

2ND EDITION

22 SEP 2023

COMMANDER'S SAFETY HANDBOOK



COMMANDANT OF THE MARINE CORPS
SAFETY DIVISION



<https://www.safety.marines.mil/>

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POINTS OF CONTACT

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Director:	(703) 604-4361
Deputy Director:	(703) 604-4173
Aviation Branch Head:	(703) 604-4122
Ground Branch Head:	(703) 604-4172
SOH Branch Head:	(703) 604-4169
CMC Safety Division AMHS PLAD:	CMC SD WASHINGTON DC
CMC Safety Division ETMS2:	USMC HQMC SD

OMB HQMC Safety Division Email:
hqmc_safety_division@usmc.mil

Command Culture Workshop Email:
M_HQMC_SD_Command_Culture_Workshop_UD@usmc.mil

Ground Warrior Magazine Submissions:
GroundWarriorMagazine@usmc.mil

CMC SD Website Link:
<https://www.safety.marines.mil/>

CMC SD SharePoint Link:
https://usmc.sharepoint-mil.us/sites/USMC_Safety

Naval Safety Command (NSC):	(DSN Prefix: 564)
Mishap Reporting Line (Primary):	(757) 444-3520, Press "1"
SDO cell Phone (Alternate):	(757) 353-7937
Naval Safety Command:	(757) 444-3520
SDO Desk Phone (Tertiary):	Ext - 7017
Mishap Investigations Director:	Ext - 7147
Investigations Deputy Director:	Ext - 7236
RMI QC:	Ext - 7182
Judge Advocate General (JAG):	Ext - 7047

NSC Website Link:
<https://navalsafetycommand.navy.mil/>

Marine Corps Operations Center:	(DSN Prefix 664)
Phone:	(703) 695-5454
DSN:	225-5454

Other POCs:

RMI Helpdesk Phone:	1-833-637-3669
RMI Helpdesk Email:	
NESD.RMI.FCT@navy.mil	

ETMS2 / (TMT) Support Phone:	1-866-335-2769
ETMS2 / (TMT) Website Link:	
https://aesd-w.army.mil/	

FOREWORD

This handbook was developed to assist command teams at all levels with the fundamentals of the Marine Corps Safety Management System (MCSMS). It is meant to provide unit leadership an overview of the policies and guidance governing safety throughout the service.

Safety of personnel and equipment is critically important to the success of the Marine Corps. More than that, though, safety has a greater goal and that is **to ensure that our Marines and their equipment are at the line of departure when America makes that 911 call.**

Here is the bottom line: Safety enables, not hinders, warfighting, lethality, mission accomplishment, and combat success.

The success of our operations and the well-being of our personnel depend on our ability to minimize risks and prevent accidents from occurring. As leaders, it is our responsibility to prioritize safety and ensure that all Marines are trained and equipped to operate at the highest levels **safely** without sacrificing our lethality.

There is no such thing as an acceptable loss!

In 2018, **five Marines were lost** when an F/A-18 and a KC-130 collided in Japan. In 2020, a tragic AAV mishap off the coast of Southern California **claimed the lives of eight Marines and a Sailor**. In 2022, **eleven Marines were lost** in three separate mishaps involving a tactical vehicle and two MV-22s.

However, tactical operations are not even the most dangerous things our Marines, Sailors, and civilians do. Much too frequently, it's off-duty activities, such as private motor vehicle accidents – both vehicles and motorcycles – where we lose most of our personnel.

The truth is that **every five years we lose** more than a **platoon's worth of Marines and Sailors** and about **3.5 billion dollars** in equipment losses.

These tragic and preventable events underscore the critical role that safety plays in our Corps. They also highlight the need for accurate risk assessments, well-trained safety advisors, effective safety protocols, and continuous training and readiness.

It is essential that leaders at all levels foster a culture of safety that encourages all Marines to report the hazards they observe and discuss near-miss incidents. Reporting safety concerns helps identify and mitigate risks before they result in mishaps or injuries. The best environment is one where safety is discussed openly and regularly, where reporting hazards is encouraged and respected, and where all personnel are protected from the unnecessary pressure that leads to bad decisions and procedural non-compliance.

By prioritizing safety, we honor the sacrifices of those who have lost their lives or suffered injuries in service to our nation. I urge leaders at every level to take the necessary steps to promote a culture of safety and ensure that our Marines are well prepared to operate in any clime and place – **safely**.

Who cares about safety? **Everyone does!**

Colonel Everett Good, USMC - 'Fingers'

Director, Commandant of the Marine Corps - Safety Division

PROACTIVE SAFETY

MARINE CORPS SAFETY

Mission: Commanders at all levels **shall create and implement their own Safety Management System** within the framework provided by MCO 5100.29C, Marine Corps Safety Management System (MCSMS)

- ♦ Each unit's Safety Management System (SMS) shall contain assigned personnel and deliberate procedures to identify hazards, assess risk, and implement safety controls
- ♦ Each commander shall **tailor** their system to their unit's specific mission and the specific hazards faced by their Marines, both on and off-duty

Commander's Intent: Change the **culture of the Marine Corps** by redefining safety to focus on the operational excellence of our units and our Marines and by refocusing all Marines on the continuous management of risk

- ♦ At the most basic and useful level, safety is the identification of hazards, the assessment of risk, and the implementation of controls
- ♦ When Marines view safety this way and actively perform these tasks, operational readiness improves
- ♦ When Marines fail to identify hazards, we lose combat power due to **preventable death, injury, and/or property and equipment damage**

Assistant Commandant of the Marine Corps (ACMC):

- ♦ Designated Agency Safety and Health Official (DASHO) for the Marine Corps
- ♦ Establishes Marine Corps Safety Policy and provides oversight over all safety matters
- ♦ Chairs the Marine Corps Executive Safety Board, who's charter is to review mishaps to identify trends, establish safety policy, procedures, and mandates in order to make the service more safe

Director, Commandant of the Marine Corps Safety Division:

- ♦ Designated Marine Corps service safety chief and senior advisor to the Commandant of the Marine Corps for safety. Provides direct support to ACMC in establishing/executing the MCSMS and all associated policies and procedures.
- ♦ Coordinates efforts and actions between CMC Safety Division and Naval Safety Command to promote and instill safety throughout the Naval services.

DISCLAIMERS:

- ♦ Unless otherwise specified, all material throughout this handbook is referenced from MCO 5100.29C
- ♦ All Suicides should be reported to Manpower and Reserve Affairs (M&RA), refer to M&RA website (M&RA > Marine and Family Programs Division > Behavioral Programs > Suicide Prevention) or the Commander's Checklist for Response to Suicide-Related Events for guidance, reporting, and other details

MARINE CORPS SAFETY MANAGEMENT SYSTEM (MCSMS)

Purpose:

- ♦ Provide framework for managing SOH risks and opportunities
- ♦ Intended outcome of the MCSMS is to prevent injury and ill health to Marines, Sailors, and civilians **to provide safe and healthful places to work, live, and recreate**
- ♦ MCSMS will assist the organization with fulfilling its legal requirements and improve performance and efficiency through a systematic approach to safe operations that enhances operational effectiveness through the prevention of mishaps
- ♦ Mishaps **erode** the resources and readiness of the service and are preventable with the appropriate application of the MCSMS
- ♦ As stewards of the Nation's most important resource—its sons and daughters—we must effectively manage risk in every decision we make

Four Pillars of MCSMS:

1. Policy and Leadership
2. Risk Management (RM)
3. Safety Assurance
4. Safety Promotion and Training



MCSMS PILLAR 1: POLICY AND LEADERSHIP

Policy Provides:

- ◆ Requirements for a fully functional MCSMS to track and monitor progress
- ◆ Establishes, through documentation, the command's expectations, objectives, participation, risk tolerance and SMS business rules for its personnel
- ◆ Defines, documents, and communicates the safety and risk-related roles, responsibilities, and authorities throughout the organization
- ◆ Instructions and guidance for MCSMS applicable policies and programs from higher headquarters and convey their command leadership's expectations, objectives, participation, risk tolerance, and SMS business rules

Leadership:

- ◆ Commanders have overall responsibility for safe operations and must clearly establish safety responsibility and accountability throughout their organizations
- ◆ Commanders must communicate their commitment to the safety and health of our Marines, Sailors, and civilians
- ◆ Commanders set safety policy and goals, lead the MCSMS implementation, and communicate safety management throughout the organization by:
 - ◆ Identifying and controlling all hazards
 - ◆ Applying RM principles
 - ◆ Implementing safety controls where required
 - ◆ Promoting a strong, positive safety culture

Commander's Responsibilities for Pillar 1, Policy and Leadership:

- ◆ Establish a documented safety policy and communicate that policy to all personnel (military and civilian) within the command to make clear that they are required to actively engage in MCSMS
- ◆ Establish and implement processes (Commander's Update Briefs (CUBs), safety councils, etc.) that facilitate effective participation by all personnel at all levels
- ◆ Provide personal leadership and assume overall responsibility for SMS program
- ◆ Appoint safety personnel in writing with the authority to execute SMS processes and programs
- ◆ Direct the organization to implement and maintain a command SMS
- ◆ Hold all personnel accountable for effective system implementation
- ◆ Identify safety reporting requirements up and down the chain of command (subordinate units/commands)
- ◆ Provide measures of effectiveness for the performance of command SMS and feedback on how it can be improved
- ◆ Ensure SMS and overall safety performance is included in military and civilian performance plans, performance appraisals, compensation, rewards, and recognition

MCSMS PILLAR 2: RISK MANAGEMENT

Overview:

- ♦ RM should be a part of how **ALL Marines** think and how they make decisions on or off the job. Everyone benefits from a force focused on operational excellence that proactively looks to identify hazards, assess risks, and implement controls
- ♦ Risk is inherent in every phase of tasking, specific mission execution, and overall operations due to today's complex and dynamic environment
- ♦ Off-duty activities present their own set of hazards and risk, and off-duty "mission-success" is much more likely with the continuous application of RM processes and principles
- ♦ With hazards and risks present both on and off-duty, it is incumbent upon all Marines, both military and civilian, to understand how to assess and manage risk to achieve mission success and preserve combat readiness

Commander's Responsibilities for Pillar 2, Risk Management:

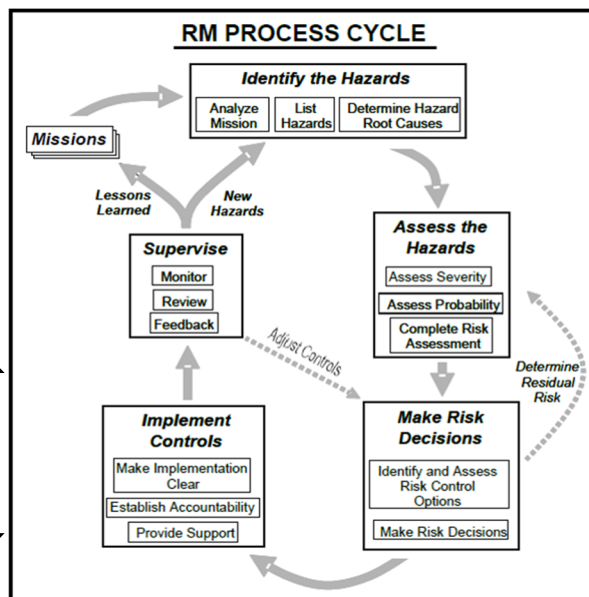
- ♦ All levels of Marine Corps leadership must establish RM procedures, supported by the appropriate training and resources, in order to identify hazards and manage risk, both on and off-duty
- ♦ Prioritize the identification and communication of hazards throughout the unit and to communities of interest
- ♦ Establish a RM evaluation policy for subordinate commands/units using evaluation and inspection processes
- ♦ Complete risk assessments as part of the decision-making processes
- ♦ Prioritize hazards based on probability and severity (see risk assessment matrix)
- ♦ Tailor RM training to unit and group training, operations, and exercises
- ♦ Review evaluations for gaps in command and service level policies and procedures
- ♦ Communicate best practices and evaluation results with higher headquarters so information can be disseminated to communities of interest
- ♦ Receive and communicate a risk management strategy from higher headquarters with stakeholders when unmitigated residual risk is transferred up or down the chain of command
- ♦ Develop and implement a change management strategy to minimize the introduction of new hazards and risks into the environment
- ♦ Identify and manage risk caused by changes that may affect established processes

RM Principles:

1. Accept no Unnecessary Risk
2. Anticipate/Manage Risk by Planning
3. Make Risk Decisions at the Right Level
4. Accept Risks When the Benefits Outweigh the Costs

Risk Control Hierarchy:

1. Elimination
2. Substitution
3. Engineering Controls
4. Administrative Controls
5. PPE



MCSMS PILLAR 2: RISK MANAGEMENT

Risk Assessment Matrix		PROBABILITY				
		Frequency of Occurrence Over Time				
		Frequent (Continuously Experienced)	Likely (Will Occur Frequently)	Occasional (Will Occur Several Times)	Seldom (Can be Expected to Occur)	Unlikely (Improbable; but possible to Occur)
		A	B	C	D	E
	I <u>Catastrophic</u> (Death, Loss of Asset, Mission Capability or Unit Readiness)	EH	EH	H	H	M
	II <u>Critical</u> (Severe Injury or Damage, Significantly Degraded Mission Capability or Unit Readiness)	EH	H	H	M	L
	III <u>Moderate</u> (Minor Injury or Damage, Degraded Mission Capability or Unit Readiness)	H	M	M	L	L
	IV <u>Negligible</u> (Minimal Injury or Damage, Little or No Impact to Mission Capability or Unit Readiness)	M	L	L	L	L
		Risk Assessment Levels				
		EH = Extremely High H = High M = Medium L = Low				

USMC Joint Risk Assessment Tool (JRAT):

- ♦ Online risk assessment worksheet to streamline and document risk assessments for activities
- ♦ JRAT Website Link:
<https://jrat.safety.army.mil/login.aspx>

MCSMS PILLAR 3: SAFETY ASSURANCE

Overview:

- ◆ Evaluation, review, and monitoring that assures **commanders** MCSMS elements are being practiced
- ◆ Guides continuous process improvement efforts by measuring whether organizations conform to standards and are making progress toward established goals

Safety Assurance Identifies:

- ◆ SMS deficiencies and opportunities for improvement
- ◆ New hazards
- ◆ Effectiveness and conformity of risk controls
- ◆ Compliance with regulatory requirements

Components:

1. **Inspections:** CGRI Program, Command Safety Assessments (CSAs), Higher Headquarters Assessments
2. **Self-Assessments:** Evaluate the performance of their command SMS then develop and assign corrective actions for all deficiencies identified
3. **Monitoring:** Tracking status of all corrective and preventative actions, injury and illness metrics for command, reviewing all Safety Investigation Reports (SIREPs), hazard reports, inspections, assessments, audits, performance measures, and trend analyses developed
4. **Safety Climate Assessment Surveys:** Ensure surveys are used to obtain feedback on the effectiveness of command SMS. Understand the importance of hearing from your Marines, take the time to explain to Marines why their opinions are desired, and back brief the survey results to the unit and higher headquarters
5. **Command Culture Workshops:** Designed to have commander look introspectively at their commands to see if their perception of the command culture and climate are accurate. Workshop focuses on trust, integrity, and effective communication (up and down), request a workshop six to eight weeks prior to proposed workshop date
 - ◆ Email: **M_HQMC_SD_Command_Culture_Workshop_UD@usmc.mil**

Commanders Responsibilities for Pillar 3, Safety Assurance:

- ◆ Undertake MCSMS Program Management Review (PMR) which allows leadership and applicable process owners to conduct a strategic evaluation of the performance of the MCSMS and to recommend improvements
- ◆ Identify potential hazards and confirm risks during inspections, assessments, and evaluations
- ◆ Focus processes on compliance and conformance with the MCSMS and performance results achieved
- ◆ Develop and implement a strategy to minimize the introduction of new hazards and risks in work areas
- ◆ Identify and manage risk caused by changes that may affect established processes and services
- ◆ Ensure corrective actions are taken when non-compliance with SMS processes is identified
- ◆ Establish, maintain, and monitor an anonymous reporting and feedback system to identify emerging hazards and to assess performance of applied risk controls
- ◆ Ensure recommendations developed from data are actionable and adequately reflect SMS performance
- ◆ Monitor within the command the status of corrective and preventative actions, injury and illness metrics, and findings of incident investigations (i.e. including hazard and "near miss" reports), inspections, assessments, audit activities, performance measures, and trend analysis to determine whether the SMS is functioning properly
- ◆ Investigate mishaps, near mishaps, hazards, and instances of potential regulatory non-compliance, then share results with pertinent stakeholders
- ◆ Ensure continuous improvement, requiring commanders to identify deficiencies, define and implement fixes, instill change, and measure results to ensure the deficiency has been corrected or addressed

MCSMS PILLAR 4: SAFETY PROMOTION AND TRAINING

Promotion:

- ◆ Safety promotion increases awareness of MCSMS objectives and benefits to members of the command
- ◆ Communication, both up and down the chain of command, is essential and promotes transparency and a shared understanding of command priorities and goals
- ◆ **Communicate:** Lessons learned, audit and evaluation results, mishap and near-miss data, rationale for selected safety controls, preventative and corrective actions, safety education, and risk management training
- ◆ **All personnel shall know:** MCSMS requirements that apply to their individual duties and responsibilities

Personnel Recognition:

- ◆ Timely and deserving recognition of personnel for their contribution to an effective SMS is a critical motivational tool that will drive continuous improvement of the command's SMS
- ◆ Performance plans, performance appraisals, compensation, and reward and recognition systems should include performance objectives related to elements of unit's SMS
- ◆ **Awards:** Command Safety Awards Program, Unit Impact Awards, CMC Safety Division Awards, External to DoD Safety Awards (Navy League, GEICO, etc.)

Training:

- ◆ Formal and informal training on safety and occupational health (SOH) and military unique activities and topics are necessary to ensure a fully functional SMS
- ◆ Curriculum managers will develop, document, deliver, and regularly evaluate formal training necessary to meet key safety and RM competency requirements
- ◆ Personnel must receive regular training that is commensurate with their position and duty assignment in the organization, and their level of influence on the safety of the command's operations

Safety Culture:

- ◆ An informed safety culture is composed of four culture types that should be continuously promoted and reinforced through leadership actions throughout the organization:
 - ◆ **Just Culture:** Encourages personnel to report unsafe conditions without fear of reprisal
 - ◆ **Reporting Culture:** Promotes the importance of voluntary reporting to reduce mishaps
 - ◆ **Learning Culture:** Willingness to communicate lessons learned and best practices from command
 - ◆ **Flexible Culture:** Empowers personnel to recommend changes within the command

Commanders Responsibilities for Pillar 4, Safety Promotion and Training:

- ◆ Promote safety awareness at all venues including commander calls, holiday safety briefings, and other events or functions that will promote the growth of a positive and proactive safety culture
- ◆ Publish a safety policy for all personnel and subordinate commands, units, and activities
- ◆ Demonstrate a commitment to SMS by recognizing personnel for their contributions and achievements to command or service safety
- ◆ Clearly and regularly communicate MCSMS policy, goals, objectives, standards, responsibilities, and performance objectives to all command personnel
- ◆ Ensure essential resources (i.e. staffing, funding, and training) are available to implement and maintain command SMS
- ◆ Ensure the publication and dissemination of information about SMS
- ◆ Stimulate interest in safety through electronic and print media and other avenues
- ◆ Communicate safety success stories, hazard awareness, and information on mishap and near-misses and lessons learned from these events
- ◆ Budget, provide and disseminate safety promotion and education materials (including posters, films, technical publications, and pamphlets) as cost-effective safety awareness tools within the command

MARINE CORPS SAFETY AUTHORITIES

CMC Safety Division (Naval Support Facility - Arlington, VA):

- ♦ Serves as the HQMC advocate for all safety programs:
 - ♦ Aviation
 - ♦ Ground
 - ♦ Safety and Occupational Health (SOH)
 - ♦ Industrial Hygiene
 - ♦ Traffic Safety
 - ♦ Recreational Off-Duty Safety (RODS)
 - ♦ Radiation
 - ♦ Explosives
 - ♦ Range Safety
- ♦ Serves as point of contact for interpreting policy and providing subject matter expertise for SMS related matters
- ♦ Ensure MCSMS training courses are developed and disseminated
- ♦ Exercise oversight over Command Safety Assessments (CSAs) program
- ♦ Work with Naval Safety Command to collect and analyze mishap, "near-miss", exercise, operational, and training data
- ♦ Analyze mishap data, identify causal factors, and recommend policy and/or procedure changes for preventing mishap recurrence
- ♦ Track all safety related reports across the service
- ♦ Develop safety award criteria, collect nominations, select award recipients, and publicize
- ♦ Manage the Marine Corps Aviation Survey System (MCASS) and Marine Corps Ground Climate Survey System (GCASS)
- ♦ Employ new technologies to ensure safety programs and resources are used efficiently and effectively to achieve desired results
- ♦ Provide instruction, oversight, and management of the Aviation Safety Awareness Program (ASAP) across Marine Corps commands



Naval Safety Command (NSC), Marine Detachment (Norfolk, VA):

- ♦ Provide mishap report collection, data and statistical analysis, technical assistance, safety surveys, publications support, safety program consultations and conduct independent safety investigations of major mishaps across the Marine Corps
- ♦ Support Marine Corps commanders with mishap investigation advisors for Class A mishaps and other mishaps that require a Safety Investigation Board (SIB) (e.g. rounds impacting off-range, explosive mishaps)
- ♦ Upon request, provide a mishap investigation advisor to assist commanders with any safety investigations



SAFETY ORGANIZATION AND STAFFING

ALL COMMANDS:

O-5/O-6 Commands will comply with safety personnel guidelines:

- ◆ All O-5/O-6 command safety officers will:
 - ◆ Be a special staff officer
 - ◆ Appointed in writing
 - ◆ Given direct access to the commander
- ◆ Safety officers include any of the following (if capable and competent):
 - ◆ Commissioned/Warrant Officer
 - ◆ SNCO
 - ◆ Civilian Safety Specialist
- ◆ Safety Officers shall possess the necessary training and expertise to provide relevant, proactive mishap prevention, consultation, and advice to the command
- ◆ Ground Safety Officers (GSOs) / Ground Safety Managers (GSMs) will complete Ground Safety for Marines (GSM) within 90 days of appointment
- ◆ Division, Group, Wing and higher commands will have a trained, full-time (civilian or military) safety manager/officer
- ◆ Every O-5/O-6 command, to include regiments, aircraft groups, aviation support groups, and non-flying squadrons, shall employ a trained, full-time command safety officer (commissioned officer or civilian)
- ◆ Units staffed below the battalion or squadron level (e.g. recruiting stations) shall have a trained, additional duty unit Safety Representative appointed in writing by their commanding officer
- ◆ Safety representative will be retained for one year in assigned position
- ◆ Each installation/command safety office will train their respective safety representative within 30 days of appointment

Safety Staffing:

- ◆ In addition to a designated safety officer/manager, each command shall be resourced and staffed to fulfill the organization's mission, function, and assigned tasks safety
- ◆ The approved mission, function, and tasks of the command are translated into staffing positions provided in the approved table of organization and equipment (TO & E)
- ◆ Safety organization will be led by a fully qualified and trained safety professional supported by a staff of qualified professionals

AVIATION COMMANDS:

Department of Safety and Standardization (DOSS):

- ◆ All aviation commands (Marine Forces, wings, groups, or squadrons) shall have a safety officer with the title of Director of Safety and Standardization (DSS)
- ◆ DSS is functionally organized per MCO 5100.29C, Vol 4, *Marine Corps Aviation Safety* to include the following billets:
 - ◆ Director of Safety and Standardization (DSS)
 - ◆ Aeromedical Safety Officer (Wings/Groups)
 - ◆ Aviation Safety Officer (ASO)
 - ◆ Ground Safety Officer (GSO)
 - ◆ Naval Air Training and Operating Procedures Standardization (NATOPS) Officer
 - ◆ Enlisted NATOPS SNCO/NCO (for organizations with enlisted aircrew)

UNIT SAFETY PERSONNEL OVERVIEW

ALL COMMANDS:

O-5/O-6 Commander (CO):

- ◆ Responsible for everything their command Safety Management System (SMS) does or fails to do to promote a positive safety culture, to instill an active risk management mentality, and to prevent mishaps
- ◆ Possesses the greatest influence within the command to enact and instill change within their command or refocus effort

Executive Officer (XO):

- ◆ Serves as the senior safety representative, *appointed in writing*, within an organization and ensures execution of the command's SMS program
- ◆ Receives safety briefs and updates (formal or informal) from the command safety officer on all SMS related matters and review all mishap information
- ◆ Guide, mentor, and develop command safety officer to run command SMS program
- ◆ **Aviation:** *Acting and prospective XOs*, attend the Aviation Safety Command (ASC) course as soon as feasible

Ground Safety Officers (GSOs) / Ground Safety Managers (GSMs):

- ◆ Support the deputy or executive officer in the execution of the command's SMS
- ◆ Establish and evaluate the effectiveness of safety policies, plans, programs, and procedures
- ◆ Interpret SOH standards or regulations and develop new or revised standards for command
- ◆ Review injury and illness metrics from commands, units, and activities to identify and initiate actions for improvement of effectiveness of the command SOH program
- ◆ Identify and train staff for required safety billets (i.e. command safety representatives and subordinate units within the command)

Unit/Shop/Section Safety Representative:

- ◆ Civilian, officer, SNCO, or NCO identified by billet, appointed in writing, and trained by the GSO/GSM to serve as the safety representative within a command's unit, shop, or section
- ◆ Direct the implementation of and provide resources for the work center/unit/shop level of the SMS program in accordance with safety policies and procedures
- ◆ Enforce the applicable safety and health standards for areas and operations of the command and subordinate units
- ◆ Exercise control over job tasks to ensure personnel follow all precautions and safety measures, including the proper use of Personal Protective Equipment (PPE)

Marines and DOD Personnel:

- ◆ All personnel (military and civilian) within the command are required to engage in the MCSMS
- ◆ The organization shall establish methods that facilitate effective participation by all personnel
- ◆ Apply RM principles to both on and off-duty activities to enhance their safety and well-being
- ◆ Participate in safety and health programs by reporting the existence of any unsafe/unhealthful operations or working conditions

AVIATION COMMANDS:

Department of Safety and Standardization (DOSS):

- ◆ Director of Safety and Standardization (DSS)
- ◆ Aeromedical Safety Officer (Wings/Groups)
- ◆ Aviation Safety Officer (ASO)
- ◆ Ground Safety Officer (GSO)
- ◆ Naval Air Training and Operating Procedures Standardization (NATOPS) Officer
- ◆ Enlisted NATOPS SNCO/NCO (for organizations with enlisted aircrew)

COMMANDER'S SAFETY ROLES AND RESPONSIBILITIES

O-5/O-6 Commanders:

- ♦ The base formations of the MCSMS are O-5 and O-6 level commands
- ♦ **Unit commanders** have the **greatest influence** on setting the conditions for mission accomplishment and troop welfare by:
 - ♦ Establishing a **positive** safety culture
 - ♦ Facilitating training and mitigating risk through effective planning and decision-making
 - ♦ Measuring effectiveness, performance, and compliance of SMS programs
- ♦ A properly integrated and emphasized SMS is a force multiplier, not a barrier to effectiveness and efficiency
- ♦ Safety processes are ineffective when applied **reactively, rather than proactively** in planning

Commander's Safety Roles and Responsibilities:

- ♦ **Reference:** MCO 5100.29C, Vol 1, Ch 2, *Roles and Responsibilities*
- ♦ Establish your own unit level SMS that meets the requirements of the MCSMS framework, including a published command safety policy and mission statement
- ♦ **Safety Policy:** Disseminated to all personnel in command **within 30 days after assumption of command**
 - ♦ The policy statement will reflect the commander's commitment to operational excellence and the critically important requirement to continuously identify hazards, assess risk, and implement controls
 - ♦ Commands, units, and activities **shall post the policy statement** on all official bulletin boards and by other means as appropriate
- ♦ **Mission Statement:** Disseminated to all personnel in command **within 30 days after assumption of command**
- ♦ A review of the current MCSMS will be included as part of an in brief to the commander **within seven days of joining the command**
- ♦ Organize, staff, and maintain a safety office/section as required (see Safety Organization and Staffing, pg. 14)
- ♦ Review and coordinate budget requirements, requests, program objective memorandums, and budget submissions for Safety and Occupational Health (SOH)
- ♦ Ensure that each command, unit, and activity has authority and responsibility to plan for and receive funds for their SOH staff, equipment, materials, and required training
- ♦ Ensure that command team leaders, subordinate unit leaders, and first-line supervisory personnel receive SOH training and support the command SOH program
- ♦ Ensure all personnel are fully aware of their MCSMS obligations and personal responsibilities, establishing clear lines of accountability throughout the command
- ♦ Establish or attend safety councils and committees at appropriate command levels

COMMANDER'S SAFETY ROLES AND RESPONSIBILITIES

- ♦ Establish and maintain liaison via the chain of command between the local installation safety office and other DoD commands, units, and activities
- ♦ Coordinate specialty functions such as medical, fire, and security using memorandums of understanding (MOU) or memorandums of agreement (MOA) or inter-service support agreements to establish clear lines of responsibility
- ♦ Fully understand **all facilities and areas of responsibility** that command is responsible aboard the installation by verifying all existing MOUs/MOAs that exist with installation facilities
- ♦ Ensure compliance with all ground and aviation mishap investigation (see Investigations, pg. 26-29) and reporting procedures with the appropriate references (see Mishap Reporting Matrix, pg. 23-24)
- ♦ Ensure all workplaces are inspected **annually**
- ♦ Establish a Mishap Prevention and Hazard Abatement (MPHA) program
- ♦ Establish procedures to protect all personnel from coercion, discrimination, or reprisals for participation in any part of the MCSMS
- ♦ Ensure employees understand the appropriate grievance process for filing allegations of reprisals for making complaints of unsafe or unhealthful working conditions
- ♦ Develop procedures consistent with Office of Personnel Management, Manpower and Reserve Affairs, and MCSMS guidance to assess and recognize superior and deficient safety performance
- ♦ Performance evaluations will include personal accountability consistent with the duties of the position and the SOH program
- ♦ Recognize both superior and deficient performance
- ♦ Coordinate occupational medicine and industrial hygiene field support with the supporting Medical Treatment Facility with Medical Readiness Reporting System (MRRS), baseline, and periodic exams (audiograms, physical health assessments, etc.)
- ♦ Ensure compliance with applicable regulations and federal statutes governing the control of classified and controlled unclassified information (CUI)
- ♦ Establish a comprehensive self-assessment program in accordance for the command
- ♦ Ensure all personnel (military or civilian) within the command assigned to a medical surveillance program (due to occupational injury or illness) is monitored and reviewed for changes in medical condition/status

Aviation Commander Additional Considerations:

- ♦ **Shall** meet all the designated requirements and timelines for their command's safety requirements in accordance with MCO 5100.29C, Vol 4, Ch 5, *Aviation Safety Requirements*, summarized in **Marine Corps Commander's Safety Checklist (pg. 31-34)**

CLIMATE SURVEYS/CULTURE WORKSHOPS

Command Climate:

- ◆ Unit commanders shall invest time, energy and presence into the health of their command SMS, and seek a command climate focused on operational readiness and procedural compliance
- ◆ Safety climate surveys and culture workshops are valuable tools for:
 - ◆ Receiving feedback from members within the unit
 - ◆ Improving communication (up and down the chain of command)
 - ◆ Building trust and transparency within the unit
- ◆ The utility of these tools is directly related to the commander's approach in using them and requires engagement in the process through pre-briefs and out-briefs from the commander to members of the unit
- ◆ If it is important enough to ask personnel to take the time to provide thoughtful input, it is important enough to explain why they are being asked to do so

Climate Surveys:

- ◆ Goal of these surveys are to identify and correct latent organizational conditions that may lead to increased mishap potential within the organization
- ◆ Designed to provide O-5/O-6 level commands with a means to survey their Marines about safety issues and receive real-time feedback on their attitudes and perceptions
- ◆ Identify safety concerns (hazards) and highlight areas where they might best focus their efforts (hazard assessment)
- ◆ **Surveys Available:**
 - ◆ **Ground Climate Assessment Survey System (GCASS)**
 - ◆ **Marine Corps Aviation Survey System (MCASS)**
 - ◆ **Command Safety Assessment (CSA)**
 - ◆ **Maintenance Climate Assessment Survey (MCAS)**
 - ◆ **Administrative Support Personnel Assessment (ASPA)**
- ◆ Aviation and ground culture workshops are exempt from this debriefing requirement and fulfill the annual requirement for climate surveys for the command

Survey Outputs:

- ◆ O-5/O-6 level commands receive feedback concerning key issues such as:
 - ◆ Command climate
 - ◆ Safety culture
 - ◆ Resource availability
 - ◆ Command workload
 - ◆ Estimated success of certain safety intervention programs
 - ◆ Other factors relating unit's operational safety
- ◆ **Within 14 days of receiving their survey/assessment results**, Commanding Officers and Officers in Charge shall provide a written or verbal debrief to their Higher Headquarters (requirement excludes command culture workshops)
- ◆ Commands should use this information to develop strategies (risk decisions) and then implement those strategies (controls) to better their organization's performance

Advanced Survey Design (ASD) Issue Papers:

- ◆ Topical information papers are derived from individual Marine's responses to the various survey questions
- ◆ These papers are designed to spread the word and to encourage dialogue on relevant issues from higher headquarters to the lowest unit level
- ◆ Issue papers contain controlled unclassified information (CUI) and must be treated accordingly
- ◆ COs automatically have access to GCASS issue papers once they log onto the **survey website**:
<https://SemperFiSurveys.org>

Command Culture Workshops:

- ◆ Designed to have commander look introspectively at their commands to see if their perception of the command culture and climate are accurate
- ◆ Focuses on trust, integrity, and effective communication (up and down chain of command)
- ◆ May be conducted in commander's **second and subsequent years in command** in lieu of climate surveys
- ◆ Request a workshop six to eight weeks prior to proposed workshop date via email request
- ◆ **Email:**
M_HQMC_SD_Command_Culture_Workshop_UD@usmc.mil

CORE SAFETY SERVICES (CSS)

Overview:

- ♦ Marine Corps Installations Command (MCICOM) functional mission responsibility
- ♦ CSS will be provided to all commands, units, and activities located on Marine Corps Installations
- ♦ In the event of limited CSS resources, services will be prioritized to allow those commands, units, and activities with the most risk to receive services first
- ♦ If command is located aboard a non-Marine Corps installation, coordinate and establish understanding with installation command for safety services

Installation/Station Core Safety Services:

- ♦ **Ground Safety Programs:**
 - ♦ Safety Management System (SMS)
 - ♦ Mishap Investigations and Reporting
 - ♦ Risk Management Information (RMI)
 - ♦ Facility Discrepancy Tracking
 - ♦ Safety Administration Committees and Awards
 - ♦ Unsafe or Unhealthful Work Conditions Complaints
 - ♦ Injury Compensation Program Administrator Collaborations
- ♦ **Occupational Safety Programs:**
 - ♦ Safety and Occupational Health (SOH) Program Support
 - ♦ Industrial Hygienist (IH) Surveys
 - ♦ Hazard Assessments / Job Hazard Analyses (JHAs)
 - ♦ Consultation on Safety Procedures, Methods, and Training
 - ♦ Hazard Identification and Hazard Abatement Support
 - ♦ New Construction, Renovation, and Service Contract Safety
 - ♦ Personal Protective Equipment (PPE) Training and Resources
- ♦ **Operational Safety Programs:**
 - ♦ Explosive Safety Program
 - ♦ Radiation Safety Program
 - ♦ Aviation Safety Program
 - ♦ Training Safety Support
- ♦ **Safety Training Programs:**
 - ♦ OSHA Outreach Program
 - ♦ Occupational Safety Certifications
 - ♦ Safety Standdown Support
 - ♦ Ground Safety for Marines (GSM) Course
- ♦ **Motor Vehicle Safety Programs:**
 - ♦ Driver Education Training (Initial, Remedial)
 - ♦ Motorcycle Safety Training (Initial, Intermediate, Refresher)
 - ♦ Motorcycle Mentorship Development

O-5/O-6 Tenant Commands Responsibilities:

- ♦ Comply with SMS and additional installation SMS requirements
- ♦ Attend installation safety council meetings
- ♦ Provide access to installation safety subject matter experts within the command
- ♦ Request support from CSS provider for SOH issue or program questions
- ♦ Abate identified deficiencies that fall within the authority of the command, track deficiency abatement regardless of who is responsible for abatement
- ♦ Report mishaps to the installation safety office as per existing MOUs/MOAs
- ♦ Ensure the local military treatment facility receives documented occupational health and industrial hygiene services as required per industrial hygiene surveys
- ♦ Track completion of safety related services and communicate to headquarters

REACTIVE SAFETY

MISHAP IDENTIFICATION

Is this a DoD / DoN (Navy or Marine Corps) Mishap?

Mishap: An unplanned event or series of events that results in any damage to DoD property; occupational illness to DoD personnel; injury to on or off-duty DoD military personnel; injury to on-duty DoD civilian personnel; or damage to public or private property, or injury or illness to non-DoD personnel caused by DoD activities

Are there injuries or fatalities?

or

Is there property damage?

YES

YES

Resulting from any of the following:

Combat/hostile loss; eluding custody; intentional self-inflicted injuries/death; criminal assault while off-duty; homicide; death from natural causes; adverse body reactions from use of illegal substances; non-occupational related infectious disease; or contractor mishaps not involving injury to DoD personnel

Resulting from any of the following:

Expected or planned damage during testing or disposal; intentional jettison of equipment; or contractor mishaps not involving damage to DoD property

NO

YES

NO

NO - Not a DoD/DON Mishap (Safety has no responsibility to report or investigate)

Injury or fatality to any of the following:

- ◆ Active Duty personnel (on or off-duty)
- or
- ◆ DoD federal civilian (on-duty, work related)
- or
- ◆ Reserve personnel assigned to your command
- or
- ◆ Other military personnel or foreign military personnel assigned to your command
- or
- ◆ DoD personnel (military or on-duty federal civilian) caused by contractor operation
- or
- ◆ Contractors under direct supervision of active duty military or DoD civilian personnel
- or
- ◆ Off-duty DoD civilian personnel resulting from a command directed USN or USMC operation, event, or activity
- or
- ◆ Non-military personnel (guest, family, etc.) where USN or USMC operations caused or contributed to the mishap (i.e. training event, GMV ops, family fun day, retirement, MAGTF demonstration, MWR/MCCS event, Tiger cruise, "Jayne Wayne" day, Birthday Ball, etc.)

Damage to any of the following:

- ◆ DoN (USN/USMC) owned property, caused by DoN operations, activity, or event
- or
- ◆ DoN (USN/USMC) property caused by contractor operations / activities
- or
- ◆ Any property leased or loaned to the Navy or Marine Corps where the Navy or Marine Corps has assumed responsibility
- or
- ◆ Non-Navy or Marine Corps property (private, other DoD, other federal agency) where Navy or Marine Corps operations, events, or activities caused or contributed to the mishap
- or
- ◆ New production equipment prior to delivery where the Navy or Marine Corps has assumed liability
- or
- ◆ DoD, other government, or private property where any ordnance impacted off range (outside surface danger zone (SDZ)) for any reason (regardless of damage)

YES

YES - This is a Navy-Marine Corps owned mishap (Safety must report and investigate)

MISHAP CLASSIFICATION

Class	Property Damage	Severity of Injury or Illness
A	\$2,500,000 + and/or aircraft destroyed	<p>Fatality (immediately or months after the mishap) or Injury or occupational related illness causing Permanent Total Disability (PTD)</p> <p>PTD: Any non-fatal injury or occupational illness that in the opinion of competent medial authority permanently or totally incapacitates a person to the extent that he or she cannot follow any gainful occupation and results in a medical discharge or civilian equivalent. Also, the loss of the following body parts or the use thereof during a single mishap:</p> <ul style="list-style-type: none"> ◆ Both hands ◆ Both feet ◆ Both eyes ◆ A combination of any two of these body parts
B	\$2,499,999 to \$600,000	<p>Hospitalization of 3 or more personnel in same mishap or Injury or occupational related illness resulting in Permanent Partial Disability (PPD)</p> <p>PPD: An injury or occupational illness that results in permanent impairment or loss of any part of the body, such as, but not limited to:</p> <ul style="list-style-type: none"> ◆ Loss of the great (big) toe or thumb ◆ Non-repairable inguinal hernia ◆ Traumatic acute hearing loss of 10 dB or greater (documented) <p>Exceptions include the following:</p> <ul style="list-style-type: none"> ◆ Loss of teeth ◆ Loss of tips of fingers/toes <u>without</u> bone loss ◆ Repairable hernia ◆ Disfigurement ◆ Sprains or strains that do not cause permanent limit of motion
C	\$599,999 To \$60,000	<p>Military: An on or off-duty injury causing a minimum or one (1) lost workday beyond the day of the injury (weekends included)</p> <p>DoD civilians & military: An occupational related illness or injury causing one or more days away from work beyond the day or shift on which the injury occurred or the illness was diagnosed</p> <p>Lost workdays *** include:</p> <ul style="list-style-type: none"> ◆ Sick in Quarters (SIQ) for 24 hours or more ◆ Hospitalization as an inpatient, beyond the day of the mishap ◆ Mishap related convalescent leave
D	\$59,999 To \$25,000	<p>Military: An injury or illness resulting in light duty or limited duty</p> <p>DoD Civilians: An injury or illness resulting in restricted work, transfer to another job. Also includes:</p> <ul style="list-style-type: none"> ◆ Medical treatment greater than first aid ◆ Needle stick injuries and cuts from sharps that are contaminated from another person's blood or other potentially infectious material ◆ Medical removal under medical surveillance requirements of an OSHA standard ◆ Occupational hearing loss resulting in a Significant Threshold Shift (STS) ◆ A work related tuberculosis case ◆ Any on-duty mishap resulting in a loss of consciousness
E / HAZREP	Less than \$25,000	<ul style="list-style-type: none"> ◆ Any near-miss related to a hazard with equipment hazard or a process requires a HAZREP

SAFETY REPORTING MATRIX

SAFETY REPORTING MATRIX					
Report	Purpose	Action Office	Report Due	Method	Reference
Immediate Notification (To NSC & CMC-SD)	<ul style="list-style-type: none"> -Class A (on-duty DoD Civilian) -Class A (on & off duty Military) -Class A (explosive/ live fire) -Hospitalization of 3 or more personnel (1 of which is federal employee) -All other non-combat military fatalities -All other civilian fatalities caused by military activity 	<p>Non-Mishaps: Unit Duty Officer</p> <p>Mishaps: Unit Duty Officer or Safety</p>	<p>To NAVSAFECOM & CMC(SD):</p> <p>NLT 8 hours of unit learning of mishap</p>	<p>-Phone:</p> <p>NAVSAFECOM Mishap Reporting Line: (757) 444-3520, press '1'</p> <p>-RMI Entry (Mishap/Near-Miss/Ownership of mishap unknown to ensure mishap captured for CMC SD in RMI)</p> <p>-PCR and/or OPREP-3 SIR message (Not Safety)</p>	<p>29 CFR 1904 (civilian)</p> <p>MCO 5100.29C, Vol 9</p>
Hazard Report (HAZREP)	<ul style="list-style-type: none"> -To notify the appropriate systems command of hazards or near-mishaps that have the potential to affect other commands or a community who has or may have the same type of equipment or process -Required for all near misses an specific hazards that do not warrant SIREP 	Safety	<p>Immediately:</p> <p>-CMC SD</p> <p>-*MARCORSYSCOM</p> <p>*MCSC only if: -Hazards related to tactical equipment and weapons systems</p>	<p>Email to:</p> <p>CMC SD: hqmc_safety_division@usmc.mil</p> <p>MARCORSYSCOM: MCSC_Safety@usmc.mil</p> <p>-Follow up with RMI entry</p>	<p>MCO 5100.29C, Vol 9</p>
Safety Investigation Report (SIREP)	-Report all causal factors and corrective actions for all DoN reportable mishaps per references	Safety	NLT 30 days after the mishap event	-RMI Entry	MCO 5100.29C, Vol 9

SAFETY REPORTING MATRIX

SAFETY REPORTING MATRIX					
Report	Purpose	Action Office	Report Due	Method	Reference
OSHA 300 Log	-Capture all OSHA "recordable" and "reportable" mishaps for on-duty DoD Civilian personnel	Safety	NLT 30 days after mishap and IAW OSHA 1904	-RMI Entry	29 CFR 1904 (civilian) MCO 5100.29C
OSHA 300A Log	-Summary of all DoD civilian occupational related mishaps (military reports are optional)	Safety	Annually, posted NLT 01 Feb	-Generated from RMI	29 CFR 1904 (civilian) MCO 5100.29C
8-Day Brief (USMC)	-NO LONGER REQUIRED to CMC SD or HQMC (unless directed by general officer)	--	--	--	MARADMIN 743/20 MCO 5100.29C, Vol 9
Death Brief (USMC Only)	-Informs local general officer of detailed facts and lessons learned about a non-combat fatality resulting from both mishaps and non-mishaps	Unit Commander and Staff	Command Dependent	-PPT, in person	Chain of Command (Varies by General Officer)

HAZARD REPORT (HAZREP)

Hazard:

Unsafe act or condition, such as the flow in established work procedures; training deficiency, or the design, manufacture, or use of a piece of equipment with the potential to cause death, injury or damage to property or equipment

Submit HAZREPs:

- ◆ When the elimination and/or control of a given hazard has community or service wide implication in reducing mishaps and preserving combat power
- ◆ When providing information on problems with widespread relevance will help reduce mishaps across the community or service

HAZREPs Triggers:

- ◆ A hazard identified or near-mishap occurs and the recommended remedial or corrective action taken to eliminate the hazard altogether is identified
- ◆ A previously unrecognized hazard identified, inform service so that another agency may determine appropriate corrective action to eliminate the hazard
- ◆ A significant, unexpected, or unusual occupational overexposure, as the result of industrial hygiene assessments of industrial processes or operations, to bring that potential exposure to the attention of medical and safety authorities and others
- ◆ Electrical shock incidents where the mishap did not result in any medical treatment or fatality/injury and where it was determined that the shock was caused by equipment design
- ◆ Afloat man overboard mishaps while underway where the mishap did not result in a recordable/reportable injury/fatality
- ◆ Any other unusual hazard discovered during maintenance, repair, inspections, or evolutions where notifying other activities may prevent future mishaps
- ◆ If a Safety Investigation Board (SIB) discovers a hazard unrelated to the mishap that warrants immediate widespread dissemination, the unit will prepare and submit a HAZREP
- ◆ If a Safety Investigation Board (SIB) discovers a hazard that warrants immediate widespread dissemination, the senior member will prepare and submit a HAZREP

Commander's Considerations:

- ◆ **HAZREPs should be routed as soon as possible**
- ◆ A HAZREP does not replace a SIREP for reportable mishaps
- ◆ Ensure investigation of hazardous condition(s) or near-mishap(s) is complete and thorough as necessary and submission of HAZREP via **RMI entry** is conducted if hazard has community or service wide impact in reducing mishaps, but incident or near-miss itself does not warrant a full safety investigation (unit/command or SIB)
- ◆ Inform Marine Corps Systems Command (MARCORSYSCOM) if hazard is associated with the operation of Marine Corps tactical equipment and/or weapons systems
- ◆ Ensure command adheres to the below for equipment once HAZREP is processed:
 - ◆ Deadline Safety of Use Messages (DSOUMs) / Safety of Use Messages (SOUMs)
 - ◆ Maintenance Advisory Messages (MAMs)

HAZREP Submission:

1. IMMEDIATE:

Email **CMC Safety Division:** **hqmc_safety_division@usmc.mil** (Always)
Email **MARCORSYSCOM Safety:** **MCSC_Safety@usmc.mil**
(Equipment/Weapon Systems Involved)

2. AS SOON AS FEASIBLE:

- Submit HAZREP in **RMI** via command safety officer
- Advise service via Automated Message Handling Service (AMHS) if applicable

INVESTIGATIONS - SAFETY VS LEGAL

For any mishap, there may be up to **THREE** concurrent investigations ongoing:

1. Judge Advocate General (JAG) Investigation (Legal/Command)
2. Naval Criminal Investigative Service (NCIS) Investigation (Legal/UCMJ)
3. Safety Investigation (Unit/Command Single Investigating Officer (SIO) or SIB)

Guidelines:

- ♦ Each investigation is conducted apart and independently from the others and all three investigative bodies provide the unit commander with information
- ♦ Only the unit commander is privy to the information developed by each of the investigative bodies
- ♦ Only factual information should be shared if needed between investigations
- ♦ DoD and Naval policies mandate legal investigations for all on-duty Class A mishaps
- ♦ NCIS is required to investigate all on-base fatalities to determine if foul play was a result or a factor in the incident
- ♦ Never use safety personnel as investigating officers for legal investigations

The Difference:

♦ Legal Investigations:

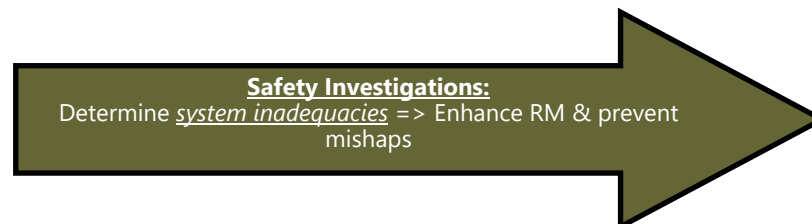
- ♦ Used in litigation, claims against the government, and other administrative and disciplinary actions against individuals

♦ Safety (Mishap) Investigations:

- ♦ Conducted solely to identify systemic failures for mishap prevention purposes
- ♦ Unit safety personnel will not participate in the conduct or formal review of a legal investigation



Will likely occur simultaneously for the same mishap



INVESTIGATIONS - INVESTIGATIVE RELATIONSHIPS

Investigative Relationships:

- ♦ JAGMAN and safety investigators are **NEVER** the same person(s)
- ♦ Commanders shall ensure personnel assigned to conduct unit or command mishap investigations or to serve on or assist a SIB *are excluded* from assignment to a JAGMAN investigation of the same incident
- ♦ JAGMAN shall be conducted independently and separately from the safety investigation
- ♦ The Office of the Judge Advocate General (OJAG) and Staff Judge Advocates (SJA) shall not have access to any safety investigation reports (SIREPs) (privileged information)
- ♦ Safety investigators may have access to legal investigation reports
- ♦ A SIREP and privileged information shall not be made available to or included in any JAGMAN investigation
- ♦ Safety investigators may review information gathered during the JAGMAN investigation
- ♦ A SIREP shall not include witness statements from the JAGMAN or Naval Criminal Investigative Service (NCIS) investigation
- ♦ OJAG and SJA shall not be addressees on any SIREP messages or endorsements nor shall copies be provided to them
- ♦ Do not include endorsements of SIREPs in JAGMAN investigations

Suspension of Investigation:

- ♦ During a mishap investigation, it may be determined that the event is potentially the result of intent to commit a criminal act rather than human error
- ♦ If criminal intent is suspected, suspend the investigation and confer with the NAVSAFECOM SJA and your commander for guidance
- ♦ If criminal conduct is found to be causal to the mishap during the course of the safety investigation:

1. Suspend the investigation
2. Preserve the evidence / stop all Interviews
3. Notify the safety investigation convening authority, legal investigative authority, and the responsible Military Criminal Investigative Organization (MCIO), federal, and local law enforcement as appropriate
4. Safety investigation convening authority shall determine whether investigation will proceed

INVESTIGATIONS - UNIT/COMMAND VS SIB

Unit / Command / Installation Mishap Investigations:

- ◆ Required for all Class A through E mishaps that do not require a formal safety investigation board (SIB)
- ◆ Ground Safety Officers (GSOs), Aviation Safety Officers (ASOs), and civilian SOH specialists are required to conduct the vast majority of mishap investigations

***Triggers for Unit / Command / Installation Level Mishap Investigations Include:**

- ◆ All off-duty, off-base mishaps (Class A, B, C, D, and E)
- ◆ All on-duty mishaps that do not require an SIB (Class B, C, D, and E)
- ◆ All on-duty federal civilian mishaps that do not require an SIB (Class B, C, D, and E)
- ◆ All on-duty contractor mishaps under **DIRECT** supervision of DoN personnel that do not require a SIB (Class B, C, D, and E)

Formal Safety Investigation Boards (SIBs):

- ◆ A formally appointed body to investigate a select few mishaps
- ◆ Composed of (5) members:
 - ◆ **(1) Board Chairman** (LtCol or higher appointed from the command/installation)
 - ◆ **(1) Naval Safety Command Investigator**
 - ◆ **(3) Safety Officers** (civilian or military SMEs from command/installation)
- ◆ Types of SIBs:
 - ◆ **Directed Mishap Investigations** (CNO or CMC directed in special cases)
 - ◆ **Standing Boards** (ground or aviation)
 - ◆ **Joint Mishap Investigation Boards** (mishap involves member or equipment from multiple services)
 - ◆ **Naval Safety Investigation Boards** (Formally appointed investigating body that is required to investigate select few mishaps as specified in MCO 5100.29C, Vol 9)

***Triggers for Safety Investigation Boards (SIBs):**

- ◆ All on-duty Class A mishaps (on or off installation)
- ◆ Military permanent total disability (PTD) or fatality that, in the *opinion of a competent medical authority*, was associated with a medical event (e.g. chest pain, heart attack, coma, etc.) that commenced *during or after* any on-duty physical training (PT), remedial PT, physical readiness test (PRT), physical fitness test (PFT), physical fitness assessment, or any command-sponsored physical activity (e.g. conditioning hikes, screening, etc.) *regardless of any pre-existing medical conditions*
- ◆ When DoD property damage is expected to exceed 2.5 million dollars (\$2,500,000.00) and/or aircraft destroyed
- ◆ An on-duty injury where death or permanent total disability (PTD) is likely to occur
- ◆ Hospitalization, beyond observation, of three or more personnel involved in a single mishap where at least one is an on-duty DoD civilian
- ◆ All Class A explosive mishaps
- ◆ All live-fire mishaps resulting in an injury (includes first aid, injury must result from firing of weapons)
- ◆ All ordnance impacting off range (outside the surface danger zone (SDZ))
- ◆ Any mishap that a controlling command or higher headquarters determines a more thorough investigation and report, beyond that provided by the command's safety investigator is required

***Regardless of cause (mishap, suicide, or homicide) notify NAVSAFECOM/CMC Safety Division within 8 hours if the mishap or non-combat incident contains any of the following:**

- ◆ Hospitalization of three or more personnel caused by DoD activity, operation, or event
- ◆ On-duty DoD civilian fatality or PTD
- ◆ On or off-duty fatality or PTD of military personnel
- ◆ Explosive mishap causing fatality, PTD, or potential for greater than 2.5 million dollars in damage

INVESTIGATIONS - PRIVILEGED VS FACTUAL INFORMATION

Purpose of Privilege:

- ◆ Encourages mishap investigators and the endorers of SIREPs to provide complete, open, and forthright information, opinions, causes and recommendations about a mishap
- ◆ Overcomes the reluctance of individuals to reveal complete and candid information about the events, conditions, and circumstances surrounding a mishap
- ◆ Encourages disclosure of information individuals may find embarrassing or detrimental to themselves, fellow service members, their command, their employer, or others
- ◆ Negates self-incrimination of individuals

Individuals Granted Privilege:

- ◆ Military and federal courts grant protection under executive privilege to the analysis, conclusions, and recommendations of:
 - ◆ Command safety investigators
 - ◆ Members of Safety Investigation Board (SIB)
 - ◆ Mishap/safety investigation reports and endorsements of reports
 - ◆ Endorers of mishap/safety investigation reports

Privileged Information:

- ◆ Information gathered during the course of a mishap investigation (unit/command/formal SIB)
- ◆ Ensures commanders quickly obtain accurate mishap information
- ◆ Mishap investigators shall not, or be asked to, divulge their opinion or any information gathered during the investigation
- ◆ Any evidence edited/highlighted/annotated evidence that the mishap investigator uses to reconstruct, analyze, review, or assess the mishap (to include portions of the SIREPs)

Factual Information:

- ◆ Information that clearly originated from non-privileged sources as defined by DoDI 6055.07
- ◆ May be segregated from privileged data so to be meaningful to a reader
- ◆ Information has NOT been altered or edited by the mishap investigator and does not have indicators of the investigator's deliberations, analysis, or opinions
- ◆ Some factual information may be shared with non-safety personnel investigating the same mishap
- ◆ Other factual information may only be approved for sharing or release by NAVSAFECOM Staff Judge Advocate (SJA) under the Freedom of Information Act (FOIA)

Authorized Disclosures:

- ◆ **NAVSAFECOM JAG** is the sole release authority within the Department of the Navy
- ◆ Organizations must request safety information from NAVSAFECOM JAG
- ◆ NAVSAFECOM JAG may release reports under FOIA to individuals ONLY - not organizations
- ◆ Members of Congress and Non-DoD federal agencies must request from NAVSAFECOM JAG
- ◆ Subpoenas for information should be referred to SJA and NAVSAFECOM JAG

Unauthorized Disclosures:

- ◆ Unauthorized disclosure of safety information by military personnel is a criminal offence punishable under article 92 of the UCMJ
- ◆ Unauthorized disclosure of Safety information by civilian personnel will subject them to disciplinary action under DoN Civilian Human Resources Manual, Subchapter 752

SAFETY RESOURCES

MARINE CORPS COMMANDER'S SAFETY CHECKLIST

Prior to Assumption of Command		
Timeline	Who	Requirement
W/In 2 Years Prior to Command	ALL	Attend Cornerstone (Ref: MCO 5100.29C, Vol 1, Ch 5, 050302, (A), (1))
W/In 2 Years Prior to Command	AVIATION	Attend School of Aviation Safety (SAS) Course and Aviation Safety Commander's (ASC) Course (Marine Aviation Logistics Squadron (MALS) commanders encouraged, but <u>NOT</u> required) (Ref: MCO 5100.29C, Vol 1, Ch 5, 050302, (A), (2))
Post Assumption of Command		
Timeline	Who	Requirement
W/In 7 Days	ALL	Review of Command SMS: Receive command safety in-brief reviewing status of current SMS program to provide commander baseline
W/In 30 Days	ALL	Mission Statement: Developed and disseminated to all personnel in command
W/In 30 Days	ALL	Safety Policy: Developed and disseminated to all personnel in command (Ref: MCO 5100.29C, Vol 1, Ch 2, 0204, (A))
W/In 30 Days	ALL	Review/Verify All Standing Memorandums of Understanding (MOUs) / Memorandums of Agreement (MOAs) with Installation: Verify all command areas of responsibility, all command facilities, and all existing or written relationships with installation facilities office / installation command
W/In 30 Days	AVIATION	Conduct Baseline Aviation Command Climate Survey: All flying, Unmanned Aircraft System (UAS), Marine Aircraft Logistics Squadron (MALS), and aviation detachments shall complete a survey to assess their command climate (Ref: MCO 5100.29C, Vol 1, Ch 6, 060403, (A))
		Written or verbal debrief to command/HHQ: Commanding Officers and Officers-In-Charge shall provide <i>within 14 days</i> of receiving their survey/assessment results (Ref: MCO 5100.29C, Vol 1, Ch 6, 0604)
W/In 90 Days	GROUND	Baseline Command Climate Surveys (Internal): Command completes the applicable command climate surveys to establish a baseline (Ref: MCO 5100.29C, Vol 1, Ch 6, 060401)
		Written or verbal debrief to command/HHQ: Commanding Officers and Officers-In-Charge shall provide <i>within 14 days</i> of receiving their survey/assessment results (Ref: MCO 5100.29C, Vol 1, Ch 6, 0604)
Monthly	ALL	Command Spot Inspections (Internal): Conducted by supervisors, safety representatives, and safety personnel of facilities, workplaces, and daily operations IAW with spot safety inspection program established by command safety officer (Ref: MCO 5100.29C, Vol 1, Ch 6, 060206)
Monthly	ALL	Shop Safety Committee (Internal): Conducted at the worker/small unit level and decrease the potential for mishaps and increase interest in safety within the shop, oversight by shop safety supervisor (Ref: MCO 5100.29C, Vol 1, Ch 6, 060604, (B))
Monthly	AVIATION	Enlisted Aviation Safety Committee (EASC): Discuss safety deficiencies and recommend improvements to safety practices and awareness (Ref: MCO 5100.29C, Vol 4, Ch 5, 050202)
Monthly (Active) / Quarterly (Reserve)	AVIATION	Human Factors Council (HFC): Conduct council to review of physical condition, psychological well-being, attitude, and motivation of aircrew and squadron personnel (Ref: MCO 5100.29C, Vol 4, Ch 5, 050204)
		Standardization Board: Conduct to discuss standardization within the squadron and maintain selection and qualification process (Ref: MCO 5100.29C, Vol 4, Ch 5, 050203)

MARINE CORPS COMMANDER'S SAFETY CHECKLIST

Post Assumption of Command		
Timeline	Who	Requirement
Quarterly	ALL	Work Center/Unit/Shop Safety Inspections (Internal): Safety Representatives shall inspect all relevant areas of responsibility within the command IAW with quarterly safety inspection program (Ref: MCO 5100.29C, Vol 1, Ch 6, 060204, (B))
Quarterly	ALL	Safety Councils (Internal): Command safety council, chaired by the commander, discuss safety concerns (on-going/new), short-term and long-term corrective actions, and state of SMS program (Ref: MCO 5100.29C, Vol 1, Ch 6, 060603)
Quarterly	ALL	Safety Councils (External): Higher Headquarters/Installation safety councils to reconcile core safety services (CSS) discrepancies, voice command safety concerns, and/or request guidance or support from host command (Ref: MCO 5100.29C, Vol 1, Ch 6, 060603)
Quarterly	ALL	Supervisor's Safety Committee (Internal/External): Each installation, command, or unit with a population greater than 500 personnel shall have a supervisor's safety committee to discuss workplace safety concerns and initiatives (Ref: MCO 5100.29C, Vol 1, Ch 6, 060204, (A))
Quarterly	ALL	SMS Requirements Tracker: Command Safety Officer/Manager briefs to commander updates on all safety related requirements, submits to higher headquarters <u>NLT the first work day of each fiscal quarter</u> (MARADMIN 254/23 MCSMS Requirements Tracker Submission Guidance)
Quarterly	ALL	Safe Driving Council: O-5 and above level commands will conduct and document Safe Driving Council to review traffic safety training needs for command, review traffic mishaps from previous quarter, and goals for next quarter. Overall it should provide the commander state of command's traffic safety program. Can be consolidated with FPC, Safety council, etc. (Ref: MCO 5100.29C, Vol 3, Ch 6, 060201)
Quarterly	MAJOR COMMANDS	Safety and Occupational Health Council (SOHC): Service wide safety meeting to discuss safety and occupational health concerns from major command safety offices (Ref: MCO 5100.29C, Vol 1, Ch 6, 060602)
Quarterly	AVIATION	Aviation Safety Council (ASC): Review command plans, policies, procedures, conditions and instructions to ensure their currency, correctness and responsiveness to safety recommendations (Ref: MCO 5100.29C, Vol 4, Ch 5, 050201)
Quarterly	AVIATION	Aviation Safety Self-Assessments: Proactive self-assessments to replace or supplement directed stand downs. All hands requirement (approx. 4 hours in duration) to review mishaps and their causes (Ref: MCO 5100.29C, Vol 4, 050207)
Twice Annually	MAJOR COMMANDS	Executive Safety Boards (External): Service wide meeting to discuss safety concerns (on-going/new), short-term and long-term corrective actions, and state of service safety program (Ref: MCO 5100.29C, Vol 1, Ch 6, 060601)
Annually	ALL	Installation Safety Office Inspections (External): Conducted by trained and competent safety inspector from installation safety office on all tenant command's facilities, workplaces, and operations (Ref: MCO 5100.29C, Vol 1, Ch 6, 060203)
		Inspection Out-Brief: Provided to the commander by the inspector or inspection team <u>within 5 duty days</u> of inspection (Ref: MCO 5100.29C, Vol 1, Ch 6, 060203, (G))
		Formal, Written Inspection Report: Provided to the commander by the inspector or inspection team <u>within 15 calendar days</u> of inspection (Ref: MCO 5100.29C, Vol 1, Ch 6, 060203, (G))
		Corrective Action Plan Follow-Up: Follow-up by inspection team <u>until correction of identified hazards and deficiencies every 30 days</u> (Ref: MCO 5100.29C, Vol 1, Ch 6, 060203, (A))

MARINE CORPS COMMANDER'S SAFETY CHECKLIST

Post Assumption of Command		
Timeline	Who	Requirement
Annually	ALL	Command Safety Inspections (Internal): All workplaces, facilities, and command areas of responsibility are inspected by command safety officer
Annually	ALL	Core Safety Services (CSS) Needs Assessment: Identify and reconcile lack of CSS (quality or availability) with installation command safety office/higher headquarters (Ref: MCO 5100.29C, Vol 1, Ch 4, 0402)
Annually	ALL	Review of Command's Last Self-Assessment: Check progress on corrective actions of last command self-assessment briefed to the commander, provide guidance or redirect efforts as necessary
Annually	ALL	Command Climate Surveys (Internal): Command completes the applicable command climate surveys (see pg. 18) (Ref: MCO 5100.29C, Vol 1, Ch 6, 060402)
		Written or verbal debrief to command/HHQ: Commanding Officers and Officers-In-Charge shall provide <u>within 14 days</u> of receiving their survey/assessment results (Ref: MCO 5100.29C, Vol 1, Ch 6, 0604)
Annually	ALL	Training Needs Assessment: Commands/units/activities with civilian SOH personnel will submit, via chain of command, SOH related training needs for the next year based on individual development plan (IDP) to increase the command's safety competency (Ref: MCO 5100.29C, Vol 1, Ch 5, 050305)
18 Months	AVIATION	NATOPS Inspection: Ensure squadron and aircrews are adhering to NATOPS procedures and requirements for squadron's type/model/series (Ref: OPNAVINST 3710.7(series), 2.2.2, (H), (11))
Every 2 Years	ALL	Command SMS Self-Assessment (Internal): Conducted by command safety officer to review all safety programs within the command to evaluate compliance and effectiveness of command SMS program. Results and corrective measures briefed to commander (Ref: MCO 5100.29C, Vol 1, Ch 6, 060202)
Every 2 Years	MAJOR COMMANDS	IGMC Independent Command Inspection (ICI): Inspects commands not directly under operational/administrative control of major commands (E.g. Deputy Commandants, MARFOR Commands, Wounded Warrior, etc.) (Ref: MCO 5040.6(series), Ch 2, (1), (c))
Every 3 Years	ALL	Command Safety Assessments (CSA) (External): Conducted by HHQ to evaluate compliance and oversight of subordinate organization's SMS with results and corrective measures briefed to commander (Ref: MCO 5100.29C, Vol 1, Ch 6, 060201)
Every 3-4 Years	ALL / MAJOR COMMANDS	IGMC Comprehensive Command Inspection (CCI): Inspects all commands required to execute Commanding General's Inspection Program (CGIP) (E.g. Division/Wing/Groups, MEFs, Depots, Installations, TECOM, etc.) (Ref: MCO 5040.6(series), Ch 2, (1), (b))
Conditions Based Requirements		
Trigger	Who	Requirement
GSO/GSM Appointed	ALL	GSO/GSM attends Ground Safety for Marines (GSM): <u>Within 90 days of appointment</u> (Ref: MCO 5100.29C, Vol 1, Ch 3, 0304, (A), (1))
		GSO/GSM attends Ground Mishap Investigation Course (GMIC): <u>Within 1 year of appointment</u>
New Personnel Join Command	ALL	New Join/Welcoming Aboard Briefs: Ensure SMS programs and safety culture is communicated to all new join personnel during command battle-rhythmed welcome aboard briefs <u>within 7 days of joining command</u> (Ref: MCO 5100.29C, Vol 1, Ch 2, 0204, (A))

MARINE CORPS COMMANDER'S SAFETY CHECKLIST

Conditions Based Requirements		
Trigger	Who	Requirement
New Supervisor Appointed	ALL	New Supervisors Receive Training: Command safety officers /managers or installation safety office provide safety training to new safety representative <i>within 90 days of appointment</i> and <i>annually thereafter</i> (Ref: MCO 5100.29C, Vol 1, Ch 5, 050302, (3))
New Safety Representative Appointed	ALL	New Safety Representative Receive Training: Command safety officers / managers or installation safety office provide safety training to new safety representative <i>within 30 days of appointment</i> and <i>annually thereafter</i> (Ref: MCO 5100.29C, Vol 1, Ch 5, 050302, (D))
New Command Leaders Arrive/ Appointed	ALL	New Command Leaders: Command safety officer/manger provides a command safety orientation of the command's SMS program to familiarize new leadership with on-going concerns and efforts of command's SMS program <i>within 60 days of arrival/appointment</i> (Ref: MCO 5100.29C, Vol 1, Ch 5, 050301, (B))
Personnel Identified / Directed for Human Factors Board	AVIATION	Human Factors Board (HFB): Review of the physical condition, psychological well-being, attitude, and motivation of identified/directed personnel (Ref: MCO 5100.29C, Vol 4, Ch 5, 050205)
Next Squadron ASO Identified	AVIATION	Next ASO Attends School of Aviation Safety (SAS) ASO Course: Incoming ASO must attend the course <i>PRIOR</i> to assuming the billet (Ref: MCO 5100.29C, Vol 4, Ch 5, Figure 5-1 Safety Requirements Matrix)
Squadron Selected for Risk Based Safety Assessment	AVIATION	NSC Risk Based Safety Assessment: Identify organizational strengths and potential hazards, which are often the results of culture, can serve as substitute for CSA/surveys, squadron selections made by Naval Safety Command (NSC) (Ref: MCO 5100.29C, Vol 4, Ch 5, Figure 5-1 Safety Requirements Matrix)
Command wants to do Command Culture Workshop	ALL	Command Culture Workshop (CCW): Commanders in their second and subsequent years may conduct Command Culture Workshops in lieu of annual MCASS or GCASS surveys, request a workshop <i>six to eight weeks prior to proposed workshop date</i> (Ref: MCO 5100.29C, Vol 1, Ch 6, 0601, (E))
Personnel Identified / Directed for Medical Surveillance	ALL	Medical Surveillance Program: Based on Industrial Hygiene data; specific functions and job tasks performed (e.g. MOS required to operate a motor vehicle, forklift operators, food service personnel, hazardous waste workers and emergency responders); ensure their enrollment in the applicable programs and track them in an approved DoD Information Technology Portfolio Repository - DON (DITPR-DON) (e.g. Medical Readiness Reporting System (MRRS) or Occupational health Medical Surveillance Exam (OHMSE)). <i>Frequency based on occupational hazard or illness exposure to an individual.</i>
Mishap / Near-Mishap (Reportable/ Recordable)	ALL	Immediate Notification: Regardless of cause (mishap, suicide, or homicide) notify NAVSAFECOM/CMC Safety Division <i>within 8 hours</i> of becoming aware of event if any of the following: <ul style="list-style-type: none"> ◆ Hospitalization of three or more personnel caused by DoD activity/ operation/event ◆ On-duty DoD civilian fatality or PTD ◆ On or off duty fatality or PTD of military personnel ◆ Explosive mishap causing fatality, PTD, or potential greater than 2.5 million dollars in damage (Ref: MCO 5100.29C, Vol 9, Appendix 3-A Notification Requirements)
		Unit/Command Owned Investigation - SIREP: Safety officer/civilian SOH specialists must complete and submit SIREP in RMI <i>NLT 30 days from time of the mishap</i> (Ref: MCO 5100.29C, Vol 9, Ch 4, 413)
		Safety Investigation Board Owned (SIB) Investigation - SIREP: Senior board members must complete and submit SIREP in RMI <i>NLT 30 days from time of the mishap</i> (Ref: MCO 5100.29C, Vol 9, Ch 4, 413)

ONLINE RESOURCES

Marine Corps Safety Websites:

CMC Safety Division Public site:

<https://www.safety.marines.mil/>

CMC Safety Division SharePoint site:

https://usmc.sharepoint-mil.us/sites/USMC_Safety

CMC Safety Division MarineNet Communities site:

<https://communities.marinenet.usmc.mil/marine-corps-safety/>

Marine Corps Mishap Library:

<https://portal.marinenet.usmc.mil/content/mnet-portal/en/library.1130.html>

Marine Corps Electronic Library (for MCO 5100.29C):

<https://www.marines.mil/News/Publications/MCPCL/Electronic-Library-Display/Article/899486/mco-510029c-w-ch-1-2-wwol-1-9/>

Marine Corps Aviation Issue Papers:

<https://marineaviation.org/command/issuepapers>

Marine Corps Ground Issue Papers:

<https://semperfisurveys.org/command/issuepapers>

Other Service Safety Websites:

Naval Safety Command:

<https://navalsafetycommand.navy.mil/>

Army Combat Readiness Center:

<https://safety.army.mil/>

Air Force Safety Center:

<https://www.safety.af.mil/>

Coast Guard Marine Safety Center:

<https://www.dco.uscg.mil/Our-Organization/Assistant-Commandant-for-Prevention-Policy-CG-5P/Commercial-Regulations-standards-CG-5PS/Marine-Safety-Center-MS-CIB/>

Other Safety Websites:

Deputy Assistant Secretary of the Navy (Safety):

<https://www.secnv.navy.mil/eie/Pages/Safety.aspx>

National Safety Council site:

<https://www.nsc.org/>

Naval School of Aviation Safety (SAS):

<https://navalsafetycommand.navy.mil/Learning/Naval-School-of-Aviation-Safety/>

Joint Risk Assessment Tool (JRAT):

<https://jrat.safety.army.mil/login.aspx>

Other Resources:

Marine Corps Center for Lessons Learned (MCCLL):

<https://www.mcwl.marines.mil/MCCLL>

Naval Safety Center Lessons Learned:

<https://intelshare.intelink.gov/sites/navsafe>

Occupational Safety and Health Administration (OSHA):

<https://www.osha.gov>

National Institute for Occupational Safety and Health (NIOSH):

<https://www.cdc.gov/niosh/index.htm>

MCO 5100.29C SAFETY MANAGEMENT SYSTEM OUTLINE

Vol 1 MCSMS Overview

- Ch 1:** MCSMS Framework
- Ch 2:** Roles and Responsibilities
- Ch 3:** Safety Organization and Staffing
- Ch 4:** Core Safety Services (CSS)
- Ch 5:** Safety Promotion and Training
- Ch 6:** Safety Assurance
- Ch 7:** Safety Programming and Budget

Vol 2 Risk Management

- Ch 1:** Introduction to Risk Management
- Ch 2:** Risk Management Rationale
- Ch 3:** Risk Management Process
- Ch 4:** Risk Management Training and Evaluation

Vol 3 Marine Corps Traffic Safety Program

- Ch 1:** Motor Vehicle and Roadway Safety
- Ch 2:** Motor Vehicle Safety Program
- Ch 3:** Motorcycle and All-Terrain Vehicle Safety
- Ch 4:** Emergency Vehicle Operations
- Ch 5:** Pedestrian and Bicycle Safety
- Ch 6:** Councils and Working Groups
- Ch 7:** Responsibilities

Vol 4 Marine Corps Aviation Safety

- Ch 1:** Roles and Responsibilities
- Ch 2:** School of Aviation Safety (SAS)
- Ch 3:** Aviation Safety Awareness Program (ASAP)
- Ch 4:** Mishap Reporting
- Ch 5:** Aviation Safety Requirements

Vol 5 Recreation and Off-Duty Safety (RODS)

- Ch 1:** Recreation and Off-Duty Safety (RODS) Program
- Ch 2:** Roles and Responsibilities

Vol 6 Safety and Occupational Health Program

- Ch 1:** Safety and Occupational Health (SOH) Program Overview
- Ch 2:** Hazard Identification
- Ch 3:** Hazard Abatement Plan
- Ch 4:** Material Handling with Powered Industrial Trucks
- Ch 5:** Inspections and Investigations of Workplaces
- Ch 6:** Unsafe or Unhealthful Working Conditions Reporting
- Ch 7:** Hazardous Material Control Program
- Ch 8:** Occupational Health and Industrial Hygiene
- Ch 9:** Asbestos Safety Program
- Ch 10:** Lead Safety Program
- Ch 11:** Bloodborne Pathogens

MCO 5100.29C SAFETY MANAGEMENT SYSTEM OUTLINE

Vol 6 Safety and Occupational Health Program (Continued)

- Ch 12:** Respiratory Protection Program
- Ch 13:** Heat and Cold Stress Injury Prevention
- Ch 14:** Occupational Reproductive Hazards
- Ch 15:** Indoor Environmental Quality
- Ch 16:** Hearing Conservation Program (HCP)
- Ch 17:** Weight Handling Safety
- Ch 18:** Hazardous Energy Control Program (Lockout-Tagout)
- Ch 19:** Personal Protective Equipment (PPE)
- Ch 20:** Confined Space Entry (CSE) Program
- Ch 21:** Fall Protection Program
- Ch 22:** Ergonomics
- Ch 23:** Electrical Safety
- Ch 24:** Emergency Shower and Eyewash Units

Vol 7 Marine Corps Radiation Safety Program

- Ch 1:** Radiation Safety and the Four Pillars
- Ch 2:** Roles and Responsibilities
- Ch 3:** Coordinating Instructions

Vol 8 Marine Corps Explosive Safety Management Program

- Ch 1:** Roles and Responsibilities
- Ch 2:** General/Miscellaneous
- Ch 3:** Explosives Safety Deviations
- Ch 4:** Explosives Safety Reviews
- Ch 5:** Explosives Safety Site Planning
- Ch 6:** Material Potentially Presenting an Explosive Hazard
- Ch 7:** Munitions Response
- Ch 8:** Explosives Safety Training and Certification Requirements
- Ch 9:** Installation Explosives Safety Program
- Ch 10:** Standard Operating Procedures (SOPs)
- Ch 11:** Operational Explosives Safety
- Ch 12:** Weapons Systems Explosives Safety Review Board

Vol 9 Navy and Marine Corps Safety Investigation and Reporting

- Ch 1:** Introduction and Responsibilities
- Ch 2:** Mishap Determination, Categorization, and Classification
- Ch 3:** Notifications
- Ch 4:** Safety Investigation Requirements
- Ch 5:** Safety Investigation Endorsement Process
- Ch 6:** Managing Mishap and Hazard Recommendations
- Ch 7:** Record Keeping
- Ch 8:** Protection of Privileged Safety Information
- Ch 9:** Risk Management Information (RMI) Management

REFERENCES

OPREP-3 Reporting:

MCO 3504.2(series), *Operations Event/Incident Report (OPREP - 3) Reporting*

Marine Corps Occupational Safety and Health (OSH) Related Orders:

NAVMC DIR 5100.8, *Marine Corps OSH Program*

(Note: Future release of MCO 5100.29C, Vol 6 will supersede NAVMC DIR 5100.8)

MCO 1553.3(series), *Marine Corps Training Management*

MCO 6260.1(series), *Marine Corps Hearing Conservation Program*

MCO 5104.1(series), *Navy Laser Hazard Control Program*

MCO 5104.2(series), *Marine Corps Radio frequency Electromagnetic Field*

MCO 11000.11(series), *Marine Corps Fire Prevention*

MCO 3570.1(series), *Range Safety*

MCO 5040.6(series), *Marine Corps Inspections*

Occupational Safety and Health (OSH) Federal Directives:

Executive Order 12196, *OSH Programs for Federal Employees (NOTAL)*

OSH Act of 1970 Section 19, *Federal Agency Safety Programs and Responsibilities*

29 CFR 1910, *OSHA General Industry Regulations*

29 CFR 1910.147, *Control of Hazardous Energy (Lockout-Tagout)*

29 CFR 1910.1200, *Hazard Communication*

29 CFR 1910.1030, *Bloodborne Pathogens*

29 CFR 1910.66, *Powered Platforms for Building Maintenance*

29 CFR 1926, *Safety and Health Regulations for Construction*

29 CFR 1926.503, *Fall Protection Training Requirements*

29 CFR 1960, *Basic Program Elements for Federal Employees OSH Programs*

Marine Corps Aviation Orders and Directives:

OPNAVINST 3750.6(series), *Naval Aviation Safety Management System*

CNAF M-3710.7(series), *NATOPS Manual*

SECNAVINST 6410.1(series), *Utilization of Naval Flight Medical Professionals*

OPNAVINST 3710.37(series), *Anthropometric Accommodation in Naval Aircraft*

OPNAVINST 5100.27(series)/MCO 5104.1(Series), *Navy Laser Hazards Control Program*

CNAFINST 5420.2(series), *Human Factors Council and Human Factors Board Policy and Procedures*

MCO 3710.8(series), *USMC Naval Air Training and Operations Standardization (NATOPS) Program*

NSC Code 10 Aviation Safety Programs, Physiological Event (PE) Investigations and Reporting Operating Guide

NTTP Tactical Standard Operating Procedures (TACSOP) (Series)

OPNAVINST 4790.2(series), *Naval Aviation Maintenance Program (NAMP)*

NOTES

SAMPLE MISHAP ACTION PLAN IMMEDIATE ACTION CHECKLIST

#	STEP	TIMELINE	TIME
1	Receive Notification, Collect all pertinent information	IMMEDIATE	
2	Ensure actions are taken to preserve the mishap scene	IMMEDIATE	
3	Determine if reportable mishap has occurred (PAGE 21)	IMMEDIATE	
4	Classify (A, B, C, D) the Mishap (PAGE 22)	IMMEDIATE	
5	Determine Mishap reporting requirements (PAGE 23-24)	IMMEDIATE	
6	If not a Mishap, determine the reporting requirements for non-safety related incident	IMMEDIATE	
7	Notify / Brief Chain of Command	10 minutes	
8	Prepare Flash Report/OPREP (If required by CG's policy)	30 minutes	
9	CACO notification if a fatality is involved	1 hour	
10	Notify Naval Safety Command via telephone if a fatality or a SIB is required (PAGE 23/28)	W/in 8 hours	
11	Notify Base Environmental if required	W/in 8 hours	
12	Coordinate with other Agencies as required	W/in 8 hours	
13	For GSO/GSM/CO: Prepare a HAZREP to MARCORSYSCOM if hazard meets criteria of MCO 5100.34(series) (PAGE 25)	W/in 8 hours	
14	Implement blood borne pathogen / CBRN exposure prevention plan (if required)	W/in 8 hours	
15	Prepare administrative support for a SIB (if SIB is required)	W/in 48 hours	
16	Submit SIREP via RMI	W/in 30 days	
17	MAP review and revision	Quarterly	

