



DEPARTMENT OF THE ARMY
US ARMY INSTALLATION MANAGEMENT COMMAND
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02 SEP 2000

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Fort George G. Meade Policy Memorandum # 22, Personal Protective Equipment (PPE) Program

1. References:

a. AR 690-400, 16 October 98, Chapter 4302, Total Army Performance Evaluation System, DA Form 7222-1, Senior System Civilian Evaluation Report Form and DA Form 7223-1, Base System Civilian Performance Counseling Checklist/Record.

b. DODD 1400.25, 25 November 96, DOD Civilian Personnel Management System.

c. DODI 6055.1, 19 August 98, DOD Safety and Occupational Health (SOH) Program, Protective Equipment (PPE).

2. To meet requirements of the Occupational Safety and Health Act for injury prevention, PPE Standards will be met. These include determining the requirement for PPE, providing it at no cost to the employee, training and enforcing the use of provided equipment. Instances of nonuse, misuse or malfunction of PPE will be reported as casual factors in the accident reporting system, in sufficient detail to permit evaluation and correction of problems associated with the deficiencies.

3. All supervisors will enforce safety and health regulations; ensure that the location and telephone number of emergency medical facilities are made known at the work site; enforce use of required protective equipment and clothing and take disciplinary action in accordance with reference 1b. against employees for failure to comply.

4. Civilian employees will observe all safety instructions, procedures and regulations to include the proper use of PPE and clothing.

5. Individuals who deliberately or willfully violate regulations or policies regarding the use of PPE and clothing will be subject to disciplinary action under reference 1b. Where circumstances raise the issues of willful misconduct, intention to bring about the injury or death of oneself or another, or alcohol or drug use are established as the cause of the injury or death, benefits will be denied. The question of deliberate willful misconduct may arise when the employee violated a safety rule, disobeyed other orders of the employer, or violated a law. Because safety rules have been established for the protection of the worker rather than the employer, simple negligent disregard of such rules is not sufficient to deprive an employee or beneficiary of entitlement to

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compensation. In cases involving intoxication (whether by alcohol or drug) the record must establish both the extent to which the employee was intoxicated at the time of the injury and the particular manner in which the intoxication caused the injury. Disobedience of such order may destroy the right to compensation if found to be deliberate and intentional.

6. Total Army Performance Evaluation System (TAPES).

a. All Supervisors: Each supervisor will have the following objective placed in their Senior System Support form or Base System Civilian Performance Counseling Checklist/Record:

(1) Enforces safety rules, to include providing sufficient quantities of PPE, training of personnel in their use, documenting training and enforcing their use.

(2) Initiates disciplinary action against employees failing to follow prescribed safety and health rules. There will be no instance of failure to investigate and report safety violations. Failure to do so will reflect as a level "5" rating.

b. All non-supervisory personnel will have the following placed into their base system responsibilities:

(1) No instance of failure to properly wear required personal protective equipment once training is received.

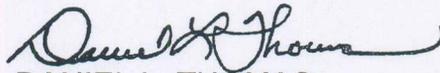
(2) No instance of failure to comply with applicable Safety and Occupational Health requirements and directives per references.

(3) No instance of failure to report work related personal injuries and government property damage to the supervisor.

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7. I expect all supervisors and employees to comply with this policy and other Safety and Occupational Health regulations and policies which are designed to protect the health and welfare of the workforce.



DANIEL L. THOMAS
Colonel, Military Intelligence
Commanding

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