CECG (1e)   2 9 OCT 2024

COMMANDING GENERAL'S POLICY MEMORANDUM #6

SUBJECT: Safety and Occupational Health Policy

1. References: AR 600-20, Army Command Policy.

2. Culture: The U.S. Army Corps of Engineers (USACE) is recognized for its high performance across a diverse range of missions and services. A robust and well-established Safety and Occupational Health (SOH) culture is essential for driving our mission success. SOH programs are a leadership priority at all levels.

3. Accountability & Responsibility: Every USACE leader is personally accountable for promoting and enforcing SOH requirements across the organization and for ensuring that lessons learned are promptly communicated throughout the command. It is imperative that all personnel take ownership of maintaining vigilant oversight to identify system failures, address incomplete or inconsistent policies and programs, and enhance leader and employee engagement. This includes being alert to unsafe acts, hazardous conditions, and other potential risks.

4. Risk Management: I expect leaders to actively engage in the risk management process, make informed decisions, and take practical steps to mitigate risks consistently. Every employee at USACE plays a specific role in ensuring safety in their daily tasks. All team members are encouraged to take proactive measures within their areas of responsibility. Tools like Position Hazard Analyses (PHAs) and Activity Hazard Analyses (AHAs) offer effective ways to identify job steps, associated hazards, and the necessary actions to eliminate or minimize those hazards. If you have any questions about these resources, please reach out to your local SOH office.

5. Transformation: The Army has recently issued a directive to implement the Army's Safety and Occupational Health Management System (ASOHMS), which is now its top safety priority. USACE began its own version of this system starting in FY18, focusing on ensuring that employees consistently follow safe work practices. The Corps of Engineers Safety and Occupational Health Management System (CE-SOHMS) provides a structured approach to safety management through six primary functions. These functions promote effective safety policies, ensure the implementation of safe work practices, and create a feedback loop for continuously improving the SOH program. Most world-class organizations use similar systems, and achieving full maturity often takes years to become embedded in the organizational culture. I have assigned my

Chief of Safety and Occupational Health to oversee the full implementation of CE-SOHMS, and I will personally lead this initiative throughout the chain of command.

6. The point of contact for this memorandum is the Office of Safety and Occupational Health at 202-981-1677.

WILLIAM H. GRAHAM, JR
Lieutenant General, USA
Commanding