



REPLY TO
ATTENTION OF

EACG

DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH UNITED STATES ARMY
UNIT #15236
APO AP 96205-5236

28 JAN 07

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy #8 – Command Safety

1. REFERENCES.

- a. [USFK Command Policy Letter #2](#), Command Safety, 4 JUN 06.
- b. AR 385-10, the Army Safety Program, 29 FEB 00.

2. PURPOSE. To provide guidance and establish safety policy for Soldiers and Civilians within Eighth United States Army.

3. BACKGROUND. Eighth United States Army (Eighth Army) plays a vital role in the defense of freedom on the Korean peninsula. Our primary role is deterrence; however, we must be prepared to fight and win. To meet this challenge, we must maintain readiness without accidental loss of manpower and material.

4. DISCUSSION.

a. I am the Eighth Army Safety Officer. As such, I am fully committed to establishing an accident free environment and expect every leader from first line supervisor to the highest levels of command to be committed as well. Our training and armistice operations in demanding environments require continuous assessment and application of safe operational measures. Safe operational measures should include the following:

(1) **Command Leadership.** Command involvement is the key to a successful safety program. Safety must be integrated into every aspect of the unit's activities. The commander sets the standards within which unit personnel must operate. The degree of importance the commander places on safety will determine the emphasis it gets throughout the unit. Commanders must establish and enforce absolute, not relative, standards.

(2) **Composite Risk Management.** Composite risk management should be the cornerstone of any safety program. I expect leaders to immediately develop a daily personal leader habit of inculcating composite risk management in everything they do. See ourselves; see the environment with respect to the task at hand. Leaders must ensure that every unit member has a solid understanding of risk management and can apply the principles effectively. Everyone must be proactive to ensure we accomplish our wartime and routine daily missions without accidents. By each leader conducting training or supervising activities asking the simple question of "What is the worst thing

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that can happen as we get ready to _____? And then acting to mitigate that answer, we in 8th Army will significantly decrease our safety risks and accidents. Maintaining a "running" risk management culture must be emphasized. Remember, it is not about a paper matrix in you pocket but rather your anticipatory judgment and subsequent mitigating actions you take as a leader that really matters.

(3) **"Under the Oak Tree Counseling"**. "Under the Oak Tree" counseling is the best way for first-line supervisors to impact on the behavior and off-duty discipline of subordinates. "Under the Oak Tree" counseling directly involves first-line leaders' verbal contract with their Soldiers' off duty risk management for long weekends, passes, and other identified periods of high risk. Every leader must know his/her Soldier and can identify their risk factors (motorcycle rider/owner, irresponsible alcohol use etc.) to ensure they exercise discipline, Army Values, and good personal decisions during off-duty activities.

(4) Accident Review Boards.

(a) Commanders will develop a command accident review process for class A through C accidents. The intent is for leaders to "AAR" the accidents and develop or reinforce procedures from the lessons learned within 30 days. The AAR results will be forwarded thru the chain of command to the Command Safety Office within 45 days for command wide dissemination.

(b) Eighth Army MSC commanders, along with the organization's chain of command, from the first-line leader to the major subordinate command (MSC) commander or activity director will brief me within 72 hours of an accident that result in a fatality describing measures that were in place to prevent such an occurrence and on the circumstances surrounding the accident. The review should focus on the root cause, contributing factors, lessons learned, and actions required to prevent a recurrence.

b. We must protect our most valuable resource - the men and women we are privileged to lead. All of us, through our anticipatory leadership, commitment, and engagement must accept the challenge to work safely and actively pursue injury and illness prevention. With your help, we can achieve our goals of reducing accidents by at least 33% from FY05 and zero fatalities. Accidents are preventable!

5. PROPONENT. The Eighth United States Army Command Safety Office is the proponent for the policy. The POC can be contacted at commercial 011-822-7913-3934, DSN 723-3934, or 8thArmySafetyOffice@korea.army.mil.



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