

NSWCCD-SSES - FIRST NAVAL SURFACE WARFARE CENTER AWARDED OSHA'S VOLUNTARY PROTECTION PROGRAMS STAR STATUS



Naval Surface Warfare Center, Carderock Division-Ship Systems Engineering Station (NSWCCD-SSES) in Philadelphia provides the Navy's primary technical expertise and facilities for both naval machinery research and development and naval machinery life cycle engineering. NSWCCD-SSES serves as a central point for academia and industry to join forces with Navy technical experts to develop solutions to needs in naval machinery.

The Occupational Safety and Health Administration (OSHA) recognized NSWCCD-SSES, as an OSHA Voluntary Protection Programs (VPP) *Star* site at a flag raising ceremony on May 10, 2011.



John Garrity (left), International Federation of Professional and Technical Engineers Local 3 President, and Nick Kutufaris (right), NSWCCD-SSES Safety Manager, unfurl the VPP Star flag at the flag raising ceremony on May 10, 2011 (U.S. Navy photo by Public Affairs Specialist Joseph Battista).

VPP is a voluntary partnership with OSHA that demonstrates cooperative action among government, industry, and labor to address worker safety and health issues and expand worker protection. VPP participation requires a comprehensive safety and health management system with active management leadership and employee involvement to prevent and/or control hazardous conditions at the worksite.

"Being the first [Naval Sea Systems Command] NAVSEA warfare center to earn the VPP flag is a great accomplishment, and you should be proud today," said NAVSEA Vice Commander Rear Adm. Clarke Orzalli. "The key word in VPP is voluntary. You elected to build a partnership between management and the union to create a safer place to work for all."

The VPP *Star* certification is OSHA's highest honor and is reserved for organizations that have achieved injury and illness rates at or below the Bureau of Labor Statistics' (BLS) national average and implemented the four elements of VPP: Management Leadership and Employee Involvement; Worksite Analyses; Hazard Prevention and Control; and Safety and Health Training. The

main purpose of VPP is to embed the safety culture throughout the organization, with accountability and involvement at all levels.

To attain OSHA’s highest level of recognition for safety and health excellence, NSWCCD-SSES spent more than two years improving the safety culture throughout the organization. In September 2010, OSHA performed a three-day worksite evaluation onboard NSWCCD-SSES, which included a comprehensive inspection of safety programs, work processes, and site facilities as well as interviews with employees.

The Secretary of the Navy mandated a **75 percent** reduction in preventable injuries with fiscal year 2002 (FY-02) as the baseline. NSWCCD-SSES attained/exceeded this goal in 2010, reducing mishaps **87 percent** from FY-02 (55 mishaps) to FY-10 (7 mishaps).

VPP Star worksites consistently demonstrate excellence in safety and health through reduced number of worker injuries/illnesses and significantly lower lost workdays. To obtain VPP star status, OSHA requires that the three-year average of injury/illness rates, compared to a similar industry class in the private sector, must be below the national average published annually by the Bureau of Labor Statistics (BLS) for that industry. The injury and illness statistics used for comparison are the Total Case Incidence Rate (TCIR) and Days Away, Restricted, and/or Transfer (DART) rate. For the three-year average of calendar years 2008-2010, NSWCCD-SSES was **89 percent** below the TCIR and **84 percent** below the DART rate compared to the 2009 BLS average.

NSWCCD-SSES Injury/Illness Data Range: 01/01/2008 to 12/31/2010

Year	Total Work Hours	Total # of Injuries	Total # of Illnesses	Sum # of Injuries and Illnesses	Total Case Incidence Rate for Injuries and Illnesses (TCIR)	Total # of Injuries Involving Days Away from Work Restricted Activity	Total # of Illnesses Involving Days Away from Work Restricted Activity	Sum of Injury and Illnesses Cases Involving Days Away from Work and Restricted Activity	Days Away, Restricted and/or Transfer Case Incident Rate (DART)
2008	2,714,675	9	4	13	0.95	9	0	9	0.66
2009	2,853,373	11	4	15	1.05	10	0	10	0.70
2010	2,823,798	5	3	8	0.56	5	0	5	0.35
3 Year Averages & Rates	2,797,282	8.3	3.6	12	0.85	8	0	8	0.57
Current BLS Rates for NAICS 336612 (2009)					7.7				3.6
Percent above or below National Average (CY-10)					93%				90%
Percent above or below National Average (3-Yr Ave)					89%				84%

Here are some of the activities and milestones that contributed to NSWCCD-SSES becoming a VPP Star site:

- Senior leadership endorsed the VPP safety management system
- Performed VPP gap analysis
- Assigned VPP Coordinator
- Rolled out VPP initiative with an “all hands” e-mail message
- Added VPP, Operational Risk Management, and Job Hazard Analysis training requirement for all employees
- Rewrote NSWCCD Occupational Safety and Health (OSH) Policy Statement
- Unions signed Memorandums of Support for VPP
- Added VPP links to the Carderock Division OSH web page
- Added VPP contract requirements for contractors (awareness training and injury/illness data)
- Commanding Officer, VPP Coordinator, and OSH Office conducted VPP town hall meetings
- Sent “all hands” e-mails addressing the four VPP elements
- Distributed VPP Passport and promotional items [Passport is an incentive program for individual employees that recognizes and rewards individuals who educate themselves, communicate, and participate in the program].
- Revised NSWCCD-SSES OSH Program Manual to reflect VPP implementation
- Published Shoreside or Shipboard (SOS) safety pocket guide (Temporary Duty/Off-duty)
- Submitted VPP application to OSHA
- OSHA VPP Site Visit/Inspection, September 2010
- OSHA VPP Star Certification, February 2011

NSWCCD-SSES was officially certified an OSHA VPP *Star* site on February 2, 2011, in a letter from Dr. David Michaels, the Assistant Secretary for OSHA. The letter states, “Your qualification for OSHA’s premier recognition program is a testament to the efforts you and your employees have made to develop and implement VPP-quality safety and health management programs.”

“The successful implementation of VPP demonstrates that NSWCCD-SSES is managing safety and health as effectively as any other critical business function,” said Nick Kutufaris, Safety Manager for NSWCCD-SSES.

Ed Selker, Deputy Regional Administrator for the U.S. Department of Labor presented the VPP Star Site Flag and plaque to Capt. Alexander Desroches



Ed Selker, Deputy Regional Administrator for the U.S. Department of Labor, presents a plaque to Capt. Alexander Desroches, NSWCCD-SSES Commanding Officer, and Patricia Woody, Machinery Research and Engineering Department Head at the NSWCCD-SSES VPP Star Site flag raising ceremony on May 10, 2011 (U.S. Navy photo by Public Affairs Specialist Joseph Battista).

NSWCCD-SSES commanding officer and Rear Adm. Orzalli, and then Kutufaris and Mr. John Garrity, International Federation of Professional and Technical Engineers (IFPTE) Local 3 President, proudly raised the flag in front of an enthusiastic crowd of NSWCCD-SSES employees.

"Safety has been part of the NSWCCD-SSES culture since we were first established as the Fuel Oil Test Plant in 1910, and started training officers and Sailors in the safe and efficient operation of oil-fired boilers," said Capt. Desroches. "It has remained part of the culture as our mission has expanded and our workforce has grown. OSHA's approval of NSWCCD-SSES as a *Star* VPP site recognizes the commitment of our management and workforce to improve health and safety and the effective programs we have in place."

Out of more than 7.8 million worksites in the United States, approximately 2,500 are designated VPP Sites. NSWCCD-SSES is the first Warfare Center to raise the VPP flag over its facility and one of seven *Star* Sites in NAVSEA.

For questions regarding NSWCCD-SSES' path to VPP *Star* certification, contact the NSWCCD-SSES Safety Office at 215-897-7025.

For more information on the OSHA VPP visit these websites:

OSHA VPP Guidance

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

VPP Participants' Association

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

VPP Eligibility Checklist

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

VPP Application Information

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

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

Naval Safety Center VPP Guidance

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