

Department of the Army
Headquarters, United States Army
Training and Doctrine Command
Fort Eustis, Virginia 23604-5700

TRADOC Regulation 385-2

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Safety

U.S. ARMY TRAINING AND DOCTRINE COMMAND SAFETY PROGRAM

FOR THE COMMANDER:

OFFICIAL:

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Deputy Commanding General/
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History. This publication is a rapid action revision. The portions affected by this administrative revision are listed in the summary of change.

Summary. This regulation prescribes policies, responsibilities, and procedures for the development, implementation, and evaluation of the U.S. Army Training and Doctrine Command (TRADOC) Safety Program. For those programs not covered in this regulation, commanders and commandants will use Army Regulation (AR) 385-10 to promulgate other applicable and/or more stringent policy.

Applicability. This regulation applies to TRADOC centers of excellence and schools, subordinate organizations, and contractors operating within TRADOC operational environments.

Proponent and exception authority. The proponent for this regulation is the Deputy Commanding General (DCG)/Chief of Staff (CoS). The proponent has the authority to approve exceptions or waivers to this regulation that are consistent with controlling law and regulations. The proponent may delegate this authority in writing, to a division chief with the proponent agency or its direct reporting unit or field-operating agency, in the grade of colonel or the civilian equivalent. To request an exception or waiver to this regulation, send a written request

*This regulation supersedes TRADOC Regulation 385-2, dated 23 January 2009.

(2) Provide specific safety oversight for Command and General Staff College, U. S. Army Disciplinary Barracks, Battle Command Training Program, Western Hemisphere Institute for Security Cooperation, and Fort Leavenworth training and operations.

(3) Ensure Instructor Training Course, staff and faculty orientation, and instructor development courses include safety and CRM training.

f. TRADOC commanders and commandants will-

(1) Be responsible for the protection of all personnel, equipment, and materials under their charge.

(2) Appoint qualified safety director, IAW the Office of Personnel Management (OPM) standards for job series GS 0018/0803, as a member of the commander's special staff and ensure direct unimpeded access to the commander.

(3) Colocate mission and garrison safety resources into a single safety organization reporting to the SC. The integrated safety office will be a component of the mission commander's special staff. The safety director will be rated by their supervisor and senior rated by the SC to establish clear lines of accountability.

(4) Ensure compliance with the regulatory and statutory requirements in all hiring actions.

(a) All civilian safety positions, whether permanent or temporary, will be filled in accordance with merit recruitment and placement policies as outlined in AR 690-950.

(b) All CP-12 vacancy announcements (except interns) will remain open for 14 days.

(c) A copy of the vacancy announcement will be forwarded to U.S. Army Combat Readiness/Safety Center (Career Program), Building 4905, 5th Avenue, Fort Rucker, Alabama 36362 a minimum of 10-working days prior to the opening date.

(d) All GS-12/15 CP-12 positions will be filled through referral from the mandatory DA Central Referral Registry IAW merit recruitment and placement policies. Lateral reassignments of non CP-12 candidates into CP-12 GS-09/15 positions must be approved by the functional chief representative. It is important to note that any cost for education and training to bring non CP-12 selectees up to the minimum Army CP-12 standards will be borne by the selecting command.

(e) Any modification or waiver of the OPM qualification requirements of a safety position will be coordinated with the TRADOC career program manager (CPM) before selection.

(f) Consideration of any non CP-12 candidate for a TRADOC CP-12 position will be forwarded to the TRADOC Safety CPM for review before the selection is made.

(5) Resource safety and health requirements to support mission and identify safety program resource constraints during the ESC.

(6) Report all accidents and injuries including occupational illness and injuries and investigate accidents and injuries IAW AR 385-10, paragraph 3-2.

(7) Establish a motorcycle mentorship program using the guidelines and by-laws outlined in the U.S. Army Motorcycle Mentorship Program, as appropriate. A copy of the program guidelines, by-laws, and sample charter are on the U.S. Army Combat Readiness/Safety Center (USACR/SC) Homepage at <https://safety.army.mil/>.

(8) Review all accident reports of Soldiers cited for, or identified as, being "at fault" or review reports of Soldiers having repeated moving violations, to determine if counseling, attending an approved remedial driver's training program, or suspending garrison driving privileges are appropriate.

(9) Brief overall assessment of the safety program metrics, as defined by the TRADOC Director, Command Safety at the ESC.

(10) Exercise staff oversight for the integration of safety and CRM procedures into school domains, training operations, and products to ensure CRM is a fully integrated part of mission planning and execution and not an add-on to the decision making process.

(11) Incorporate privately owned vehicle (POV) accident prevention tools (found at the USACR/SC Homepage (<https://safety.army.mil/>)) into local motor vehicle accident prevention programs as appropriate.

(12) Ensure all supervisors (officers, noncommissioned officers (NCOs), and DA civilians) include safety programs and tasks in their evaluation support forms and counseling sessions and that all senior raters pass their support form with safety objectives down two levels. Ensure all personnel are fully aware of their obligations and personal responsibilities to the safety program.

(13) Ensure safety and CRM training is provided to combat developers, training developers and evaluators, school instructors, and cadre.

(14) Promote mission safety and ensure CRM integration by:

(a) Collecting, analyzing, and disseminating lessons learned from worldwide branch elements and/or subordinate organizations.

(b) Systematically reviewing after action reports, accident investigation reports, and near miss data to develop solution sets for DOTMLPF to ensure safe mission accomplishment.

(c) Implementing effective heat and cold injury prevention programs IAW TRADOC Reg 350-6, appendix H, and paragraph H-11.

(15) Ensure Battalion commanders, exclusive of Cadet Command and U.S. Army Recruiting Command, register in the web-based Army readiness assessment program (ARAP) within 90 days of assuming command. Commanders can register at <https://arap.safety.army.mil>. ARAP is a battalion commander's tool addressing root causes of accidental loss by focusing on organizational safety climate and culture. Following registration, unit individuals will complete the web-based assessment, which captures unit posture on command and control, standards of performance, accountability, and risk management. After a confidential debrief from a Combat Readiness/Safety Center expert, battalion commanders will brief their chain of command on key results and courses of action, and develop and execute an action plan. At mid-tour or twelve months in command, the commander will conduct a follow-up assessment to evaluate unit progress against initial results.

g. The Deputy Chief of Staff (DCS), G-3/5/7 will-

(1) Ensure leader development safety training includes instruction on CRM.

(2) Coordinate training and leader development issues and documents involving safety, accident prevention or force protection implementation with TRADOC Command Safety Director for review.

(3) Integrate hazard communication training into military training in IAW Department of Defense Instruction (DODI) 6050.5.).

h. TRADOC schools located on other than Army garrisons or on garrisons where the TRADOC Commander is not the SC will maintain close coordination with the host safety office to ensure safety support for base operations and accident prevention services are provided IAW IMCOM common levels of support and host tenant agreement.

i. The safety director of a TRADOC major subordinate organization (MSO), center, school, and activity will-

(1) Serve as principal advisor to their respective commander/commandant on all safety and occupational health issues pertaining to the execution of the command's mission.

(2) Develop and maintain command/center/school safety and occupational health manual, standard operating procedure(s) (SOP), policies, and guidelines.

(3) Maintain oversight of mission-unique safety issues.

(4) Review, validate, and monitor integration of CRM into all aspects of military training and operations IAW FM 5-19, chapter 1-1.

(5) Maintain a list of high-risk training courses for more frequent monitoring and review to ensure adherence to standards.