#### **NAVALSAFETY CENTER**

# VPP PASSPORT



PRESERVING COMBAT READINESS

SAVING LIVES



#### **Program Purpose**

**VPP Passport** 

The Voluntary Protection Program (VPP) "Passport" recognizes and rewards individuals who take it upon themselves to educate, communicate and participate in the program. The results will support the Commander's commitment to safety and occupational health.

This passport belongs to:
Name:
Military Only Rate/Rank:
Signature:
Supervisor Name:
Code:
Work phone #:
Date received:

#### **How the Program Works**

- a. All employees of Naval Safety Center are encouraged to participate in the program.
- b. The VPP PASSPORT program will be administered by the individual's respective directorate. Employees are to complete only **one** book.
- c. Participation is voluntary, but if you choose to participate, complete all sign-offs for a time off award.

Civilian personnel: 16 hour Time-Off Award.

Military personnel: 96 hour Special Weekend Liberty Chit.

- d. Employees should sign and date each activity as it is completed. Once the activity has been completed, the employee should request the reviewand approval of his/her immediate supervisor. Code 20 personnel may also sign as approving signature. Code 20 Director has the FINAL APPROVING signature for all passports.
- e. Personnel are requested not to "Cram" completion of their passport in a short period in order to realize the full effectiveness of the passport as an educational tool. **Completion of the VPP Passport must be distributed over a period equal to or GREATER than three months.** Passports not adhering to this requirement will be returned.
- f. Reference material such as the **VPP Handbook** as well as OPNAV and command instructions are a great resource for completing the passport.
- g. Turn in the completed passports to the Deputy Director of your directorate who will forward it to the Deputy Director Code 20 for processing
- h. Completing the VPP Passport will help you increase your understanding of safety & health principles and the VPP program.



By completing this VPP section, employees should understand the Navy's Safety Management System (SMS), why NAVSAFECEN chose the VPP Program, the four elements of VPP and why you should be an active participant in safety.

#### What is VPP?

The Voluntary Protection Program (VPP) recognizes employers and workers in the private industry and federal agencies who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics (BLS) averages for their respective industries. In VPP, employees, management and OSHA work cooperatively and proactively to prevent fatalities, injuries, and illnesses through a four **element** system focused on: management commitment and worker involvement; worksite analysis; hazard prevention control; and training. To participate, employers must submit an application to OSHA and undergo a rigorous onsite evaluation by a team of safety and health professionals. VPP participants are re- evaluated every **five** years to remain in the program. VPP participants are exempt from OSHA programmed inspections while they maintain their VPP status but employees still have the right to contact OSHA if issues cannot be resolved internally.

#### What's in it for me?

The Naval Safety Center is the safety conscience of the Navy and Marine Corps, charged with establishing enterprise wide standards, identifying insufficiently mitigated risk and policing the Naval Enterprise's risk adjudication processes. As the Naval Enterprise's top safety and occupational health command, it is imperative that we lead by example. We must also thoroughly understand what an SMS is and the value as well as application and execution at the different levels and warfare communities. Our Safety Center mission depends on us consistently and uniformly articulating these iii concepts to the Naval Enterprise.

It is the personal responsibility of every teammate to work safely and look out for each other. OSHA's VPP is designed to help change or strengthen the safety culture through **management and employee** participation. This allows you the opportunity to have a voice in your safety and participate in safety programs like safety committees, policy councils and safety fairs. It saves lives, reduces costs and allows employees to go home at the end of their workday the same way they came in.

#### Why is NAVSAFECEN participating in VPP?

With Naval Safety Center providing worldwide expertise and support, we must lead by example and always remember our purpose in all we do. This starts with understanding the core requirements behind Safety and Occupational health, knowing what an SMS is and how it works, and ends with consistent and uniform application and messaging with every interaction we have with the Naval Enterprise.

Actions speak louder than words when it comes to your Safety and Health. In light of this, command management voluntarily participated in the VPP by signing a VPP Management Commitment Statement. Don't get confused about the **voluntary** part of VPP. It means it is voluntary for organizations to participate in the VPP program. It doesn't mean "employees" have the option to participate "in safety", whether NAVSAFECEN participates in VPP or not, employees still have to follow safety rules and regulations. NAVSAFECEN chose to take ownership of our safety and health by maintaining the VPP requirements and taking ultimate responsibility for worker's safety and health.

#### How can managers and employees participate?

Be a leader in safety by getting involved, following safety rules, and reporting hazards and near misses. Use Effective Safety Risk Management on a daily basis. Look out for yourself and fellow employees. Safety leadership and **employee-driven** safety programs are a cornerstone of VPP.

#### Accountability of your actions.

In VPP, it's not about someone holding you accountable. It's about you holding yourself accountable. Think about it, who can better look out for your safety than you. Do what is right.

#### What to expect?

Management made a choice and a serious commitment of resources to implement the VPP program. After reviewing and accepting our VPP application, OSHA will schedule and onsite review of our program. The onsite review will be conducted by an OSHA VPP Evaluation team which is made up of OSHA personnel as well as Special Government Employees (SGEs), who assist OSHA with VPP Evaluations. The review is generally 1 week long and will consist of an opening conference, document review, personnel interviews, onsite monitoring of work processes, a thorough facility walkthrough, and a closing conference. At the close of each day, the OSHA VPP Evaluation Team will meet with our team to discuss their daily findings, ask any questions they have, and make a plan for the following day.

#### FOR YOU AND YOUR FAMILY - GET INVOLVED



1) Explain what the four pillars of the Voluntary Protection Program (VPP) mean to you and discuss with your supervisor. (VPP requirement)  Reference – VPP Handbook.				
Management Leadership and Employee Involvement:				
Worksite Analysis:				
Hazard Prevention and Control:				
Safety and Health Training:				
Employee Sign/Date:				
Supervisor Sign/Date:				
2) List at least 3 of your OSHA Rights. (VPP requirement) Reference – VPP Handbook.				
1				
2				
3				
Employee Sign/Date:				
Supervisor Sign/Date:				

3	Provide three ways you can be involved or engaged in safety. Discuss how you have been involved. (VPP requirement)
	Reference – VPP Handbook.
	1
	1
	3
	4
	Employee Sign/Date:
	Supervisor Sign/Date:
4)	List 2 ways you can report a safety or health hazard and provide the system used for reporting, tracking, and documenting the correction of a safety or health hazard at NAVSAFECEN? (VPP requirement)  Reference – VPP Handbook.  1.
	2
	System:
	Employee Sign/Date:
	Supervisor Sign/Date:
5)	Explain the four pillars of the Navy's Safety Management System (SMS).  Reference – OPNAV M-5100.23 & VPP Handbook
	Employee Sign/Date:
	Supervisor Sign/Date:

	OH goals at NAVSAFECEN (Command Objectives). (VPP requirement) /PP Handbook & Command Strategic Plan.
1	
3	
Employee Sig	n/Date:
Supervisor Sig	gn/Date:
which are lea	he hierarchy of controls. Emphasize which controls are most desirable and est desirable. /PP Handbook
Employee Sig	n/Date:
Supervisor Sig	gn/Date:
-	ow the four pillars of the Navy's SMS align with the four pillars of VPP. /PP Handbook
Employee Sig	n/Date:
Supervisor Sig	gn/Date:

#### **True or False**

The Navy's SMS has 18 SECNAV and CNO required elements.	Т	F
VPP is a management driven program only.	Т	F
I have the option to participate in safety.	Т	F
There are 5 elements in the VPP Program.	Т	F
I don't have the right to contact OSHA.	Т	F
I have the right to a safe and healthy work place.	Т	F
VPP is designed to help change the safety culture through Management and Employee Participation.	Т	F
VPP requires employees to have 3 ways to participate in safety.	Т	F
PPE is the best method to control a hazard	Т	F
The VPP Program is designed to save lives but it takes my participation for the program to work.	Т	F
The four pillars of VPP are Management, Leadership, and Employee Involvement; Worksite Analysis; Hazard Prevention and Control; and Safety and Health Training	Т	F
Having a written Safety and Health Management System is a sub-element of Safety and Health Training	Т	F
The Occupational Safety and Health Act and 29 CFR 1960 both require the head of each Federal agency to establish and maintain an effective and comprehensive occupational safety and health program.	Т	F

Employee Sign/Date:	
Code 20 Deputy Signature:_	
Date:	

9	Risk Management (RM) is a tool, and like other tools, it has to be used correctly in order for it to work. The RM Process is a program to help you reduce risks on the job and in life itself. Explain the three primary types of RM used in the Navy.  Reference – OPNAVINST 3500.39 & VPP Handbook
	Deliberate RM:
	Time Critical RM:
	In-Depth RM:
	Employee Sign/Date:
	Supervisor Sign/Date:
1	0) Review the command's Industrial Hygiene (IH) Survey. Discuss with your supervisor the hazards identified at NAVSAFECEN (SP-91) and the hazards specific to your code. Reference – IH Survey.
	Employee Sign/Date:
	Supervisor Sign/Date:
1	1) What is the purpose of an IH Survey? _Reference –VPP Handbook
	Employee Sign/Date:
	Supervisor Sign/Date:

Z) Who gets an IH Survey? _Reference –VPP Handbook	
Employee Sign/Date:	
Supervisor Sign/Date:	
B) What information is on an IH Survey? Reference –VPP Handbook	
Employee Sign/Date:	
Supervisor Sign/Date:	<del>_</del>
l) What types of hazards are not listed on an IH Su Reference –VPP Handbook	urvey?
Employee Sign/Date:	
Supervisor Sign/Date:	
5) Discuss with your supervisor the difference be Inspections, and Facilities Inspections. Reference – VPP Handbook	etween Safety Inspections, Fire
Employee Sign/Date:	_
Supervisor Sign/Date:	

eference – VPP Handbook			
imployee Sign/Date:			
upervisor Sign/Date:			
What services are normally pro eference – VPP Handbook	vided with BOS	Services?	
mployee Sign/Date:			
upervisor Sign/Date:			
Who normally receives BOS Ser	vices?		
eference – VPP Handbook			
imployee Sign/Date:			

19) List the contact information for on-base emergencies ar	d information about
destructive weather/hurricanes Reference – Plan of the Week (POW), Command Emergence	Action Plan. & VPP
Handbook	, Addion Fiding & TTT
On-base Emergency:	
Destructive Weather/Hurricanes:	
Employee Sign/Date:	
Supervisor Sign/Date:	
20) Explain why it is important to review the applicable Safe hazardous materials prior to use. Also explain where you can Reference – VPP Handbook	
Importance of SDS:	
Where to obtain an SDS:	
Employee Sign/Date:	
Supervisor Sign/Date:	
21) Attend one of the following meetings.  Reference – VPP Handbook	
Safety Quality Council (Date):	
Fleet Occupational Safety Council (FOSC) (Date):	
Installation Safety Meeting (Date):	
Meeting discussing SOH (i.e., round table, AOSA pre/post/du and date):	
Employee Sign/Date:	
Supervisor Sign/Date:	

-	Review an SOH gram and discuss it with your superv Reference – VPP Handbook	isor.
Em	mployee Sign/Date:	
Su	upervisor Sign/Date:	
<b>23)</b> Re	Review a Lessons Learned and discuss it with your su Reference – VPP Handbook	pervisor.
W	Vhat is the purpose of a Lessons Learned:	
Em	mployee Sign/Date:	
Su	upervisor Sign/Date:	
	mployee Sign/Date:	
	mployee Sign/Date:	
Re	Review the Command's Emergency Action Plan and Reference – NAVSAFECENINST 11090.1E & VPP Handboo	
	mployee Sign/Date:	
Su	upervisor Sign/Date:	
	Discuss with your supervisor where your muster poi emergency and physically go to your muster point. Reference – VPP Handbook	nt is in the event of a fire
	mployee Sign/Date:	
Su	upervisor Sign/Date:	

27) Review the DoN Civilian Employee Assistance Program (DONCEAP) and discuss it with your supervisor. Reference – DONCEAP Webpage & VPP Handbook	
Employee Sign/Date:	
Supervisor Sign/Date:	
28) Access the NAVSAFECEN Public website and the CAC enabled website.  Reference – NAVSAFECEN Website (Public & CAC Enabled) & VPP Handbook	
Is the OPNAV M-5100.23 available on the Naval Safety Center Public site? Y N	
How many ALSAFE Messages were released in FY2020?	
How many Trifolds are available on the Naval Safety Center Public site?	
List the type/types of data request forms:	
What are the lessons learned communities:	
Where on the website would you find the duties of a Fall Protection Competent Person (CP)?	
List the title of 1 historical study conducted for aviation?	
List the title of 1 historical study conducted for afloat?	
Employee Sign/Date: Supervisor Sign/Date:	

Reference – VPP Handbook	
Location of Fire Doors:	
Fire doors should be	(open/closed) at all times unless in use.
Employee Sign/Date:	
Supervisor Sign/Date:	<u> </u>
30) Discuss the hierarchy of SOH Policy Reference – VPP Handbook	(i.e., DoDI, OPNAV, CFR, SECNAV).
Employee Sign/Date:	
Supervisor Sign/Date:	
Reference – VPP Handbook	recedence from 29 CFR to OPNAVINST 5100.19
Employee Sign/Date:	
Supervisor Sign/Date:	
32) Review the NAVSAFECEN Mission S Reference – VPP Handbook	tatement and fill in the blank.
	nbat lethality and readiness by working with our ninate hazards in order to reduce
Employee Sign/Date:	
Supervisor Sign/Date:	

29) Locate the fire doors in SP-91.

36) Discuss the different assessments or supervisor and list the hazards encounter Equipment (PPE) used. Review your code hazard mitigation guidance.  Reference – VPP Handbook	
PPE:	
Hazards:	
Employee Sign/Date:	
Supervisor Sign/Date:	
37) Read the SECNAVINST 5100.10K Enclosed 13. Discuss with your supervisor.  Reference – SECNAVINST 5100.10K & VPI	osure 2 Paragraph 11 (a) – (t) and Paragraph P Handbook
Employee Sign/Date:	
Supervisor Sign/Date:	
38) Name the two iterative continuous ir Reference – OPNAV M-5100.23 & VPP Ha	mprovement cycles authorized in DON. Indbook
2	
Employee Sign/Date:	
Supervisor Sign/Date:	

39) Review the OPNAV M-5100.23 Chapter 1 and d for deviations, waivers, and alternate standards wi Reference – OPNAV M-5100.23 & VPP Handbook	· · · · · · · · · · · · · · · · · · ·
"The	and the
are the only authorities to approal alternate SOH standards resulting from the application operations). This approval must be in writing, and make the of Naval Operations instruction (OPNAVINST) out by CNO N09F."	ove U.S. Navy deviations, waivers, or ion of reference (a) (e.g., military unique hay be in the form of an Office of the
Employee Sign/Date:	<u> </u>
Supervisor Sign/Date:	_
40) Review the OPNAV M-5100.23 Chapter 1 and d for requesting interpretations with your supervisor Reference – OPNAV M-5100.23 & VPP Handbook  "Interpretations apply only to	the requirement ts to determine future applications of
Employee Sign/Date:	
Supervisor Sign/Date:	
41) Review the OPNAV M-5100.23 and discuss 'Erg list three physical risk factors for work-related mus Reference – OPNAV M-5100.23 & VPP Handbook  1	sculoskeletal disorders (WMSDs).
Employee Sign/Date:	_
Supervisor Sign/Date:	<u> </u>

е	Define 'falls on same level' and provide possible Slip/Trip/Fall hazards you may ncounter at NAVSAFECEN (SP-91). eference – OPNAV M-5100.23 & VPP Handbook
F.	all From Same Level:
– P	ossible slip/trip/fall hazards:
_	
Ε	mployee Sign/Date:
S	upervisor Sign/Date:
-	NAVSAFECEN serves as the custodian for how many OPNAV Instructions? eference – VPP Handbook
N	AVSAFECEN is the custodian of OPNAV Instructions.
E	mployee Sign/Date:
S	upervisor Sign/Date:

# 44) Read the DoDI 6055.01 and discuss 'military unique' with your supervisor. Reference – DoDI 6055.01 & VPP Handbook The DoD Components comply with the federal regulatory standards dis

The DoD Components comply with the federal regulatory standards distributed by OSHA in Reference (f) at all nonmilitary-unique DoD operations and workplaces, and with regulatory requirements of part 20 of Title 10, CFR (Reference (o)), part 1040 and sections 1040.10 and 1040.11 of Title 21, CFR (Reference (p)). Any conflicts between regulatory standards are referred to the DUSD(I&E) who will resolve the matter with the appropriate regulatory official.			
Uniquely Military Equipment, Systems, Operations, or Workplaces. Uniquely military equipment, systems, operations, or workplaces are excluded from the federal regulatory standards distributed by OSHA in Reference (f). However, the DoD Components apply OSHA and other regulatory safety and health standards to uniquely military equipment, systems, operations, or workplaces, in whole or in part, as practicable. When military design, specifications, or deployment requirements render compliance with existing SOH standards or, or when standard exists for such military application, the DoD Components must apply procedures. The results of the risk management decision must be to all			
affected personnel.  While military personnel are excluded from the definition of "employee" in federal regulatory standards distributed by OSHA in Reference (f), the DoD Components apply these OSHA standards to personnel in nonmilitary-unique workplaces. In uniquely military workplaces when compliance with existing SOH standards for military and civilian personnel is impracticable, infeasible, or inappropriate, or when no standard exists for such military application, the DoD Components must apply risk management procedures. The results of the risk management decision must be communicated to all affected personnel.			
Employee Sign/Date: Supervisor Sign/Date:			

45) Read the DoDI 6055.01 and discuss 'Responsibilities and Rights for All Personnel' with your supervisor. Reference – DoDI 6055.01 & VPP Handbook In DoD operations and DoD workplaces, all DoD personnel follow safe practices including, but not limited to, compliance with workplace SOH standards; proper use of equipment, tools, and personal protective equipment (PPE); compliance with medical surveillance program requirements; and prompt reporting to management any unsafe conditions or work practices. (1) Provide DoD personnel training in: (a) Provisions of the DoD Component on- and off-duty SOH and risk management programs. (b) Authorities and opportunities for participating in formal risk assessments. (c) Managing workplace and off-duty risks, including hazard awareness, identification, and reporting. (d) Reporting mishaps. (e) Minimum required actions, including following required safety and health work practices and procedures. (f) Consequences for not complying with established work practices and procedures. (2) Provide all DoD personnel \_\_\_\_\_ and \_\_\_\_ safety, health, and risk management training appropriate to the situation, to include \_\_\_\_\_ associated with on- and off-duty processes, applicable SOH standards, safe operating procedures, and required PPE. Accommodate workforce language and literacy barriers in providing training. Safety and Fire hazard RAC matrix ranges from RAC 1-Critical through RAC -

Employee Sign/Date:\_\_\_\_\_\_\_
Supervisor Sign/Date:\_\_\_\_\_\_

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## 46) Review the information about Risk Management Information (RMI) on the NAVSAFECEN website and discuss with your supervisor. Reference - NAVSAFECEN Website & VPP Handbook What date did RMI launch? Explain the function of RMI? Describe the 3 help desk Tiers in RMI? What is Naval Safety Center's role in the RMI System? \_\_\_\_\_\_\_\_\_ How many RMI help videos are available? \_ Employee Sign/Date:\_\_\_\_\_ Supervisor Sign/Date:\_\_\_\_\_ 47) Review OPNAV Instruction 5102.1 and discuss with your supervisor. Reference – VPP Handbook OPNAV Instruction 5102.1 carries out the guidance of DoDI . Employee Sign/Date:\_\_\_\_\_

Supervisor Sign/Date:

8) There are six safety programs that a List the six high risk programs.	and had
Reference – OPNAV M-5100.23 & VPP H	апороок
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6	
Employee Sign/Date:	
Employee Sign/Date:	
Supervisor Sign/Date:	<del></del>
Reference –VPP Handbook	
Employee Sign/Date:	
Employee Sign/Date: Supervisor Sign/Date:	
Employee Sign/Date:Supervisor Sign/Date:	
Employee Sign/Date: Supervisor Sign/Date:  How are these high risk programs ag	
Employee Sign/Date: Supervisor Sign/Date:  How are these high risk programs are	
Employee Sign/Date:Supervisor Sign/Date:	
Employee Sign/Date: Supervisor Sign/Date:  How are these high risk programs are	
Employee Sign/Date: Supervisor Sign/Date:  How are these high risk programs ag	oplicable to NAVSAFECEN Personnel?

51) Review the Electrical Safety portion of the VPP Handbook and OPNAV M-510 Discuss with your supervisor.  Reference – VPP Handbook	00.23.
Examples of a include plugging a surge suppressor into a suppressor, plugging an extension cord into a surge suppressor, plugging a surge sinto an extension cord, and plugging an extension cord into another extension cord.	suppressor
If equipment, such as a vacuum cleaner, is missing the ground prong on the plug t equipment must be taken	hen the
Do not come in contact or interact with any electrical equipment that is state.	
When unplugging an electrical cord, always firmly grip the and Never Pull or Yank on	lluq b
An energized work permit is required while working on energized equipment equagreater thanvolts.	al to or
Employee Sign/Date:	
Supervisor Sign/Date:	
52) Job Hazard Analysis (JHA) is a deliberate type of Risk Management. JHA is whemployees are involved in dividing a process (work or equipment processes) into steps, identifying hazards of each step, and coming up with abatement measure the identified hazards. Review the JHA section in the VPP Handbook. The JHA is type of deliberate Risk Management (RM). List the five steps of deliberate RM b Reference – OPNAVINST 3500.39 & VPP Handbook  1	o s for a elow.
Employee Sign/Date:	
Supervisor Sign/Date:	

5	3) Review the Confined Space portion of the VPP Handbook and OPNAV M-5100.23. Discuss with your supervisor.  Reference – OPNAV M-5100.23 & VPP Handbook	
	During ship repair activities, military members (non-ship's force) and DoN Civilians follow the guidance of 29CFR 1915 and for confined space regulations.	V
	While underway and during normal operations pier side (not ship repair), ship's force members follow the confined space regulations in	_
	Confined space requirements for Aircraft fuel cell are found in	
	Employee Sign/Date:	
	Supervisor Sign/Date:	
5	4) Review the Control of Hazardous Energy portion of the VPP Handbook and OPNAV M-5100.23. Discuss with your supervisor.  Reference – OPNAV M-5100.23 & VPP Handbook	
	is the preferred method of energy control and commands, units, and activities must use it ashore where feasible.	
	Both lockout and tagout devices must indicate the of the employee applying the device(s).	
	Lockout/tagout devices must be throughout a region or within each shore command, unit, or activity.	
	Employee Sign/Date:	
	Supervisor Sign/Date:	
5	5) Review the fall protection portion of the VPP Handbook and discuss with your supervisor.  Reference – VPP Handbook	
	Fall protection is required atFT for General Industry,FT for Construction Industry, andFT for Maritime Industry.	
	Employee Sign/Date:	
	Supervisor Sign/Date:	2

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Employee Sign/Date:	
Supervisor Sign/Date:	

56) Review the Navy's SMS and list the 18 SECNAV/CNO required elements.

Reference – OPNAV M-5100.23 & VPP Handbook

### 57) Review the Data Analysis portion of the VPP Handbook and NAVSAFECENINST 5223.1. Discuss with your supervisor.

#### Reference – NAVSAFECENINST 5223.1 & VPP Handbook

Analysis is the systematic examination of a safety or risk management issue by breaking it into component parts in order to uncover interrelationships to inform decision-making. A large part of NAVSAFECEN's mission is to continuously							
a wide range of safety-related data to identify							
hazards and trends and proactively communicate systemic risks, lessons learned, and best practices to Navy and Marine Corps stakeholders.							
practices to Havy and Marine corps stakenoiders.							
What are the four major analytical groups within NAVSAFECEN?							
List a safety topic you would feel would make a good analysis and what media you feel it should be (Lessons Learned, SSIR, SOH Gram, Magazine Article, etc.)?							
Each Directorate will be responsible for one Professional Development Symposium (PDS) brief every year. PDS is typically held in the springtime and led by							
Employee Sign/Date:							
Supervisor Sign/Date:							

your s	eview the NAVSAFECEN Data-Analysis-Dissemination Model and discuss with upervisor. ence – Data-Analysis-Dissemination Model & VPP Handbook
How o	lo you fit into that model?
How d	o your duties at NAVSAFECEN fulfill one or more functions to prevent mishaps?
comm	cure is worth a thousand words." What risk or mishap trend in your stakeholder nunity can be visualized (graph/picture/etc.) to prevent Sailors/Marines from allowing hap to occur?
Emplo	yee Sign/Date:
-	visor Sign/Date:

5	9) Review NAVSAFECENINST 5223.1 'Command Analysis Guidelines' and discuss with your supervisor.  Reference – NAVSAFECENINST 5223.1 & VPP Handbook				
	How do you fulfill relevant requirements from the instruction in the performance of your duties?				
	What media channel (Facebook, Instagram, email, website, etc.) would be an effective way o share insights from your analysis/writing requirement with your stakeholders?				
	Employee Sign/Date:				
	Supervisor Sign/Date:				

#### **Note to participants:**

Participation is voluntary, but if you choose to participate, you must complete all of the sign-offs to be eligible for a Time-Off Award.

Civilian personnel: 16 hour Time-Off Award.

Military personnel: 96 hour Special Weekend Liberty Chit.

All Sign-offs have been	<u>reviewed and foun</u>	d to be complete.
Employee Name:		-
Supervisor Signature		
Sign/Date:		-
Code Deputy Director		
Signature/Date:		-
Code Director Sign/Date:		-
Shore Safety Director (Code 20)		

Signature/Date:\_\_\_\_\_

