



UNITED STATES MARINE CORPS  
MARINE CORPS INSTALLATIONS COMMAND  
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WASHINGTON, DC 20350-3000

IN REPLY REFER TO:  
5100  
SAFETY

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MARINE CORPS INSTALLATIONS COMMAND POLICY LETTER 8-13

From: Commander, Marine Corps Installations Command  
To: Distribution List

Subj: SAFETY AND OCCUPATIONAL HEALTH MANAGEMENT SYSTEM

Ref: (a) CMC (SD) memo of 19 Jul 07

1. Situation. Per the reference, the Marine Corps has chosen the Occupational Safety and Health Administration (OSHA) Voluntary Protection Program (VPP) as a proven means of meeting Department of Defense (DoD) mandated Safety and Occupational Health Management System (SOHMS) expectations. The DOD has established the Safety Management Center of Excellence (SMCX) as a resource to aid commanders in implementing SOHMS. The number of commands that have implemented VPP-based SOHMS and taken advantage of the support offered by the SMCX has been sporadic, but the commands that have done so have seen very significant reductions, typically over 50%, in work related injuries, illnesses, mishaps, and their associated costs. This translates into force preservation and enhanced mission readiness, which are imperative for every command.

2. Mission. To establish a command-wide hazard reduction culture through a robust and comprehensive SOHMS that will reduce injuries, illnesses and mishaps.

3. Execution

a. Commander's Intent and Concept of Operations

(1) Commander's Intent. Safety starts with the Commander. To enhance the commitment to force preservation, all installations will implement, to the greatest extent possible, a VPP based SOHMS using established DoD and Marine Corps resources. Each command shall adopt a performance-based safety management system and assess the organization against its established criteria. A Voluntary Protection Program "Star" is the recognition received by organizations that maintain a SOHMS and injury/illness rates below industry averages. Seeking "Star" status recognition from OSHA is not simply meeting another requirement, it is investing in a proven sustainable culture to reduce injuries, increase readiness, and eliminate hazards.

(2) Concept of Operations. VPP establishes cooperative relationships between leadership, management, labor, and OSHA for the purpose of generating a collective culture to eliminate hazards. Support is provided by DoD SMCX and includes SOHMS education, assessments to identify what is needed in order to implement an effective SOHMS, and subject matter experts to assist organizations as they proceed with SOHMS implementation. These enablers are provided through the use of the DoD Safety Management Center of Excellence (SMCX) and proven USMC VPP programs. Safety Management Center of Excellence support is normally provided at no cost to the organization,

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although this resource is limited and will require coordination through the chain of command. VPP also requires organizations that achieve "Star" status to mentor organizations that are striving to achieve a SOHMS. Initially, the expertise of external resources will be required until MCICOM has developed a sufficient cadre of VPP Special Governmental Employees (SGE's) from the Star sites. The objective for each region will be to develop a sustainable best practices SOHMS singularly focused on the command's safety mission.

b. Coordinating Instructions

(1) Tasks

(a) Marine Corps Installations Command Safety Director. Aid in the implementation of VPP SOHMS at the regional level through coordination with the DoD Safety and Occupational Management System Center of Excellence.

(b) Marine Corps Regional Commands (MCIs). Prioritize, coordinate, and resource Regional Installations to achieve successful VPP oriented SOHMS programs.

(c) Installation Commanders. Foster cooperative relationships between leadership, management, labor, and OSHA for the purpose of implementing a robust and comprehensive VPP oriented Safety and Occupational Health Management System.

4. Administration and Logistics

a. Questions regarding this initiative should be directed to MCICOM Safety, at (703) 604-4499 or by email at [david.spasojevich@usmc.mil](mailto:david.spasojevich@usmc.mil).

b. To learn more about the VPP, visit <https://vpccx.org/>.

5. Command and Signal

a. Command. This policy is applicable to all personnel within MCICOM, its various commands and subcommands.

b. Signal. This policy is effective the date signed.

  
J. G. AYALA

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