



DEPARTMENT OF THE OF THE ARMY
WASHINGTON

12 APR 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Reductions in Civilian Occupational Injuries and Illnesses and Workers' Compensation Program Costs

1. Reference: SA and CSA, Memorandum, subject: Army Safety and Occupational Health Objectives for Fiscal Year 2013, September 24, 2012.
2. Army Civilian employees provide invaluable contributions to Army mission readiness. A fundamental tenet of a relevant and ready Army is a safe and productive work environment. As leaders, we have an inherent responsibility to mitigate risks of injuries and illnesses, achieving the safest operation possible.
3. Our management of safety and occupational health programs, workers' compensation injuries, and associated costs, must be proactive and deliberate. We must be personally responsible for providing strategic leadership for initiatives designed to be instrumental in gaining efficiencies in employee productivity and cost savings. It is imperative that we achieve reductions in lost time cases and costs associated with the Workers' Compensation Program.
4. We urge cross-command partnering as a collaborative means of bringing previously injured and recuperating claimants back to productive work. You should make full use of locally established Return to Work Programs and Initiatives. We expect you to provide greater oversight and accountability to effectively maximize the return to work program's potential, minimize costs, and measure the success of the return to work initiatives.
5. Performance metrics were developed to monitor safety and occupational health program successes. These results will be evaluated as part of an annual reporting requirement. Our collective leadership efforts are needed to make the Army's Safety and Workers' Compensation programs more effective.

A handwritten signature in black ink, appearing to read "R. Odierno".

Raymond T. Odierno
General, United States Army
Chief of Staff

A handwritten signature in black ink, appearing to read "John M. McHugh".

John M. McHugh
Secretary of the Army

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