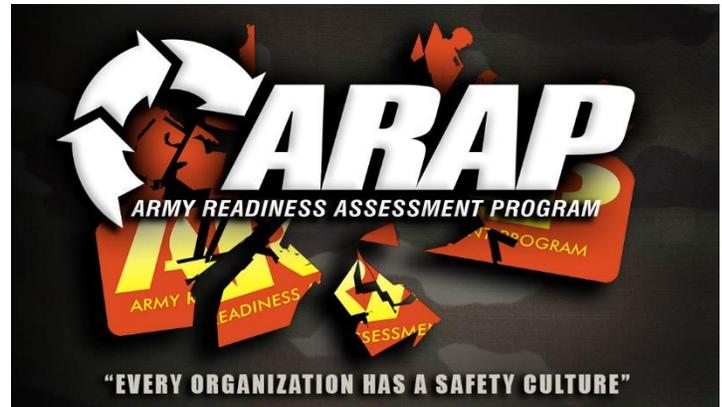


Did you know that the Army Readiness Assessment Program (ARAP) can assist you towards incorporating the Army's Fiscal Year (FY) 2016 Safety and Occupational Health (SOH) Objectives into your safety program?

FY 2016 Army Safety and Occupational Health Objectives:

1. Risk Management
2. Aviation
3. Motorcycle Mentorship Programs
4. Presidential Protecting Our Workers and Ensuring Reemployment
5. Mishap Reporting
6. Career Program (CP) 12
7. Hearing Loss Rates



How can ARAP incorporate the SOH Objectives into your safety program?

ARAP assists Commanders/Directors with the ability to identify the precursors to mishaps. Soldiers and Civilians who participate in the assessment report risks and hazards in the workplace before they happen. They utilize question number 62, "The most hazardous thing I do is..." to report a myriad of safety issues in the workplace and off duty. With the underreporting of Class C and D accidents, this feature of ARAP is a great addition to any organization's mishap prevention/reporting program. Early intervention allows Commanders/Directors the opportunity to manage and/or mitigate identified and reported hazards reducing the possibility of an injury or fatality. Several questions address factors such as mishap reporting, risk management, etc.

ARAP focuses on the recognition of hazardous attitudes and behaviors that are possible precursors to human error mishaps. ARAP offers an after action review, courses of action for each noted problem area, and a follow up assessment to measure the effectiveness of the implementation of an organization's after action plan. Leaders have a direct impact on reducing risk and hazards by placing an emphasis on continually improving their organization's safety attitude.

In the enhanced ARAP version, when Commanders and Directors register they will have the option to ask survey takers three additional questions selected from a pre-existing list or they can write their own to gain insight about their organization's safety program, climate, and culture. This new ARAP feature allows leaders to target specific areas of their safety program and provides them the opportunity to further evaluate their program's effectiveness. As an example: if the Commander wants to know if his/her motorcycle mentorship program (MMP) is effective they can ask specific MMP questions. If the Director wants to know if his/her employees are wearing hearing protection or have completed their audiometric testing then they can ask those type questions.

For more ideas on how to utilize ARAP to enhance your safety program or if you have an example to contact the ARAP Outreach Coordinator, Lisa A. Rivers, Occupational Safety and Health Specialist, at (334) 255-9394 or lisa.a.rivers2.civ@mail.mil.

How to get *more* out of your ARAP?

Commanders and directors have your staff/subordinate leaders present during debrief. One of the most effective ways to improve a safety culture and prevent injuries is to optimize safety-related communication throughout an organization. Having staff present creates trust, cooperation and commitment. It sets a one team one fight attitude. They will better understand the obstacles they're facing, giving them an opportunity to find/share solutions and prepare for change. It also starts a dialogue among team members to start working together to tackle the challenges revealed in the survey results.

To accurately identify trends among your subordinate units- keep us informed of unit structure changes and utilize appropriate Unit Identifier Codes (UIC). One of the most beneficial aspects of ARAP is that it can highlight risky behavior, morale issues and identify safety violations possibly before they have a chance to occur. To accurately identify those trends, units MUST register under the appropriate UIC with an accurate descriptive designator for that unit (ie. Sub-UIC). Units are registering under incorrect UIC's causing data integrity issues.

Utilize the data collected during your assessment. Proactive leaders utilize ARAP data to help set training goals, conduct safety stand down's, schedule inspections on equipment or facilities, establish focus groups, or update/change policies. Utilizing the data and input from employees and Soldiers re-enforces to participants that you care and encourages them to give open and honest answers during their survey.

How some commands are utilizing their ARAP data?

* Army Depot Tooele- ARAP results identified that management needed to keep employees better informed. By increasing communication and collaboration between management and employees, they were able to change their safety culture and perceptions.

* IMCOM- surveyed 41 garrison Commanders to find out if ARAP is worthwhile or not; if they use it; and who are the primary users. 83% believed ARAP was worthwhile and 83% reportedly used their data to enhance their safety program and 68% indicated that safety offices were the primary users.

* 307th Brigade Support Battalion, 82nd Airborne Division - were able to act quickly in correcting deficiencies, review and re-address policy, and update internal maintenance SOP's that were used to mitigate hazards.

* 80th Training Command- The 80th Training Command and subordinate units hosted safety stand-down days to address specific trends and areas identified during the ARAP assessments.

How have you used your ARAP data?

We want to hear from you. In our continuous efforts to make ARAP the best that it can be, we need your feedback. Your input is extremely important to us. Submit feedback to

- If you have utilized the program, what is your opinion of ARAP?
- How do you feel it benefited your command/commands?
- What have you done or plan to do with your ARAP data?

Thank you!

Thank you for taking the time to read this information. For more than a decade, ARAP has provided over 9,500 battalion level commanders with an assessment of their organizational safety culture and climate. We here on the US Army Combat Readiness Safety Center ARAP Team look forward to assisting in keeping Army Soldiers and Civilians ready and resilient. Army Safe is Army Strong!