



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES CORPS OF CADETS
WASHINGTON HALL, BUILDING 745
West Point, New York 10996
Policy Number: CC-22-02

MACC-S-O

23 February 2022

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: United States Corps of Cadets (USCC) Strategic Safety Plan (SSP) Fiscal Years (FY) 2022-2026

1. Reference:

- a. Army Regulation 385-10, The Army Safety Program, dated 24 February 2017.
- b. Department of the Army Pamphlet 385-10, Army Safety Program, 19 January 2010.
- c. Army Technical Publication 5-19, Risk Management, 8 September 2014.
- d. United States Military Academy Regulation 385-12, Safety and Occupational Health Program dated 9 November 2018.
- e. United States Military Academy Strategic Safety Plan Fiscal Years 2019-2024

2. Purpose.

a. The Army Safety Program requires each safety office to develop a strategic safety plan and supporting annual business plans to execute the strategic plan. This strategic plan determines the organization's safety program direction and metrics. As a minimum, the strategic plans encompass goals and objectives for a period of five years. The USCC strategic safety plan should be reviewed at least quarterly.

b. The purpose of this strategic safety plan:

- (1) Support the overall United States Corps of Cadets Strategic; specifically, strategic goals of providing a safe environment for all assigned USCC personnel.
- (2) Establish a set of safety goals and supporting objectives to serve as a common focus for integrating safety into USCC activities.

3. Scope.

a. This Strategic Safety Plan (SSP) applies to all military, Cadets and civilian employees assigned to the United States Corps of Cadets.

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b. The Strategic Safety Plan covers a period of five years from Fiscal Years 2022 through 2026.

4. USMA Mission Statement: The United States Military Academy's mission is to educate, train and inspire the Corps of Cadets so that each graduate is a commissioned leader of character committed to the values of Duty, Honor, Country and prepared for a career of professional excellence and service to the Nation as an officer in the United States Army.

5. Vision Statement: We will establish a command climate that embraces safety as an enabler of readiness and quality of life for all Cadets, military, and civilian employees assigned to USCC. Every member of the USCC staff and faculty will take personal ownership and account for safety in all planning and execution of any hazardous event.

6. Safety is not just a USCC Leadership responsibility. Each Cadet, Soldier, and civilian must be actively engaged in helping achieve the Army's long-term goal of zero preventable mishaps. The USCC Strategic Safety Plan is but one means of protecting our personnel, equipment, facilities and maintaining our ability to support Department of the Army and United States Military Academy mission, for developing future U.S. Army Officers.

7. Point of contact for this plan is Mr. Aubrey L. Posey, Jr., United States Corps of Cadets Safety Manager, at 845.938.8682 or by email at aubrey.posey@westpoint.edu.

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MARK C. QUANDER
BG, USA
Commandant

DISTRIBUTION:
USCC All

USCC Strategic Safety Plan (SSP) Fiscal Years (FY) 2022-2026

Goal 1. Create and sustain an effective safety and occupational health program

Objective 1.1 Develop and publish the Commandants Safety Policy

Lead: Commandants Office

Support: USCC Safety and Occupational Health Manager

How: Create and publish a written Safety Policy, or Safety Policy statement. This will be the foundation for the organizations Safety Program and will include elements that direct use of Risk Management, Motor Vehicle Safety, Sports Safety as well as Mishap Investigation and Reporting.

Objective 1.2 Appointment and training of Additional Duty Safety Officers (ADSO) for active-duty personnel and Collateral Duty Safety Officers (CDSO) for civilian personnel.

Lead: USCC S3 and USCC Safety and Occupational Health Manager

How: Each Directorate within USCC will appoint, in writing, a Commissioned Officer or civilian, in grade GS-11 or higher, to function as their ADSO / CDSO. Upon appointment they are to complete the appropriate ADSO / CDSO online training class located at <http://crc.army.mil>. They will then function as their Directorates primary point of contact between the USCC Safety and Occupational Health Manager.

Goal 2. Mitigation of safety and health hazards through instruction in and application of the Deliberate Risk Management Process.

Lead: USCC Operations and USCC Safety and Occupational Health Manager

Support: All USCC Departments and Directorates

How: Deliberate Risk Assessment Worksheet (DRAW) will be integrated throughout the planning, preparation, execution, and assessment for all operations above team level. Leaders must complete the online Risk Management Basic and Risk Management Operations courses through the online training available at <http://crc.army.mil>. Completion of the Risk Management Basic course is a DA level directed tasks for all Officers and NCO's. (IAW: AR 350-1, Table G1 / AR 385-10, Chap 10-2)

Goal 3. Increase Motor Vehicle Safety training and awareness across the

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command.

Objective 3.1: Reduction of the overall mishap rate for Tactical and TMP vehicles no matter the type and severity.

Lead: Brigade Tactical Department and Department of Military Instruction Master Drivers

Support: Brigade Tactical Department of Military Instruction, USCC Operations, USCC Safety and Occupational Health Manager

How: Appoint in writing, a senior NCO, as the USCC Master Driver IAW AR 600-55, Army Driver and Operator Standardization Program. If necessary, the appointed individual will be sent on temporary duty to complete any required classes. Complete a bottom-up review of the USCC Driver Training Program to bring fully it in line and in compliance with Army Regulations. Time must be budgeted to allow proper compliance with requirements specified IAW AR 600-55. New focus would include mandatory completion of the Army Traffic Safety Training required courses (Initial and Intermediate Courses) during Cadet Basic Training with completion of the Local Hazards courses during the beginning of a cadets first academic semester. Physical hands-on driver training for HMMWV and 12/15 passenger vans would occur beginning in a Cadets second academic year. All Tactical, Non-Tactical and Personally Owned Motor Vehicle mishaps will be reported to the USCC Safety and Occupational Health Manager for determination regarding further mishap reporting. All vehicle (tactical and non-tactical) mishaps will be recorded on the operators DA Form 348, Equipment Operators Qualification Record if they possess a Military Driver License. Military Driver's License will be temporarily suspended pending investigation into cause or fault of all vehicle mishaps.

Objective 3.2: Reduction in the overall mishap rate for Privately Owned Motor Vehicles and motorcycles (PMV4 and PMV2)

Lead: Brigade Tactical Department

Support: Department of Military Instruction, USCC Operations, USCC Safety and Occupational Health Manager

How: Brigade Tactical Department will keep a log of all Cadets that possess a civilian driver license and ensure that they are in compliance with Army Regulations. All Private Motor Vehicle (PMV)4 and PMV2 mishaps will be reported to the USCC Safety and Occupational Health Manager for determination regarding further mishap reporting. All PMV4 and PMV2 mishaps IAW AR 600-55 will be

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recorded DA Form 348, Equipment Operators Qualification Record if they possess a Military Driver License (Tactical and Non-Tactical). The Chain of Command will exercise the authority to suspend on-post driving privileges, as necessary.

Goal 4. Provide a safe and healthy workplace and facilities for Soldiers, Cadets, Civilians, visitors, contract workforce and Army Families. (Inspections)

Lead: USCC Safety and Occupational Manager

Support: ADSO/CDSO, Supervisors, facility commandants, West Point DPW and West Point Fire Department

How: Ensuring annual safety inspections, fire inspections, and spot inspections are conducted for identifying safety hazards. Any findings from inspections, the facility commandants will submit work order requests to West Point DPW for action to correct or repair the hazards identified. Supervisors and facility commandants will inform the workplace of the hazard that cannot be mitigated in a timely manner. Facility commandants will provide the USCC Safety and Occupational Health Manager monthly updates on formal inspection reports, monthly, until the hazard has been mitigated and closed by the USCC Safety Manager. Facility commandants will provide responses to West Point Fire Department Inspectors and provide a copy of the fire inspection report with responses to the USCC Safety and Occupational Health Manager.