

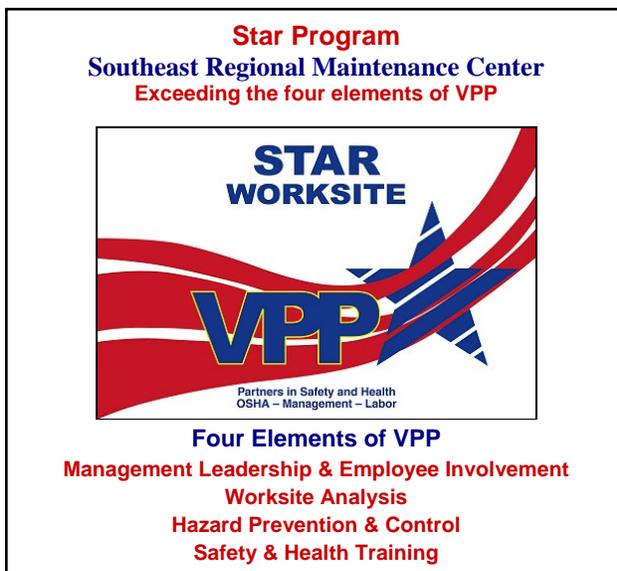
SOUTHEAST REGIONAL MAINTENANCE CENTER AWARDED VOLUNTARY PROTECTION PROGRAMS STAR STATUS



In a 13 October 2010 ceremony, Southeast Regional Maintenance Center (SERMC) located on Naval Station Mayport, Jacksonville Florida was designated by the Occupational Safety and Health Administration (OSHA) as one of their Voluntary Protection Programs (VPP) *Star* sites. OSHA awarded *Star* status to SERMC after a comprehensive inspection of safety programs, work process practices, site facilities, and interviews with employees.

SERMC operates under the motto “Customer Service is Job One.” The command provides surface ship repair, industrial, engineering and technical support services, including procurement and administration of contracts for ship maintenance and modernization; and training of Sailors in the maintenance and repair of shipboard systems and components.

Under the command of Naval Sea Systems Command (NAVSEA), SERMC is the sixth organization and the first Regional Maintenance Center to obtain the VPP *Star*.



VPP demonstrates cooperative action among government, industry, and labor to address worker safety and health issues and expand worker protection. VPP participation requirements center on a comprehensive safety and health management system with active employee involvement to prevent or control safety and health hazards at the worksite.

OSHA approves successful employers by designating them to one of three VPP program levels: *Star*, *Merit*, or *Star Demonstration*. *Star* is the

highest and most challenging participation category. The VPP *Star* award designation indicates that the organization receiving the award has

successfully demonstrated ongoing planning, implementation, integration, and control of four interdependent elements:

- Management Leadership & Employee Involvement
- Worksite Analysis
- Hazard Prevention & Control
- Safety & Health Training

A designated *Star* site must have had all its occupational safety and health program elements operating effectively for at least one year. Also, its three-year injury and illness rates, compared to a like industry class in the private sector, must be below the national average published annually by the Bureau of Labor Statistics (BLS) for that industry. The injury and illness statistics involved are the total case incident rate (TCIR) and a day away, restricted, and/or transfer case incident (DART) rate.

SERMC had a three-year TCIR and DART rate history for 2007-2009 which was 92% below and 90% below, respectively, compared to the 2008 BLS industry averages.

A summary of this analysis is shown below.

Year	Hours Worked	Total Cases	Total Case Incident Rate (TCIR)	Days Away/ Restricted/ Transferred Cases	Days Away/ Restricted/ Transferred Incident Rate (DART)
2007	486,763	2	.8	0	0
2008	501,389	2	.8	2	.8
2009	526,214	1	.4	1	.4
Total	1,514,366	5		3	
Three-Year Rate (2007-2009)			.7		.5
BLS Average for NAICS 2006/2007/2008 336611		Year used:			
		2008	8.5		5.2
Percent Above/Below BLS Rate:			-92		-90



Displaying the awarded VPP Star flag are: Harold Gippe; Ron Faverey, VPP Lead Facilitator; Dan Powell; Joey Cartwright, Safety Director; Joe Izsak; Diane Stratton; Hassan Middleton; Lora Grant; Bea Brown; Kathy Dugan; Scott Stover; Linda Mayle; Aaron Moore; May Arvin; Jerimy Stanley; Bob Hickey; and Dave Abrams.

SERMC's Safety Director Joey Cartwright said, "This is not just the culmination of two and a half years of hard work, but also a way forward for the command. We have instilled a real sense of employee ownership and dedication to our safety program. As a customer service based organization, our managers are dedicated to leading actively involved employees in providing a safe work environment for everyone."

"This is an outstanding day!" proclaimed SERMC Commanding Officer Captain Ron Cook. "Each and every one of you was important in earning this prestigious recognition. We are

now at the base of the VPP *Star* pyramid. This is just the beginning. Safety is an everyday concept that we must focus on. My goal is to ensure that everyone leaves work at the end of the day in the same condition in which they arrived – with all of their fingers and all of their toes."

The following examples illustrate the types of actions taken by SERMC toward attaining VPP *Star* recognition:

- **Management Leadership & Employee Involvement:** Initiated by the signing of VPP safety pledges in front of "All Hands," leadership and all levels of management exhibit support for VPP by allowing time to be dedicated by the active-duty Navy, civil service, and contractor worker for classroom instruction on VPP principles. Timecard job order numbers have been designated for those who participate in VPP program activities. Resources support on-the-spot awards and rewards, which give merit to those who excel in reporting latent hazards and near miss occurrences. The VPP Pledges are displayed in office and work areas throughout the command.
- **VPP Standard Operating Procedure:** VPP management is accomplished through a program document which details the activities that support each of the VPP elements and sub-elements.

- **SERMC Safety Star Newsletter:** A quarterly VPP Newsletter was published to educate and inform the command of VPP principles and progress within the *Star* campaign effort. Upcoming milestones, training sessions, achievements, and assessments were common topics within this publication.
- **VPP Intranet Website:** SERMC maintains an Intranet website to meet the purpose of providing basic information on how VPP relates to each individual within his or her work section. VPP elements are presented as the framework for the safety and health management system. There is also a section where an employee can hyperlink to their Industrial Hygiene Survey sheet, which details the work process hazard and control for their tasks.
- **Passport Incentive Program:** This program provides a pool of introspective questions on various VPP topics. Employees are encouraged to refer to the Intranet website to gain perspective to assist in the completion of at least 10 questions. A total of 97% of all employees enhanced their understanding of VPP by completing this activity. Employees received their own VPP Pledge display certificate for participation and earned rewards for its completion.
- **Enterprise Safety Application Management System (ESAMS):** SERMC uses ESAMS as the documentation and database system for safety records and reports. One of the prime functions of ESAMS is the recording and tracking of identified hazards until they are deemed “controlled” or “eliminated.” Risk Assessment Code (RAC) priority ratings are assigned to each hazard. Interim corrective actions and repair status information are sent to the affected employee supervisor/involved employee so that safety can be maintained within that work group. ESAMS training and consultation is available to all supervisors and branch representatives responsible for entering the pertinent inspection, unsafe report, or near miss report identifying the uncontrolled hazard.
- **Emergency Response Guide:** SERMC developed a Quick Reference Guide, which contains information on: emergency procedures, VPP, mishap reporting, shipboard fire emergency, reporting injuries, heat stress, bomb threats, workplace violence, destructive weather, and environmental spill response. This guide is distributed to each employee and is a mainstay on each desk for use at a moment’s notice.



SERMC Commanding Officer Captain Ron Cook receives the VPP Award Plaque from Mr. Jeff Romeo, OSHA Assistant Director for the Jacksonville, Florida Office.

During the award ceremony, OSHA Area Assistant Director Jeff Romeo presented SERMC Commanding Officer Capt. Ron Cook with a VPP Award Plaque and *Star Site* flag in front of an “All Hands” audience of command personnel.

“It’s great to be here to recognize all of you for your hard work and your accomplishment in obtaining VPP *Star* status,” Romeo said. “This is a program that truly takes the involvement of everyone: active duty Navy, civilian, and contractors.”

One of the greatest benefits derived from being a VPP *Star* site is in having a well-informed employee base which is aware of their duty to be the “eyes and ears of safety.” Knowing that the SERMC safety office is a resource for all the command’s needs in maintaining a safe workplace, all are ready to discern and report all hazards in order to be an example to the famous quote: “*World-class organizations do not tolerate preventable accidents.*”



VPP *Star* flag is raised during award ceremony.

For more information on OSHA’s Voluntary Protection Program, how to qualify, a VPP eligibility checklist, and a VPP application, visit these websites:

OSHA VPP Guidance

<http://www.osha.gov/dcsp/vpp/>

VPP Participants’ Association

<http://www.vpppa.org/>

VPP Eligibility Checklist

<http://www.osha.gov/dcsp/vpp/vppflyer.pdf>

VPP Application Information, OSHA Instruction TED 8.4

http://www.osha.gov/dcsp/vpp/application_sitebased.html

http://www.osha.gov/dcsp/vpp/psm_app_supplement_final.html

Naval Safety Center VPP Guidance

<http://www.public.navy.mil/navsafecen/Pages/osh/SMS/SMS.aspx>

For more information on this success story, please contact the SERMC Safety Office at 904-270-5126 extension 3241.