

# Voluntary Protection Program at MCB Hawaii

# How Has VPP Changed Things at MCB Hawaii?

Employees, labor, supervisors, and managers are working together

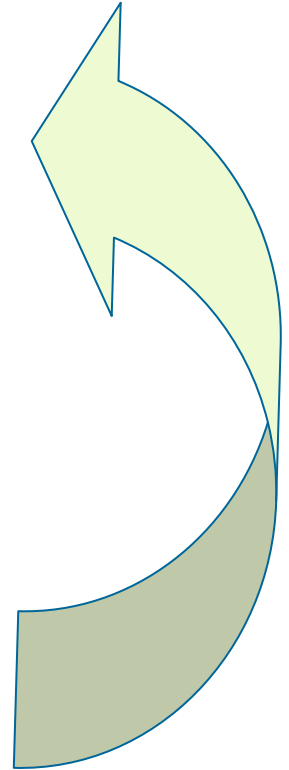
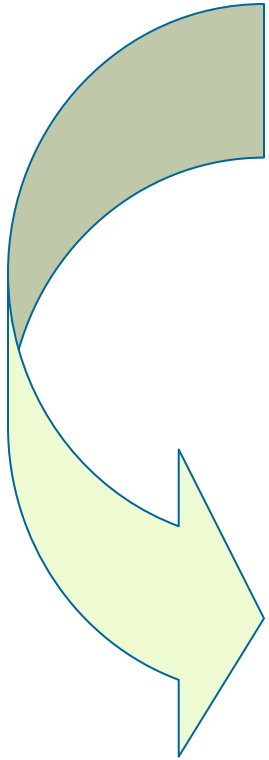
Common goal of safety and health excellence in the workplace

Employees more aggressive in identifying hazards and making the recommendations to correct/eliminate hazards



**CULTURE**

**BEHAVIOR**





## COMMANDING OFFICER, MARINE CORPS BASE HAWAII

### SAFETY AWARENESS AND PLANNING

As the Commanding Officer, I am committed to ensuring that every Marine, Sailor, and civilian is provided a safe and healthy work place. My commanders, executive officers, department heads, and safety officers shall foster an atmosphere of safety awareness, where our Marines, Sailors, and Civilians know they are part of the safety team. Communication regarding safety matters must be encouraged at all levels.



It is incumbent on all Marine Corps Base Hawaii personnel to be familiar with applicable safety programs, policies, directives, the Operational Risk Management (ORM) process, proper procedures and be actively engaged in their enforcement. Detailed planning and ORM shall be used for all daily planning and training evolutions. Risk must be mitigated. No peacetime mission is important enough to risk our precious resources without the proper level of scrutiny and attention.

Safety training shall be a priority. A culture of safety awareness at work, off duty, or during recreational activities is expected. I look to MCBH Commanders and Leaders to "walk the talk" and set the example. All mishaps are preventable. In support of this endeavor, Marine Corps Base Hawaii leadership shall ensure commitment and compliance at all levels of leadership to the Marine Corps Safety and Health Policy, motivate and train personnel to utilize safe working practices at all times, and strive to provide the safest possible working environment for their personnel. These objectives are essential to the success, effectiveness, and ongoing improvement of our program.

R. D. RICE  
Colonel, U. S. Marine Corps  
Commanding Officer, Marine Corps Base Hawaii



National Association of Government Employees

1010 20th Street, Suite 1000, San Francisco, CA 94134

9 December 2009

Commanding Officer MCB Hawaii  
c/o Ms. Janelle Kanuha-Marshall  
Marine Corps Base Hawaii  
BOX 62073  
Kaneohe Bay HI 96863 3073

Dear Commanding Officer MCB Hawaii:

The National Association of Government Employees (NAGE), Local K56-008, is in full support of the Marine Corps Base Hawaii's pursuit and participation in the Voluntary Protection Programs (VPP).

We understand that Occupational Safety and Health Administration (OSHA) created VPP to encourage and recognize excellence in safety and health, and to accomplish OSHA's mission of protecting America's workers through voluntary efforts. We understand the requirements of the program are based on comprehensive safety and health management systems, with our represented employees actively and meaningfully involved in the safety and health program.

We, the undersigned, submit this statement of support of the Marine Corps Base Hawaii's continued endeavor to attain the VPP Star Status and request consideration for membership in VPP.

Sincerely,

A handwritten signature in black ink, appearing to read 'Shari A. Cuarezima'.

Shari A. Cuarezima  
National Representative

cc: Mr. Steven Langwell, Base Safety Center

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# Four VPP Elements

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



# Management Leadership

- ★ Management is becoming more visible
- ★ Actively involved. Discussing safety issues and demonstrating interest and dedication to employees' safety and health
- ★ Has better understanding of OSH responsibilities and accountability to provide employees a safe place of employment
- ★ Ensures contract workers follow the worksite safety and health rules. Holds contractors accountable for safety and health performance



# Employee Involvement

Employee involvement continues to be an essential element for success in VPP

★ Employees actively participate in:

- \* Self-inspections
- \* Job hazard analysis
- \* OSH committees
- \* Problem-solving groups
- \* Safety advisors
- \* Correcting hazardous conditions

Employees receiving better documented feedback on suggestions, ideas, reports of hazards, etc. brought to management's attention



# Worksite Analysis

- ★ Using Job Hazard Analysis (JHA's) and SOPs to perform self- inspections
- ★ Self-inspections complement OSH staff inspections
- ★ Using JHA's to identify hazards BEFORE starting the job, and implement adequate hazard controls
- ★ Analyzing new processes, tasks, materials, equipment, or facilities for uncontrolled hazards, eliminating or controlling
- ★ Better at investigation of mishaps and near-misses to determine true root causes, and correct the problems



# Hazard Prevention & Control

★ Management and workers understand the hierarchy of controls and implement it

- 1) Eliminate or engineer-out hazards
- 2) Enclose, barricade, or isolate hazards
- 3) Utilize administrative procedures and controls
- 4) Utilize PPE



# Hazard Prevention & Control

- ★ More timely preventive maintenance is performed to keep equipment or facilities from becoming hazards
- ★ Better emergency procedures are established, and are effectively communicated to all employees
- ★ Identified hazards are eliminated or controlled in a more timely manner

# Safety and Health Training

- ★ Training is regularly provided to create a positive safety culture. Managers and supervisors are trained to understand their safety and health responsibilities
- ★ Employees are trained to better recognize workplace hazards and the safe work procedures to follow
- ★ Training sessions are provided on a regular basis by BSD and the work centers to ensure consistency
- ★ Everyone is trained in emergency response procedures. Annual drills (tsunami, hurricane, etc.) held to reinforce the training



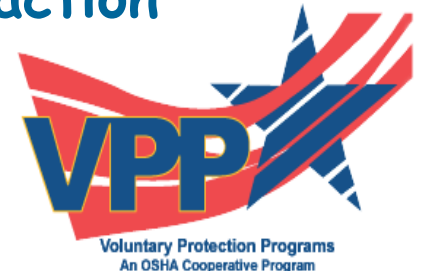
# VPP for Management

- ★ Changing mindsets. “Old Samurai” mentality continues to be challenging
- ★ More obvious in setting the example for safe behavior. On shop floor more often. Demonstrating genuine interest and dedication to the workers' safety and health
- ★ Maintain a more open line of communication with employees concerning Safety and Health issues
- ★ OSH is better blended into the overall management planning process. Employees more involved in planning processes



# VPP for Management

- ★ Workers not allowed to perform work in an unsafe manner or in an unsafe environment. Employees understand that they must not continue work if the process is unsafe
- ★ Employee reports of unsafe/unhealthful working conditions get response in more timely manner. Responses documented
- ★ Employees encouraged and empowered to personally correct workplace hazards within their capability
- ★ If not within the capability of the employee or manager, the appropriate shop or code takes corrective action



# VPP for Management

- ★ Involves employees in workplace inspections, mishap investigations for root causes, OSH briefings and committees
- ★ Employees are now preparing job hazard analyses, and performing new equipment reviews
- ★ Employees and supervisors are held accountable for meeting OSH responsibilities
- ★ Not only verbalizing, also performing follow ups with documentation



# VPP for Management

- ★ Better able to determine the true root causes of mishaps
- ★ Focus is now on the safety issue and how to mitigate so it does not reoccur
- ★ More disciplined, better training and procedures
- ★ **LESS FINGER POINTING. More corrective action**



# VPP for Employees

- ★ Accepting responsibility for personal safety and safety of co-workers
- ★ Setting the example by increased compliance with safety and health rules, regulations, and standards
- ★ Logic for PPE use better understood, non-use decreased
- ★ More employees attending the necessary training to ensure workers qualified to perform the task
- ★ Employees and supervisors increasing input and feedback to managers, to improve safety and health conditions and practices in the workplace



**QUESTIONS?**

