



DEPARTMENT OF THE ARMY
UNITED STATES ARMY INSTALLATION MANAGEMENT COMMAND
HEADQUARTERS, UNITED STATES ARMY GARRISON, FORT JACKSON
3330 CENTURY DIVISION AVENUE
FORT JACKSON SC 29207-5101

AMIM-FJG-SO (385)

MEMORANDUM FOR All United States Army Garrison (USAG) Fort Jackson Personnel

SUBJECT: United States Army Garrison Policy Memorandum # 3 – Commander's Safety Policy

1. References.

- a. Department of Defense Instruction (DoDI) 6055.1 (DoD Safety and Occupational Health (SOH) Program)
- b. Army Regulation (AR) 385-10 (Army Safety Program)
- b. Department of the Army Pamphlet 385-30 (Risk Management)
- c. Installation Management Command Regulation 385-10 (Safety Program)
- d. USAG Fort Jackson Regulation 385-10 (Fort Jackson Safety Program)

2. Purpose. To establish the policies, procedures, and responsibilities for executing the USAG Fort Jackson Safety Program.

3. Policy.

- a. As the commander, I serve as the Safety Officer for the Garrison. I expect every Director, Deputy Director, office chief, and other leaders to also serve as safety officers, ensuring that safe attitudes and behaviors are instilled in our team members and that a culture of safety is the norm here at Fort Jackson.
- b. Mishap prevention within this Garrison is based on the philosophy that all mishaps can be prevented; it is an inherent function of leadership and discipline. The employees of this Garrison must be thoroughly trained in safety principles and procedures so that safety awareness becomes an integral part of their thought process, both on and off duty.
- c. In an era of declining resources, increasing commitments, and technological change, we must be proactive in conducting deliberate risk assessment analysis and in identifying and exploiting opportunities to reduce mishaps. Simply put, every mishap, injury, and property damage impact our ability to conduct our mission, and therefore, such losses are unacceptable.
- d. All mishaps are preventable and reportable, and no unnecessary risk is acceptable. Leaders have the responsibility to ensure all employees identify/assess risks, determine

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processes to eliminate mishaps, and carry out daily missions without injuring personnel or damaging equipment. Safety must be practiced at all times. The approach to being safe must be both overarching and simple: supervise, educate, reduce risk, and seek out/eliminate conditions, practices, and habits that threaten or undermine safety.

4. Procedures.

a. Directors and Staff Chiefs will establish and maintain a work environment/climate that encourages and rewards safe behavior and performance. Leaders will empower employees to intervene when they witness an unsafe act, someone ignoring safety protocols, or taking unnecessary risks. Risk assessment and risk mitigation must be a daily habit for leaders, with open and continuous communication. Leaders at all levels will lead the way in changing behavior to reduce safety-related mishaps.

b. Directors and Staff Chiefs will hold personnel accountable for mishap prevention. Leaders at all levels are expected to identify risks inherent in their operations and implement appropriate countermeasures through detailed mission analysis and the use of Deliberate Risk Assessment (DRA).

c. Mishap Reporting and Investigations. All Army mishaps, both military and Civilian, will be promptly reported, investigated, and analyzed in accordance with AR 385-10. Investigations will focus on identifying the root cause, contributing factors, lessons learned, and actions taken to prevent similar mishaps in the future. All safety-related mishaps, regardless of seriousness, will be promptly reported to the Installation Safety Office (ISO).

d. Safety Campaign. The Garrison will conduct semi-annual seasonal safety campaigns. Detailed guidance will be published in an appropriate operation order.

e. Safety and Occupational Health Council (SOHAC). The Garrison will conduct a semi-annual Installation SOHAC, chaired by the Garrison Commander. Safety is a team effort. The council must foster the proper culture and climate, ensure leader accountability, and allocate limited resources to key problem areas. The council will enhance readiness by reviewing safety performance, sharing lessons learned, and applying risk management techniques to improve overall safety.

f. Mandatory Safety and Occupational Health Training. The Combat Readiness/Safety Center (CRC) offers a combination of online training and distance learning courses tailored for Commanders and Leaders, Safety and Occupational Health Professionals, and other personnel with safety responsibilities. All courses are available on the CRC website at <https://safety.army.mil>. Directors, Staff Chiefs, and Unit Safety Officers are expected to complete the appropriate courses from the list below:

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(1) Risk Management. All military and Civilian employees must receive this training within the first 30 days of assignment. This course outlines how to effectively integrate risk management into missions, jobs, and off-duty activities to prevent mishap loss.

(2) Unit Safety Officer Course. All employee safety representatives are required to complete this course before assuming any safety-related responsibilities.

(3) Employee Safety Course: Rights and Responsibilities. All safety and occupational health advisory council members will complete this course before assuming any safety related responsibilities.

(4) Employee's Safety Course: Rights and Responsibilities. All employees will complete this course within the first 30 days of employment.

(5) Leader's Safety and Occupational Health Course (LSC). All employees in supervisory positions will complete this course within the first 30 days of assuming supervisory responsibilities. All managers will complete this before assuming their duties.

g. Contractors' Adherence to Safety Requirements. No person will be subjected to work in an unsafe or dangerous environment. Contractor safety will be governed by AR 385-10, Chapter 26. Contractors or contract employees who refuse to comply with published and recognized safety standards or do not meet the standards outlined in USAG Fort Jackson contracts may be subject to work stoppage. Contracting Officers and others responsible for contractor performance will ensure that:

(1) Contracts incorporate appropriate safety clauses.

(2) Contractors perform in a safe manner consistent with these contracts.

(3) Unsafe conduct is dealt with promptly.

5. This policy will remain in effect until superseded or rescinded.

6. Proponent: Mr. Joseph E. Colson, Jr, Installation Safety Director at (803)751-2541 or joseph.e.colson.civ@army.mil.

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Commanding