



DEPARTMENT OF THE NAVY
OFFICE OF THE CHIEF OF NAVAL OPERATIONS
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WASHINGTON DC 20350-2000

OPNAVINST 5100.23H
N09F
5 Jun 2020

OPNAV INSTRUCTION 5100.23H

From: Chief of Naval Operations

Subj: SAFETY AND OCCUPATIONAL HEALTH PROGRAM

Ref: (a) DoD Instruction 6055.01 of 14 October 2014
(b) SECNAVINST 5100.10K
(c) OPNAV M-5100.23 of June 2020

1. Purpose

a. To implement the requirements of the Occupational Safety and health Act of 1970 as implemented in Executive Order 12196; Title 29 Code of Federal Regulation 1960; and Department of Defense Instructions 6055.01, 6055.04, and 6055.07. This instruction as well as reference (c) have undergone a complete revision and must be reviewed in their entirety.

b. The changes to this revision include implementation of a Navy Safety Management System; regulatory updates to select programs; and the inclusion of programs that were separate instructions in the past such as Traffic Safety and Recreation and Off Duty Safety.

2. Cancellation. OPNAVINST 5100.23G, OPNAVINST 5100.12J, OPNAVINST 5100.24B, OPNAVINST 5100.25C, and OPNAV 5100/19 Hazard Abatement Project Request Form.

3. Applicability. This instruction and reference (c) apply to all Navy civilian and military personnel and operations worldwide. They direct commands, units, and activities, regardless of warfare community, to comply with the program elements in reference (c) as well as any additional guidance from other applicable policy.

4. Discussion. References (a) and (b) establishes the Agency safety and occupational health program elements. Reference (c) contains the Navy's implementing guidance for the management of the safety and occupational health for all Navy ships and shore activities. In addition to implementing high level and regulatory policy and establishing the safety and occupational health program elements, this instruction and reference (c) provide clarifying guidance for uniquely military equipment, systems, and operations or other special conditions, and provides new policy on Navy safety management procedures with special emphasis on responsibilities and organizational concepts. They also provide a comprehensive framework that ensures operational readiness through continuous improvement and risk-based decision-making processes and procedures.

a. SOH is a core value in all Navy operations and commands, units, and activities. The primary mission is to prevent mishaps, save lives, and preserve combat readiness. This instruction and reference (c) provide the following with comprehensive and effective policy guidance, tools, and training to support operational readiness and sustainability, in compliance with safety laws, regulations, and executive orders, across the Navy Enterprise: Navy commanders, commanding officers, and officers in charge; military and civilian supervisors; safety managers; safety and occupational health professionals; industrial hygienists; occupational medical professionals; collateral duty safety officers; design agents and life-cycle managers; installation managers; and Navy military and civilian employees

b. This instruction and reference (c) adopt all applicable U.S. Occupational Safety and Health Administration (OSHA) laws and regulations, including emergency temporary standards OSHA issues under the provision of the Occupational Safety and Health Act, as well as national consensus standards that have been “incorporated by reference.” The OSHA laws and regulations, any emergency temporary standards still in effect, and any national consensus standards “incorporated by reference”, are collectively referred to, both in this directive and industry, as “OSHA standards.” It is not possible to list every reference that may be applicable as Navy operations and commands, units and activities vary greatly and invoke a variety of standards including, but not limited to, general industry, maritime, and construction.

5. Responsibilities. A safety and occupational health (SOH) program is an inherent responsibility of command and therefore, the implementation, direction, and control of the program will be through the chain of command; line managers and supervisors are primarily responsible for ensuring safe and healthful operations and working conditions. A successful program, one that truly reduces work-related risks and mishaps, results only when support and commitment to the program permeate every level of an organization. Within the Navy, the Chief of Naval Operations (CNO) is overall responsible for the SOH program and implements the program through the chain of command. As such, reference (c) details each of the roles and responsibilities for the commands in subparagraphs 5a through 5g.

- a. Office of the Chief of Naval Operations (OPNAV) Navy (N)-Codes;
- b. Echelon 2 commands;
- c. Headquarters commands;
- d. Budget submitting offices;
- e. Commanders, commanding officers, and officers in charge of commands, units, and activities;
- f. Supervisory and management personnel; and

- g. Individual civilian and military personnel.

6. Policy

a. All Navy civilian and military personnel and operations worldwide, including all commands, units, and activities, regardless of warfare community, must comply with the implementing policy guidance stated and established in this instruction and reference (c).

b. All military and civilian personnel as well as all commands, units, and activities must comply with the applicable Federal, State, and local safety and occupational health laws and regulations, as well as the requirements of executive orders, and Navy and Department of Defense (DoD) policies, regulations, and requirements. In the event compliance with these standards is infeasible, inappropriate, or no standard exists, commands, units, or activities must request a deviation, waiver, or alternate standard through Special Assistant for Safety Matters (CNO N09F).

c. All subsequent Navy safety program related instructions, manuals, guidance, and directives derived from this instruction must be aligned with the direction set forth herein.

7. Records Management

a. Records created as a result of this instruction, regardless of format or media, must be maintained and dispositioned per the records disposition schedules located on the Directorate for Administration, Logistics, and Operations, Directives and Records Management Division portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>.

b. For questions concerning the management of records related to this instruction or the records disposition schedules, please contact the local records manager or the Directorate for Administration, Logistics, and Operations, Directives and Records Management Division program office.

8. Review and Effective Date. Per OPNAVINST 5215.17A, CNO N09F will review this instruction annually around the anniversary of its issuance date to ensure applicability, currency, and consistency with Federal, DoD, Secretary of the Navy, and Navy policy and statutory authority using OPNAV 5215/40 Review of Instruction. This instruction will be in effect for 10 years, unless revised or cancelled in the interim, and will be reissued by the 10-year anniversary date if it is still required, unless it meets one of the exceptions in OPNAVINST 5215.17A, paragraph 9. Otherwise, if the instruction is no longer required, it will be processed for cancellation as soon as the need for cancellation is known following the guidance in OPNAV Manual 5215.1 of May 2016.

9. Forms and Information Management Control. Forms and reports are listed in appendix D of reference (c).



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Releasability and distribution:

This instruction is cleared for public release and is available electronically only via Department of the Navy Issuances Web site, <https://www.secnav.navy.mil/doni/default.aspx>