



25 JUN 2013

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Reduction of Civilian Occupational Injuries and Illnesses

1. References.

a. Presidential Memorandum, 19 July 2010, subject: The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment.

b. Memorandum, SA and CSA, 24 September 2012, subject: Army Safety and Occupational Health Objectives for Fiscal Year 2013.

c. Memorandum, SA and CSA, 12 April 2013, subject: Reductions in Civilian Occupational Injuries and Illnesses and Workers' Compensation Program Costs.

2. Department of the Army Civilians are essential resources in supporting our Soldiers, in war and in peace, and are critical to our mission success. Civilian occupational injuries and illnesses directly affect the success of our mission and readiness. We are committed to mitigating risk of occupational injuries, illnesses, and their associated cost. This will involve the management of efficient safety and occupational health programs and the reemployment of our workers through the management of an effective workers' compensation program.

3. Safety, occupational health, and workers' compensation program management are basic leadership tasks and must be effectively integrated into all that we do. Every leader, military and civilian, is responsible for the safety and health of all persons within their span of control. The consequences for failure in this regard are simply too high.

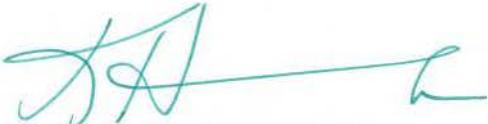
4. We must strive to return our employees to the workplace as soon as they are medically able, by leveraging such opportunities as light duty and the DoD Reemployment Pipeline program, while cooperating with other Army activities to place employees residing within our geographic footprints. Senior Commanders will establish Federal Employee Compensation Act working groups (FWG) in accordance with Chapter 10 of the Army Workers' Compensation (WC) Implementing Guidance at <http://cpol.army.mil/library/benefits/acwci/>. Minutes of the FWG meetings will be provided to Army and Operations WC Program Managers for oversight.

5. President Obama established aggressive performance targets under the Protecting Our Workers and Ensuring Reemployment (POWER) Initiative. The Secretary of the Army and the Chief of Staff of the Army fully support this effort and expect you to do

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your part. The Assistant Secretary of the Army (ASA) for Installations, Energy and Environment and ASA for Manpower and Reserve Affairs will monitor installation/activity and command level performance quarterly and report to the Secretary of the Army and Chief of Staff of the Army annually, using the goals, metrics, and template provided in the enclosure to this document.

6. The points of contact are Mr. Mark Atkins (Safety and Occupational Health) at (703) 697-3123 and Ms. Daisy Crowley (Workers Compensation) at (703) 806-4696.



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(Installations, Energy and Environment)



THOMAS R. LAMONT  
Assistant Secretary of the Army  
(Manpower and Reserve Affairs)

Encl  
POWER Goals/Metrics

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## POWER GOALS/METRICS

1. President Obama established the Protecting Our Workers and Ensuring Reemployment (POWER) Initiative on July 19, 2010, demonstrating his commitment to improving workplace safety and health for all federal employees.
2. The POWER Initiative replaced the Safety, Health, and Return-to-Employment (SHARE) Initiative which ended in FY 09. POWER expanded on SHARE by revising the goals in order to set more challenging performance targets and establishing FY 09 as the baseline for the initiative. It also introduced three new measures focused on improving the analysis of lost time injury and illness data, increasing the timely submission of wage-loss claims, and enhancing efforts to return injured employees to work as soon as possible.
3. The POWER Initiative has been updated for FY 13 and revised performance metrics are included on the following page. An additional metric was recently added, requiring agencies to submit notices of injury, disease, and wage loss electronically; Army meets this goal through the use of the DoD Electronic Data Interface system.
4. Additional information on the POWER Initiative goals and targets, including past and current agency level performance, can be found at <http://www.dol.gov/owcp/dfec/power/>.
5. Beginning in FY14, Army Commands will report quarterly and annual performance for Goals 1, 2 and 6, using data from the Force Risk Reduction site at (<https://fr2.ffc.navy.mil/reports>); and Department of Labor reports (to be provided by Assistant G-1(Civilian Personnel)) for Goal 7. Additionally, commands will provide analysis of data and progress for each reporting period, including reasons for change, best practices, and challenges. Reports will be submitted using the template found on page three of this enclosure and will be due by the end of the first month after the close of each quarter to the POCs in the memorandum.

POWER GOALS/METRICS

Goal	2009 Baseline (except as noted)	FY12 Target	FY12 Actual (13 Nov)
<b>Goal 1:</b> Reduce total injury and illness case rates by 4% per year below the FY09 baseline	3.02	2.55	2.53
<b>Goal 2:</b> Reduce lost time injury and illness case rates by 4% per year below the FY09 baseline.	1.56	1.33	1.29
<b>Goal 3:</b> Analyze lost time injury and illness data. <sup>1</sup>			
<b>Goal 4:</b> Increase the timely filing of worker compensation notice of injury or illness forms (forms CA-1& 2). <sup>2</sup>	90.88% <sup>3</sup>	92.6%	90.4%
<b>Goal 5:</b> Increase the timely filing of wage-loss claims (form CA-7). <sup>2</sup>	74.44% <sup>3</sup>	64%	77.5%
<b>Goal 6:</b> Reduce lost production day rates (days lost due to workplace injury or illness per 100 FTE) by 1 % per year below the FY09 baseline ( <i>or maintain a rate of 15 days or less</i> ).	23.6	23.1	23.6
<b>Goal 7:</b> Increase return-to-work outcomes for those employees who sustain serious workplace injuries or illnesses by 2% per year above the baseline.	92.88% <sup>4</sup>	90.8%	92.7%
<b>Goal 8:</b> Submit notices of traumatic injury, occupational disease, and wage loss electronically.	Goal already met by Army through use of DoD's Electronic Data Interface (EDI)		

**Notes**

<sup>1</sup> While all agencies are encouraged to do so, only those agencies with a lost time case rate above the federal government's rate are required to submit a summary of the measures taken to address the most frequent and severe cases as part of the annual report to the Occupational Safety and Health Administration (OSHA).

<sup>2</sup> Increase the timely filing of workers' compensation notice of injury or illness forms (forms CA 1, 2 & 7) by 3% per year above the baseline. Army compliance with goals 4 & 5 will be reported by the Department of Labor.

<sup>3</sup> The baseline for goals 4 and 5 has been adjusted and is derived from actual performance in the last two quarters of FY11 and the first two quarters of FY12.

<sup>4</sup> The baseline for goal 7 has been adjusted and is derived from actual performance in FY11.

POWER GOALS/METRICS

COMMAND: \_\_\_\_\_

DATE \_\_\_\_\_

REPORT: 1<sup>st</sup> QTR \_\_\_ 2<sup>nd</sup> QTR \_\_\_ 3<sup>rd</sup> QTR \_\_\_ 4<sup>th</sup> QTR \_\_\_ Annual \_\_\_

Goal	Baseline	FY14 Target Rate	FY14 Actual Rate
<b>Goal 1:</b> Reduce total injury and illness case rates by 4% per year below the FY09 baseline	3.02	TBD Released Annually	
<b>Goal 2:</b> Reduce lost time injury and illness case rates by 4% per year below the FY09 baseline.	1.56	TBD Released Annually	
<b>Goal 6:</b> Reduce lost production day rates (days lost due to workplace injury or illness per 100 FTE) by 1 % per year below the FY09 baseline (or maintain a rate of 15 days or less).	23.6	22.7	
<b>Goal 7:</b> Increase return-to-work outcomes for those employees who sustain serious workplace injuries or illnesses by 2% per year above the FY09 baseline.	92.88%	95%	

*Analysis (required for each goal that did not meet or exceed the target, optional for others)  
 What factors influenced change or lack of change during the reporting period? What measures have been taken to ensure the Command meets future goals? Describe challenges, proposed solutions, and best practices as appropriate.*