Start Date	Timeline/ Months	Months Since Start	Current % Complete
USMC Year 2 Sites					
MCB Hawaii	USMC	01/26/07	36	29	59%
Camp Lejeune	USMC	04/13/07	36	26	27%
Miramar	USMC	06/08/07	36	24	22%
Camp Pendleton	USMC	05/25/07	36	25	16%

Percent Complete Status

Category A - Application Ready (90% or better complete)

Category B - Beyond halfway (50% up to 90% complete)

Category C - Commenced progress (between 25% to 50% complete)

Category D - Demonstrated Start (Less than 25% complete)

Name		Start Date	Timeline/ Months	Months Since Start	Current % Complete	Schedule Status
USMC Year 3 Sites				No Year 3 Sites Nominated		
None						

Name		Start Date	Timeline/ Months	Months Since Start	Current % Complete
USMC Year 4 Sites					
Marine Corps Air Station Beaufort, SC	USMC	3/27/2009	24	3	45%
Marine Corps Logistics HQ, Albany, GA	USMC	TBD	24	0	0%

Name		Start Date	Timeline/ Months	Months Since Start	Current % Complete
USMC Star Sites					
Logistics Base Barstow	USMC	03/03/06			VPP Star July 2008
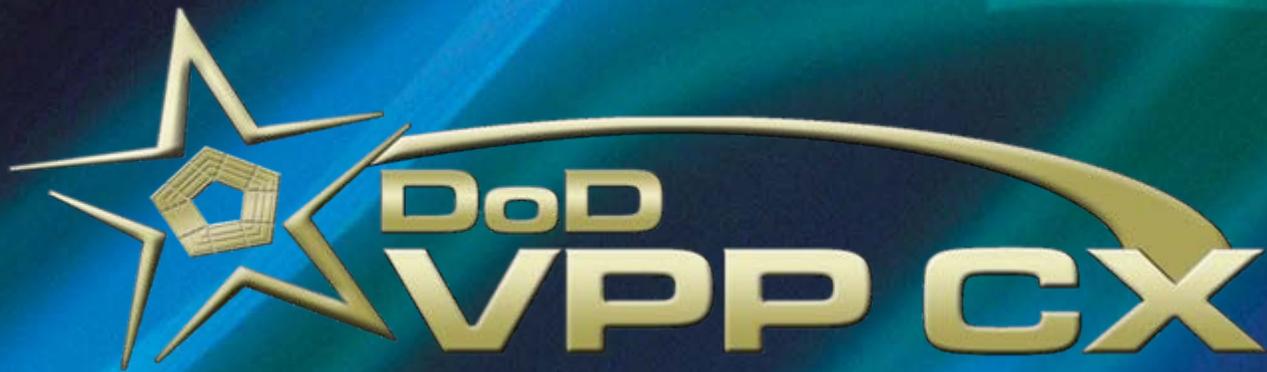
Development, Validation, Implementation and Enhancement of a Voluntary Protection Programs Center of Excellence (VPP CX) Capability for Department of Defense (DoD)

VPP Fundamentals and Working with the DoD VPP Center of Excellence

DoD Lead Agent:
Office of the Assistant
Secretary of the Army
(Installations and
Environment)

Department of Defense
Voluntary Protection Programs
Center of Excellence

Operated by:

Concurrent
Technologies
Corporation
CTC

After this training you will be able to:

- Recognize DoD's commitment to participation in VPP
- Expand your understanding of the fundamental elements of VPP
- Understand the six process phases for achieving VPP Star recognition
- Understand the support and tools available through the DoD VPP Center of Excellence (CX) to achieve VPP Star recognition.

Management Leadership

- Managers must provide visible leadership by:
    - Establishing clear lines of communication for safety and health policies
    - Creating an environment that allows for reasonable employee access to top site management
    - Clearly defining responsibilities, goals, and objectives
    - Setting example of safe and healthful behavior
    - Ensuring all workers, including contractors, have high quality safety and health protection.

- VPP is a process, a culture, not an inspection.
- There are four main elements to this process:
  - Management Leadership and Employee Involvement
  - Work Site Analysis
  - Hazard Prevention and Control
  - Safety and Health Training.

Employee Involvement

- The site culture must enable meaningful employee involvement:
    - Participation in committees, audits, investigations, work area self inspections, job hazard analyses, etc.
    - Awareness of VPP site participation
    - Hazard reporting
    - Receive feedback - suggestions, hazard reports, etc.
    - Safety training
    - Demonstrate understanding of basic principles of VPP.

- VPP site contractor programs must include a documented oversight and management system that ensures the contractor's site employees are provided effective protection.

- VPP sites are expected to encourage contractors to develop effective safety and health program management systems.

- Work Site Analysis includes:
  - Baseline Safety/Health Hazard Analyses
  - Ongoing Hazard Analysis
  - Pre-use Analysis (materials/processes)
  - Documenting and Use of Hazard Analyses
  - Routine Inspections / Self Inspections
  - Employee Hazard Reporting System
  - Industrial Hygiene
  - Accident/Incident Investigations
  - Trend Analysis.

Hazard Prevention and Control

- Hazard Prevention and Control includes:
  - Access to qualified Safety/IH professionals
  - Control hierarchy (engineering, administrative, work practice, Personal Protective Equipment (PPE))
  - Preventive/predictive maintenance to keep equipment from becoming hazardous
  - Access to medical/health professionals for physicals, treatment, first aid, CPR, etc.
  - Emergency systems (response, training, drills, critiques)
  - Controls are understood, followed, and enforced.

- **Safety and Health Training includes:**
  - VPP concepts
  - Employee rights under OSHA
  - Responsibilities of managers, supervisors, workers
  - Recognizing hazardous conditions
  - Signs and symptoms of workplace related illnesses
  - Job specific training – for example:
    - Job hazard analysis / protective measures
    - Work area inspection / self-inspection
    - Mishap investigation.
  - Site hazards and protective measures
  - Emergency evacuation procedures.
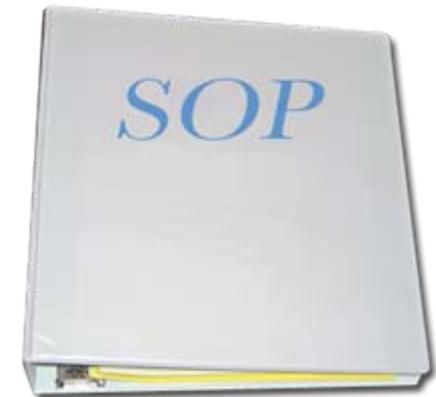
- The DoD VPP CX "Success Roadmap" consists of six process phases to assist nominated sites in achieving VPP Star recognition.
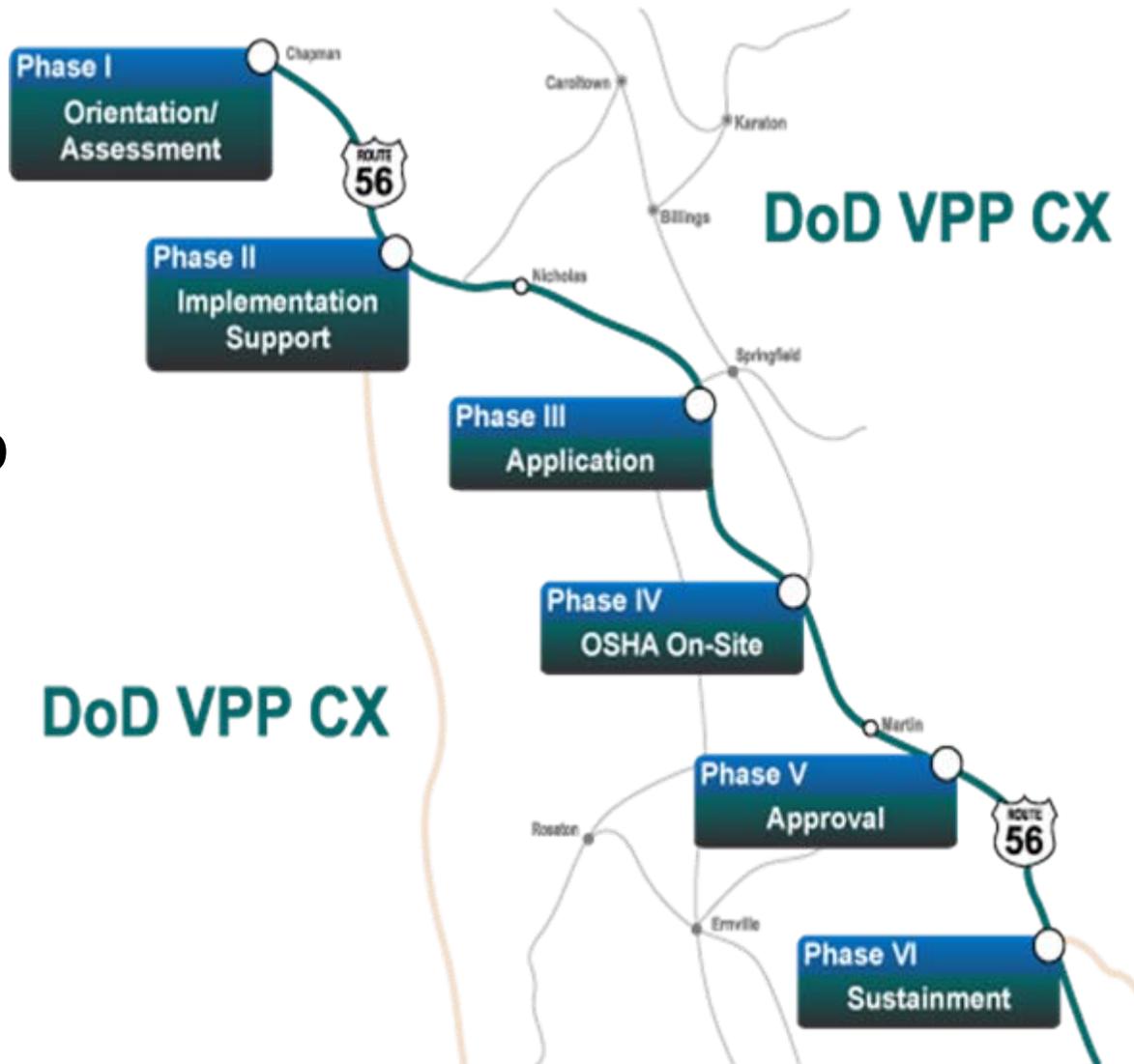
- ## Orientation/Engagement
  - Provide an overview of VPP and the DoD VPP CX
  - Engage key stakeholders in site VPP efforts
  - Conduct a Safety Perception Survey
  - Begin VPP familiarization training.

- ## Assessment
  - Conduct a baseline assessment of the site
  - Provide the site with a gap analysis and initial action plan
  - Reinforce familiarization with electronic tools provided by the DoD VPP CX.
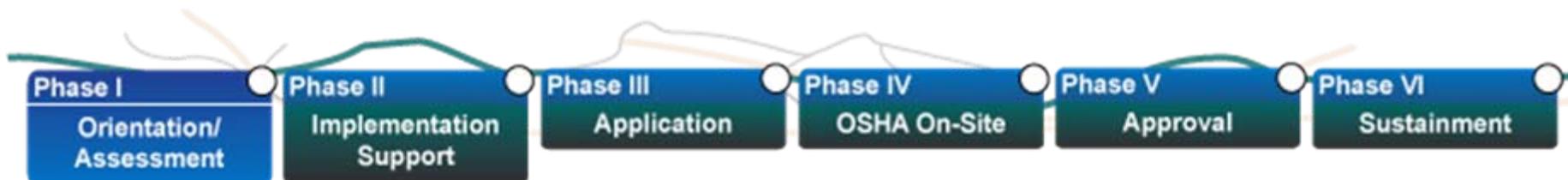
Phase I	Phase II	Phase III	Phase IV	Phase V	Phase VI
Orientation/ Assessment	Implementation Support	Application	OSHA On-Site	Approval	Sustainment

- Evaluation consists of:
  - ☑ Opening Conference
  - ☑ Document Review
  - ☑ Walkthrough of Worksite
  - ☑ Employee and Management Interviews
  - ☑ Gap Analysis and Action Plan Report
  - ☑ Closing Conference.

- Intended to mirror an OSHA on-site.

- The onsite walkthrough differs from an inspection
  - Assess policy vs. practice in representative areas
  - Note best practices and significant hazards
  - Conduct informal interviews in employee work areas.

Gap Analysis Report

- The objective of the gap analysis is to develop an action plan which:
  - Identifies unmet VPP requirements
  - Serves as roadmap to obtain VPP certification.

- The gap analysis will cover:
    - Injury data (last three years)
    - Management Leadership
    - Employee Involvement
    - Policies and procedures
    - Existing programs vs. OSHA VPP criteria.

- VPP implementation gaps are <u>Normal</u> and <u>Expected.</u>
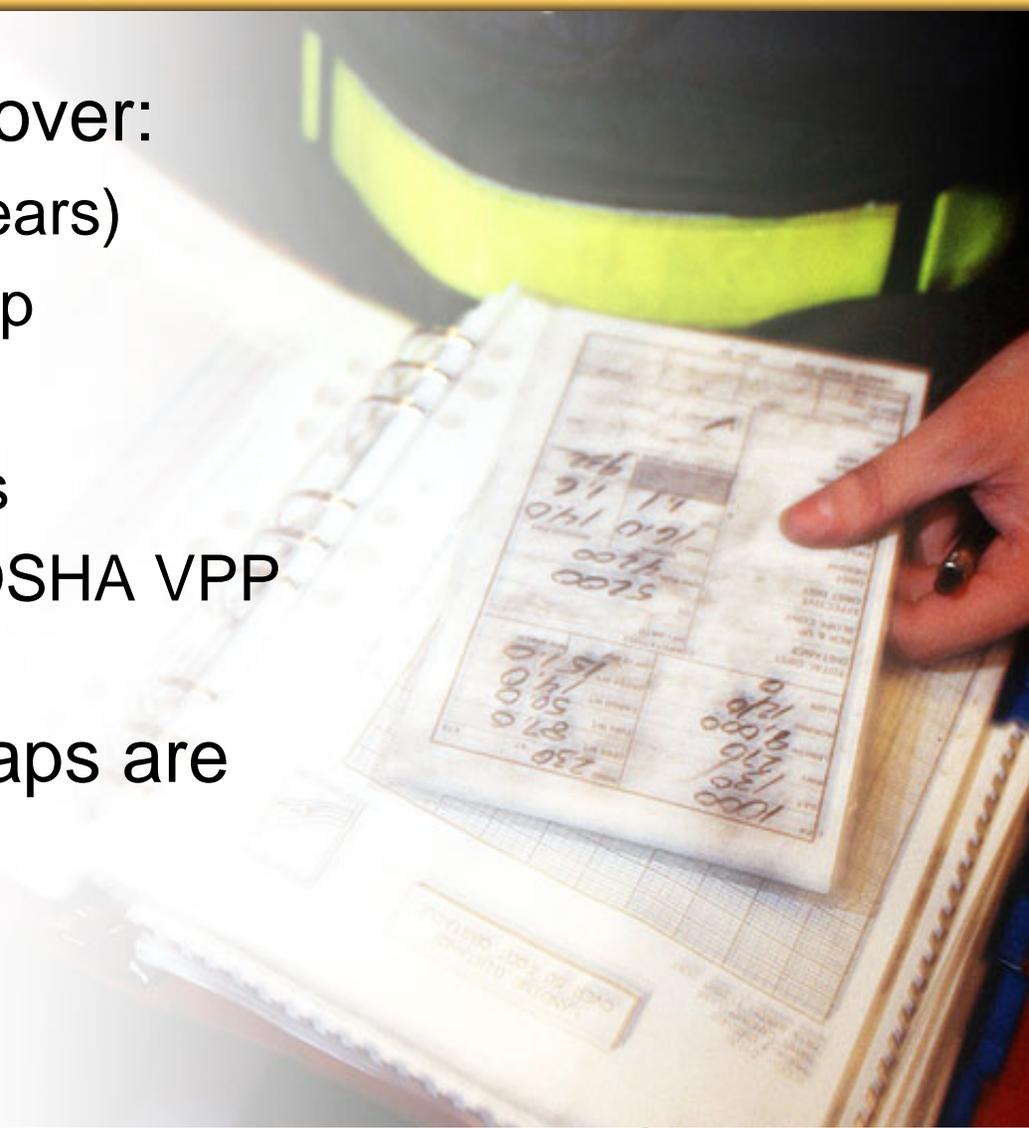
Gap Analysis Form

Element	Stage I	STATUS	COMMENTS
WORKSITE ANALYSIS			
1. Baseline Safety and Industrial Hygiene Hazard Analysis - Actions Required			
Element	**Stage I**		
Baseline Safety and IH Hazard Analysis	1. Conduct a baseline safety and industrial hygiene hazard analysis to establish initial levels of exposure (baselines) for comparison to future levels, so that changes can be recognized This study should include a review of previous accidents, injuries, and illnesses; complaints of workplace hazards; previous studies, etc.	Completed	Evidence: Command Core (for IH) and Annual Internal and periodic External Safety Inspections
Baseline Safety and IH Hazard Analysis	2. Ensure that the baseline survey: a) Identifies and documents common safety hazards in the site and how they are controlled, b) Identifies and documents common health hazards in the site to determine if further sampling is needed, c) Identifies and documents safety and health hazards that need further study, d) Covers the entire work site, indicating who conducted the survey, and when it was completed.	Completed	
Baseline Safety and IH Hazard Analysis	3. Repeat the baseline survey only if warranted by significant changes (eg, changes in processes, equipment, hazard controls, etc).	No Action Taken	Demonstrate the process that triggers a repeat of a baseline survey in response to changes resulting from LEAN events, for example

Currently Logged In As:
traininguser@test.com
Email Notification - ON

My Profile | Feedback | Release Notes | ? Help | Log Out

Toggle Site View:
ctcevppd test

Current Site:
ctcevppd test

Current Role:
Site User

My Actions

Action Plan

OSHA Application

Element Status

Element Status

Total number of actions per subelement		
No Action Taken	In Progress	Completed

Management Leadership and Employee Involvement

Management Commitment to Safety and Health Protection
- Completed: 4%

| 12 | 28 | 2 |

Graphs		Details	Comments	Approval Status			Stage/Status
Current	Baseline			Coordinator	MajCom	HQ	
📊	📊	👁	- test	✓	-	-	Status

Stage 1	4	8	2
Stage 2	4	10	0
Stage 3	4	10	0

- Gap analysis parallels the three stages of the formal OSHA Challenge process
- Stages require progressively increasing depth:
    - Stage 1: Initial development of policies, procedures, and programs
    - Stage 2: Communicate to site, train personnel, implement
    - Stage 3: Full implementation, continuous improvement.

- DoD CX Support Includes:
  - VPP Gap Analysis / Action Plan
  - Access to subject matter experts-"Implementation Leads"
  - Additional support and implementation for selected installations
  - Finding a mentor
  - Access to webinars, workshops, training, videos, best practices, tools, etc. through http://www.vppcx.org
  - Progress reporting to Major Commands
  - VPP e-Tool application development
  - Pre-OSHA evaluation support with Mock Audit visit.

Phase I	Phase II	Phase III	Phase IV	Phase V	Phase VI
Orientation/ Assessment	Implementation Support	Application	OSHA On-Site	Approval	Sustainment
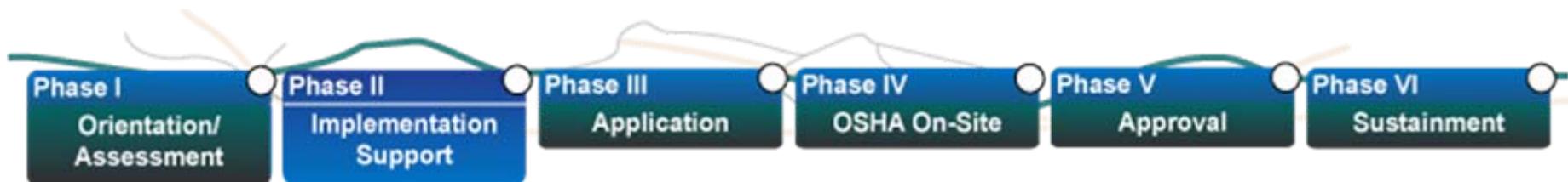
Web-Based Action Plan Report

Gap Analysis Graphic Summary Report

Management Leadership & Employee Involvement
- 15% Complete
- 29% In Progress
- 56% No Action Taken

Worksite Analysis
- 49% Complete
- 39% In Progress
- 12% No Action Taken

Hazard Prevention & Control
- 77% Complete
- 23% In Progress

Safety & Health Training
- 56% Complete
- 43% In Progress
- 21% No Action Taken

Phase III - Application

- **The Application e-Tool:**
  - Provides an on-line document filing system for each required application element
  - Reviewed by HQ and DoD VPP CX subject matter experts.
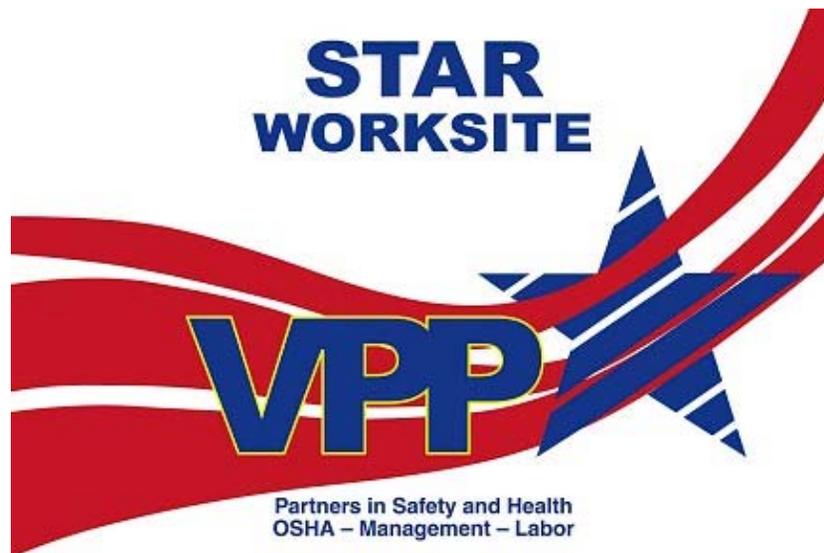
- ## The OSHA On-site:
  - CX is available to conduct a "validation" and coaching visit prior to OSHA on-site evaluation.

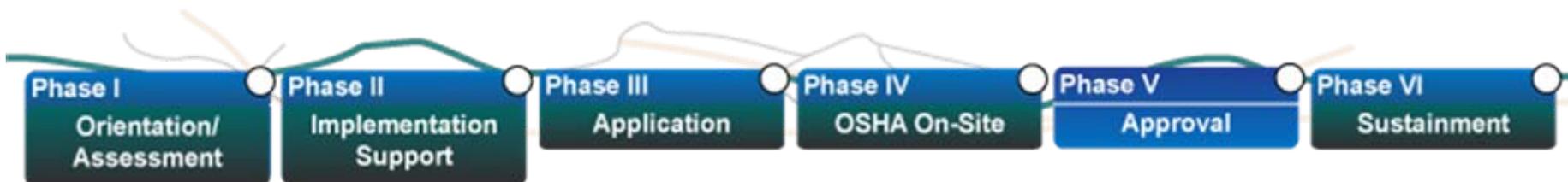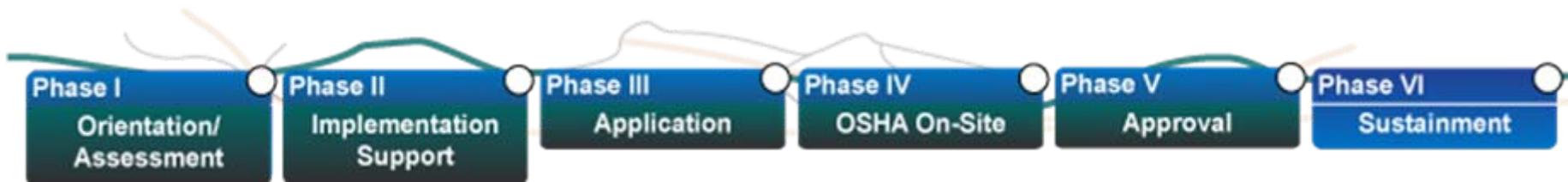| Phase I	Phase II	Phase III	Phase IV	Phase V	Phase VI
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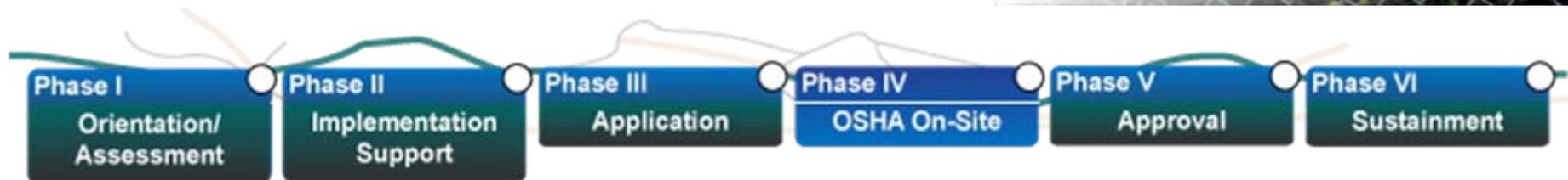
CONGRATULATIONS!

- **Sustainment support includes:**
  - Continued access to the DoD VPP CX Web Portal for up-to-date:
    - Tools
    - Training Materials
    - Best Practices Information.
  - Participation in workshops and other training events
  - Continued access to the web-based VPP Application tool (e-VPP tool) for Annual Reports.

| Phase I Orientation/ Assessment | Phase II Implementation Support | Phase III Application | Phase IV OSHA On-Site | Phase V Approval | Phase VI Sustainment |

In this session you learned about:

- DoD's participation in VPP

- The fundamental elements of VPP

- The six process phases for achieving VPP Star recognition

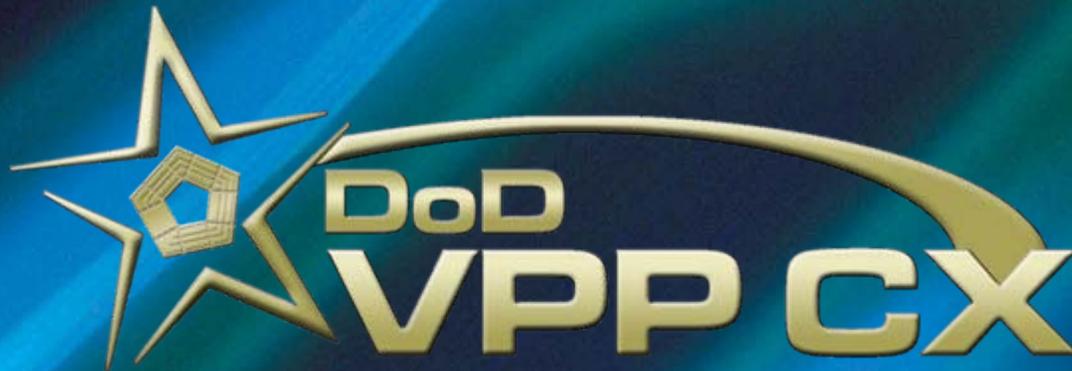- How the DoD VPP CX assist sites in achieving VPP Star recognition.

DoD VPP CX Marine Corps Service Point of Contact:

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Questions?