

# SEABEE Safety Stand-Down

# Safety Stand-Down Brief

This brief was constructed for use across the SEABEE Community. This brief provides a few safety related areas to discuss during a safety-stand down and is not all encompassing. Safety stand-down is a voluntary event for leaders to talk directly to Sailors and the command about safety related issues of concern. Additionally, it provides an opportunity for Sailors and DOD civilians to talk about hazards, protective methods, and the command's safety policies, goals and expectations.

# Mishap Investigation, Reporting, and Recordkeeping

Mishap = “An unfortunate accident” (dictionary); Navy definition: any “unplanned” or “unexpected” event causing death, injury, occupational illness, including days away from work, job transfer or restriction, and material loss or damage (e.g., property damage).

Mishaps that result in damage to Navy facilities and equipment or occupational injuries, illnesses, or deaths to Navy personnel “degrade” operational readiness and “increase” operational costs.

The investigation into these “mishaps” is aimed at determining “how” and “why” the event occurred, to prevent future reoccurrence of similar events.

Recordkeeping is necessary to identify trends and assess the effectiveness of the overall safety program.

[afsas.safety.af.mil/my.policy](https://afsas.safety.af.mil/my.policy)

# Mishap Investigation, Reporting, and Recordkeeping

Reporting – Federal law governs the investigation and reporting of mishaps.

DoD and the Navy has implemented further reporting requirements to cover just about any incident, regardless of how minor, whether on or off-duty (military only). An investigation and report is required when civilian employees are injured on-duty.

Mishap reporting can be as simple as completing a mishap report and sending to the Safety Office. Depending on the severity, a Safety Investigation Board may be required. Contact your safety representative for guidance following any incident that causes injury or damage to government property.

# Mishap Investigation, Reporting, and Recordkeeping

JAG Investigations (legal) are separate from safety investigations and may not be performed by the same individual. They serve two different purposes. Safety investigations are not conducted to find fault or culpability. Safety Investigations are for “mishap prevention” and JAG Investigations are for “accountability”. A mishap report shall not be used to support a JAG type investigation.

Individuals are responsible to report mishaps to the supervisor/LPO, etc. You as a supervisor are required to report mishaps to the chain-of-command and the Safety Office.

Remember, *all* mishaps, regardless of how minor, are to be reported to the Safety Office.

# Mishap Investigation, Reporting, and Recordkeeping

A mishap may involve one or more of the following personnel:

## **Military –**

- Military personnel on active duty or reserve status
- On or Off-Duty, On or Off-Base

(Includes any military personnel assigned from any service)

## **Civil Service –**

- Navy civilian employees
- On-Duty (When they reach federal property, TAD, Travel)
- Includes Foreign Nationals and Non-Appropriated Fund employees
- Does not include Contractors (unless caused by government civilian or military personnel)

## Mishap Classes Defined

Mishap Class	Property Damage	Personnel
A	Over \$2.5M	Fatality or Permanent Total Disability
B	\$600K - \$2.5M	Permanent Partial Disability or when three or more personnel are hospitalized, beyond observation, as a result of a single mishap
C	\$60K - \$600K	One or more lost workdays
D	\$25K - \$60K	Work-related/on-duty injury or occupational illness not otherwise classified as Class A, B, or C (i.e. medical treatment beyond first aid, loss of consciousness, light/limited duty, restricted work, or job transfer).
E	\$0 - \$25K	Other on-duty mishaps that do not meet the definition of Class A – D, but are reportable, include all HRST, Cargo Air Drop, “all” parachuting incidents, all diving cases involving the central nervous system, oxygen deficiency, pulmonary over inflation syndrome, or hyperbaric treatment etc. All off-duty military injuries are reportable that require medical treatment beyond first aid, loss of consciousness, light/limited duty, restricted work, job transfer or loss of one training day.
Explosives Mishap	N/A	All ammunition or explosives events that result in unintentional firing, detonation, or launch and/or injury. Events that result in injury are reported through the Safety Officer. All others are reported as an Explosives Event per OPNAV M-8000.16. Examples of reportable events include hot gun cook-off, negligent discharge, or any round impacting outside surface danger zones.

# Mishap Investigation, Reporting, and Recordkeeping

**The following mishaps require a Safety Investigation Board (SIB) investigation:**

- All on-duty Class A mishaps (fatality) on or off a government installation.
- Military death that occurs during or as the result of a medical event that occurs within one hour after completion of any command directed remedial physical training (PT), physical readiness test (PRT), physical fitness testing (PFT), physical fitness assessment (PFA) or command sponsored activity during normal working hours regardless of any pre-existing medical condition.
- On-duty injury where death or permanent total disability is likely to occur, or where damage estimates may be expected to exceed \$2.5M.
- Hospitalization, beyond observation, of three or more personnel involved in a single mishap.
- All explosives mishaps, all ordnance impacting off range and all live fire mishaps resulting in an injury.
- Any mishap that the Controlling Command (NSWC) determines requires a more thorough investigation and report, beyond that provided by a command's safety investigator.



# Mishap Investigation, Reporting, and Recordkeeping

## **Other Reportable Mishaps**

- Property damage caused by a government evolution, operation or vehicle to other government or non-government property.
- For military fatalities and injuries occurring during Permanent Change of Station (PCS) orders, it is the gaining command's reporting responsibility.
- Any other work-related illness or injury that involves medical treatment or loss of consciousness; beyond first aid. Includes light or limited duty and job transfer or restricted work, time away from work (loss work time) or higher severity.
- Training mishaps resulting in any limited duty or loss of time from work.
- All Government Motor Vehicles or Government Rentals resulting in \$5k or more in property damage.
- Any accident involving Helo Rope Suspension Technique (HRST), Cargo Air Drop, or Parachuting (On/Off-Duty).

# Mishap Investigation, Reporting, and Recordkeeping

## **Other Reportable Mishaps Cont'd**

- Combat Zone (Any) – Not caused by Direct Enemy Action.
- Work-related accident involving DoN-supervised contractor, caused by DoN evolution or operation.
- Medically diagnosed work-related injury or illness; cumulative trauma disorder with or without lost time or further medical treatment.
- Work-related Significant Threshold Shift in Hearing.
- Work-related Needle Stick or Sharps accident.
- Work-related TB infection.

In a Nutshell – Report ALL injuries, no matter how minor, to your supervisor and safety representative.

And “near misses” where injury or damage was avoided merely by chance! Those are reportable as well.

# Mishap Investigation, Reporting, and Recordkeeping

## **When Mishaps Occur**

When a mishap occurs, the first response should be to care for injured personnel while preventing the possibility of any further injuries (initiate Emergency Action Plan).

On site personnel must secure the scene to protect evidence and support pending mishap investigation.

Document a timeline of events.

If weapons are involved, make safe and secure to prevent tampering, until level of investigation needed is determined.

Collect and provide Chain of Command with 5-Ws: Who, What, When, Where, and Why. Include the Echelon III Safety Manager in notifications.

Witnesses should write statements and photographs should be taken of the site if possible.

Secure all physical evidence and include training records, logs, risk assessments and other related documents.

Include 5-Ws and add COMNAVSAFECOM as an addressee to notification messages.

# Normalization of Deviation

“Normalization of deviance is a phenomenon by which individuals, groups, or organizations accept a lower standard of performance until that lower standard becomes the norm for them.”

## Background:

Prior to the Challenger disaster, evidence of O-ring malfunctioning was found following several shuttle flights, but the malfunction was basically ignored. Despite the O-ring malfunction, previous shuttle flights occurred without incident, leading to acceptance (normalization) of the O-ring issue, which ultimately contributed to the Challenger demise. Seventeen years later, normalization of deviance contributed to the Columbia Space Shuttle mishap (2003), when a piece of foam from the external fuel tank broke off and hit the shuttle’s wing. In both cases, a known defect that had not previously caused serious consequences was ignored. Acceptance of deviation had become the norm.

## Factors:

At the organizational level, several factors can lead to deviation from norms, to include:

- insufficient personnel
- inadequate materiel resources
- fiscal constraints
- time pressures

Cutting corners is an early step in the normalization of deviance process. Even a small shift in established procedures leads to accepting deviation. Over time, the shortcut can become the norm. After an extended period, this can turn into “that’s the way we have always done it.”

## Examples:

Examples of areas that can result in normalization of deviance include:

- Signing off qualifications without completing prerequisite training
- Towing aircraft without the requisite number of personnel
- Rushing maintenance procedures due to time constraints
- Not wearing appropriate PPE or wearing PPE incorrectly
- Continual operation in the gray areas of regulations

## Conclusion:

People must believe they have full support from all levels of leadership to do what is right, or the culture will not change and acceptance of deviation will be normalized. Remediation requires that every level of leadership be intolerant of deviation. At times individuals, groups, or organizations may perceive backlash (negative repercussions) if tasks are not completed on time.

Unsafe practices can become the norm if shortcuts do not result in an immediate adverse occurrence. Exacerbating this issue, cutting corners may be implicitly or explicitly sanctioned by leadership.

# SEABEE Hazards

- There are many hazardous activities associated with the SEABEE community. The following are just a few.

## On-Duty:

- Construction sites
- Working with electricity
- Sawing
- Trenching
- Nailing
- Slips/trips/falls
- Falling objects
- Driving GMVs/construction equipment
- Exercising
- Heat related injuries

## Off-Duty:

- PMV2 and PMV4 operations
- Off-duty recreational activities

- Each of these had some form of mishap over the past 10 years (31 being Class As – 23 of which were off-duty). Of the off-duty Class As, motorcycle deaths were the highest with 13. It is good to remember the hazards associated with these to help prevent reoccurrence.
- In the Summer 2021 edition of Ground Warrior magazine there is an article titled the “Half Life of Scared.” Basically, we stay “scared” (and vigilant) for the first 90 days and don’t make the same mistakes. After about 6 months we lose the healthy fear, get complacent and do it again

# SEABEE Class A Mishaps

Let's review the Class A mishaps over the past 10 years

1. Unit movement, vehicle rollover, fatal
2. Motorcycle fatality
3. SVM died after motorcycle collided with a pickup truck
4. SVM was found unresponsive during his workout routine in Camp Shield Fitness Center
5. SVM died in single vehicle accident
6. SVM died in a motorcycle accident
7. SVM involved in a vehicle accident which resulted in fatality while driving on PCH 1
8. SVM was riding motorcycle while on liberty when he lost control
9. SVM was found by friends unresponsive after a night of drinking
10. SVM involved in fatal motorcycle mishap
11. SVM was riding motorcycle when a truck turned into his lane hitting him head on
12. SVM had been drinking and drove his vehicle resulting in a fatality
13. MTRV rollover. One SVM injured, another SVM died
14. While walking to cool down after a run member collapsed and later died
15. SVM died from injuries after rear-ending another vehicle

# SEABEE Class A Mishaps cont.

16. SVM fell from a structure suffering severe blunt force trauma and subsequently passed away
17. Line Haul multi-vehicle highway accident with multiple injuries and one fatality
18. Drowning while snorkeling; SVM caught in rip current while off-duty swimming
19. PO1 suffered fatal cardiac arrest during PT run
20. Two SEABEES were lost at sea while kayaking
21. SVM driving from Sebastian, FL. to Gulfport, MS when vehicle overturned. SVM found deceased in POV
22. Motorcycle Accident Resulting the Death of PO2
23. PO3 drowned while snorkeling
24. While riding on back of motorcycle, SVM fell off back and died
25. Motorcycle mishap resulting in class A mishap
26. SVM traveling at high rate of speed on motorcycle crashed into another vehicle resulting in SVM fatality
27. Swerved to miss deer in the road and ran into a parked tractor trailer
28. SVM was driving at a high rate of speed, lost control and hit a tree
29. While riding, SVM lost control of motorcycle going down a nearby embankment. SVM was pronounced dead at the scene
30. Two SVM lost control of motorcycles on a patch of gravel. Local Authorities responded to the accident. One SVM died
31. SVM ejected from a GMV

# Construction Safety

- There are many hazards around a construction site. These are just a few. Can you name others?
  - Electrical
  - Trenching
  - Sawing
  - Nailing
  - Slips/Trips/Falls
  - Falling objects
  - Heat related injuries
  - PPE used incorrectly or not at all



# Electrical Safety

- May is National Electrical Safety Month and helps promote safety education and awareness to reduce the number of electrical related accidents.
- Electrical hazards
  - In most modern workplaces, electrical hazards are hidden behind panels and boxes, but can still prove fatal if not handled properly. Electrocutation occurs when the human body comes in direct contact with a live circuit, an exposed wire, or any other conductor.
  - Can you name other electrical hazards in the SEABEE environment?
- Protecting workers from electrical hazards
- Personal protective equipment (PPE)

# Trenching Safety

- June is [Trench Safety Month](#), sponsored by the National Utility Contractors Association (NUCA).
- According to OSHA ([OSHA National Press Release on Increase of Trench-related Fatalities](#)), in the first six months of 2022, 22 workers fell victim to deadly hazards present in trenching and excavation work – surpassing 15 in all of 2021
- Trench & excavation hazards – what are they?
- Trench protective systems – can you name a few?
- Protecting workers from trenching hazards – what is needed?

# Sawing Safety

- Sawing hazards
  - Moving blades are the most obvious hazards but electricity and flying debris are also dangerous if not properly mitigated.
  - Can you name other hazards associated with nailing in the SEABEE environment?
- Protecting workers from sawing hazards – what is needed?
- Personal protective equipment (PPE)
  - Eyes
  - Face
  - Fingers

# Nailing Safety

- Nailing hazards
  - Flying nails are the most obvious hazards but falling from heights while nailing is also dangerous if not properly mitigated.
  - Can you name other hazards associated with nailing in the SEABEE environment?
- Protecting workers from nailing hazards – what is needed?
- Personal protective equipment (PPE)
  - Eyes
  - Face
  - Other body parts
  - Other people
  - Other/unintended surfaces

# Slips/Trips/Falls

- Slip/Trip/Fall hazards
  - According to OSHA, falls are the leading cause of death on construction sites. In 2020, there were 351 fatal falls out of 1,008 construction site fatalities (BLS data). Slip/trip/fall hazards are seemingly everywhere in a construction environment (e.g., ladders, scaffolding, roofs, exterior door frames missing stairs, etc.)
  - Slips/trips/falls are not just in construction environments. A wet floor in the command locker room can cause a fractured skull. Walking from your vehicle to the command on unseen black ice can be deadly as well.
- Protecting workers from slip/trip/fall hazards – what is needed?
  - Provide working conditions that are free of known dangers
  - Keep floors in work areas in a clean and, so far as possible, a dry condition
  - Train workers about job hazards
  - Select and provide required personal protective equipment
  - But what else is needed?
- Personal protective equipment (PPE)
  - Hardhat
  - Harness
  - Sturdy and approved harness connecting point(s)
  - What else could prevent falls or injuries?

# Falling Object Safety

- Falling object hazards
  - Construction materials and equipment are the main falling objects that need to be mitigated but anything can become a falling object. Construction sites must be assessed for these potential hazards and mitigated before a mishap occurs
  - Can you name other falling hazards in the SEABEE environment?
- Protecting workers from falling hazards – what is needed?
- Personal protective equipment (PPE)
  - Hardhat
  - Long sleeves
  - What else could prevent injuries?

# Heat Related Injuries

- Heat related hazards
  - Construction sites can be prone to causing heat related injuries due to being exposed to the elements outdoors, and working indoors before HVAC systems are installed.
  - Can you name other heat related hazards in the SEABEE environment?
- Protecting workers from heat related hazards – what is needed?
  - Shade, if available
  - Fans, if practical
  - Frequent breaks, if able
  - Hydrate, hydrate, hydrate!
  - Watch out for each other. If someone is showing symptoms of heat stress, inform a supervisor immediately. Cool the person off. Call medical personnel

# Off-Duty

- PMV2 and PMV4 – these continue to be the highest producers of fatalities in the Navy (including the SEABEE community)
  - Distracted driving (texting, talking, watching TV, etc.) – both the SVM and the other drivers
  - Speeding
  - Aggressive driving
  - Following too close
  - Falling asleep
- High Risk Activities (Extreme Sports)
  - Skydiving (to include base jumping)
  - SCUBA Diving
  - Rock Climbing
  - Mountain Biking
  - Off-Road Vehicles
    - Dirt Bikes
    - ATVs
    - Go-carts
  - Camping
- Swimming (ocean, pool, lake, etc.)
- Camping
- Hiking
- Work around the house
- Hunting



# Off-Duty cont.

- AOR Specific
  - Hot Weather Activities
    - Beaches
      - Rip Currents
      - Marine Life
      - Sun Exposure
      - Lightning Strikes
      - Dehydration
    - Water
      - Snorkeling
      - Boating
      - Jet skiing
      - Kayaking
  - Cold Weather Activities
    - Snow Skiing/Snowboarding
    - Snowmobiling
    - Ice Climbing
    - Ice fishing