



PERSONNEL AND
READINESS

OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

FEB -9 2012

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: The Presidential Initiative: Protecting Our Workers and Ensuring Reemployment (POWER)

As we begin the second year of the Presidential Initiative: Protecting Our Workers and Ensuring Reemployment (POWER), I want to convey my commitment to the safety and health of our workforce. I am forwarding for your personal attention the goals set by the President in his POWER Initiative. (<http://www.whitehouse.gov/the-press-office/presidential-memorandum-presidential-power-initiative-protecting-our-workers-and-en>)

The POWER Initiative sets performance targets for fiscal years 2011 through 2014 for preventing injury and illness to our civilian employees, for returning injured employees to productive work in support of our nation's defense, and for prompt filing of the claims that provide our employees access to compensation. The follow-on guidance from Secretary of Labor Solis establishes specific performance targets for the Department of Defense in these critical goals. (<http://www.dol.gov/owcp/dfec/power/POWERMemofromSecretarySolis.pdf>)

Goal 1 – To reduce total injury and illness case rates by 4% per year below the FY 2009 baseline if an agency's rate is at or above the national target or by 1% per year if an agency's rate is below the national target.

Goal 2 – To reduce lost time injury and illness case rates by 4% per year below the FY 2009 baseline if an agency's rate is at or above the national target or by 1% per year if an agency's rate is below the national target.

Goal 3 – To analyze lost time injury and illness data. Agencies with a lost time case rate above the federal government's rate are required to submit, as part of the annual report to the Occupational Safety and Health Administration (OSHA), a summary of the measures taken to address the most frequent and severe cases.

Goal 4 – To increase the timely filing of workers' compensation notice of injury or illness forms (CA-1 and 2) by 3% per year above the FY 2009 baseline or meet minimum filing percentage for the year, whichever is greater (up to 95%).

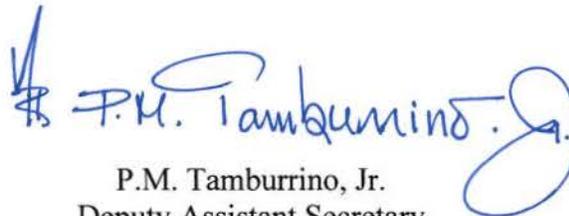
Goal 5 – To increase the timely filing of wage-loss claims (CA-7) to meet or exceed minimum annual thresholds set by the Department of Labor.

Goal 6 – To reduce lost production day rates (days lost due to workplace injury or illness per 100 FTE) by 1% per year below the FY 2009 baseline or maintain a rate of 15 days or less.

Goal 7 – To increase return-to-work outcomes for those federal employees who sustain serious workplace injuries or illness. DoD is expected to improve its return-to-work outcomes within a two-year period. This goal supports Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities (<http://edocket.access.gpo.gov/2010/pdf/2010-18988.pdf>), requiring agencies to increase their employment of persons with disabilities, particularly by the reemployment of federal employees injured on the job whenever possible.

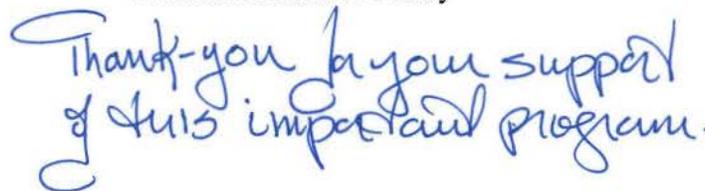
Performance data is posted quarterly by the Department of Labor (DOL). Each DoD component is expected to improve its performance in the seven target areas. Attached are the FY 2009 baseline figures along with the established targets through FY 2014 and our actual performance rates for FY 2011. The Occupational Safety and Health Administration (OSHA) will monitor goals 1 through 3, and the Office of Workers' Compensation Programs (OWCP) will monitor goals 4 through 7.

Your leadership and focus on accountability will make the Department a safer place to work, and more capable of defending our nation. The proper placement of experienced workers who have been injured in support of our mission can be a valuable tool in reshaping our workforce. An eligible injured employee with the right skills and abilities can be hired rapidly. I will monitor the posted reports of your progress on a quarterly basis. If we can provide any assistance in the area of training or case management support, please do not hesitate to contact my POC, Mary C. Sanchez, at (703) 696-1985.



P.M. Tamburrino, Jr.
Deputy Assistant Secretary
Civilian Personnel Policy

Attachment:
As stated



DISTRIBUTION: ASSISTANT G-1 FOR CIVILIAN PERSONNEL POLICY
(DEPARTMENT OF THE ARMY)
DEPUTY ASSISTANT SECRETARY, CIVILIAN HUMAN
RESOURCES (DEPARTMENT OF THE NAVY)
DIRECTOR, PERSONNEL POLICY
(DEPARTMENT OF THE AIR FORCE)
DIRECTOR FOR MANPOWER AND PERSONNEL (J1)
(JOINT CHIEFS OF STAFF)
DIRECTOR, PERSONNEL AND SECURITY
(DEPARTMENT OF DEFENSE INSPECTOR GENERAL)
DIRECTOR, HUMAN RESOURCES MANAGEMENT
(DEFENSE COMMISSARY AGENCY)
CHIEF, HUMAN RESOURCES MANAGEMENT DIVISION
(DEFENSE CONTRACT AUDIT AGENCY)
CHIEF, CIVILIAN PERSONNEL DIVISION
(DEFENSE THREAT REDUCTION AGENCY)
DIRECTOR, CIVILIAN HUMAN RESOURCES MANAGEMENT
(UNIFORMED SERVICES UNIVERSITY OF THE HEALTH
SCIENCES)
DIRECTOR FOR HUMAN RESOURCES
(NATIONAL GUARD BUREAU)
DIRECTOR, HUMAN RESOURCES OPERATIONS AND ADVISORY
SERVICES (DEFENSE CIVILIAN PERSONNEL ADVISORY
SERVICE)
DIRECTOR FOR CORPORATE RESOURCES
(DEFENSE FINANCE AND ACCOUNTING SERVICE)
DIRECTOR, MANPOWER PERSONNEL AND SECURITY
(DEFENSE INFORMATION SYSTEMS AGENCY)
CHIEF, OFFICE FOR HUMAN RESOURCES
(DEFENSE INTELLIGENCE AGENCY)
DIRECTOR, HUMAN RESOURCES OFFICER
(DEFENSE SECURITY SERVICE)
EXECUTIVE DIRECTOR, HUMAN RESOURCES
(DEFENSE LOGISTICS AGENCY)
DIRECTOR, HUMAN RESOURCES
(NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY)
DIRECTOR, HUMAN RESOURCES SERVICES
(NATIONAL SECURITY AGENCY)
PERSONNEL DIRECTOR
(DEPARTMENT OF DEFENSE EDUCATION ACTIVITY)
DIRECTOR FOR HUMAN RESOURCES
(WASHINGTON HEADQUARTERS SERVICES)
EXECUTIVE DIRECTOR, HUMAN RESOURCES
(DEFENSE CONTRACT MANAGEMENT)

DoD Performance in meeting POWER Goals

Goal 4 - Timely Filing of Injury and Illness Notices

	FY2009 Baseline	FY2011 Target	1st Q	2nd Q	3rd Q	4th Q	FY2011 Cum	Above (or Below) FY 09 Baseline	Above (or Below) FY 11 Target
All DoD	84.5%	87.0%	85.2%	85.8%	85.0%	86.1%	85.3%	0.8%	-1.7%
Air Force	83.2%	85.7%	85.7%	83.5%	84.3%	84.5%	84.4%	1.2%	-1.3%
Army	87.3%	89.9%	89.1%	90.5%	89.9%	91.8%	90.4%	3.1%	0.5%
Corps of Engineers	84.9%	87.5%	81.0%	84.3%	85.7%	88.5%	85.0%	0.1%	-2.5%
Navy	84.2%	86.8%	84.6%	86.1%	85.2%	84.8%	85.2%	1.0%	-1.6%
Marine Corps	71.1%	73.2%	85.7%	90.6%	83.9%	79.6%	84.7%	13.6%	11.5%
DoD Agencies	76.9%	79.2%	73.3%	74.5%	69.1%	71.8%	72.2%	-4.7%	-7.0%
DeCA	71.1%	73.2%	70.4%	72.2%	71.3%	68.3%	70.5%	-0.6%	-2.7%
DLA	79.8%	82.2%	70.0%	77.7%	83.0%	84.3%	79.0%	-0.8%	-3.2%
DFAS	70.0%	72.1%	66.7%	65.0%	90.0%	91.9%	78.0%	8.0%	5.9%
DCAA	87.9%	90.5%	60.0%	100.0%	81.8%	100.0%	87.1%	-0.8%	-3.4%
DCMA	92.6%	95.4%	100.0%	91.2%	86.7%	90.0%	91.9%	-0.7%	-3.5%
All Govt (less USPS)	80.1%	82.5%	81.3%	83.6%	84.9%	83.7%	83.4%	3.3%	0.9%

Goal 5 - Timely Filing of Wage Loss Claims

	FY2009 Baseline	FY2011 Target	1st Q	2nd Q	3rd Q	4th Q	FY2011 Cum	Above (or Below) FY 09 Baseline	Above (or Below) FY 11 Target
All DoD	58.8%	60.0%	71.4%	70.0%	73.2%	75.0%	72.5%	13.7%	12.5%
Air Force	60.0%	60.0%	62.1%	53.9%	67.7%	75.5%	65.1%	5.1%	5.1%
Army	57.4%	60.0%	74.1%	72.2%	73.6%	71.8%	72.9%	15.5%	12.9%
Corps of Engineers	44.0%	60.0%	62.0%	62.8%	73.7%	57.1%	64.5%	20.5%	4.5%
Navy	61.4%	61.4%	77.8%	78.4%	75.2%	76.9%	77.0%	15.6%	15.6%
Marine Corps	59.4%	60.0%	66.2%	72.7%	55.3%	57.6%	62.4%	3.0%	2.4%
DoD Agencies	52.0%	60.0%	59.1%	64.0%	74.3%	77.0%	69.2%	17.2%	9.2%
DeCA	41.5%	60.0%	64.5%	53.3%	66.9%	66.7%	63.1%	21.6%	3.1%
DLA	60.1%	60.1%	69.3%	76.4%	84.5%	86.8%	80.6%	20.5%	20.5%
DFAS	65.3%	65.3%	50.0%	59.6%	73.9%	85.5%	68.3%	3.0%	3.0%
DCAA	50.0%	60.0%	57.1%	28.6%	100.0%	100.0%	66.7%	16.7%	6.7%
DCMA	36.7%	60.0%	91.4%	89.3%	88.2%	75.0%	88.0%	51.3%	28.0%
All Govt (less USPS)	57.8%	60.0%	64.2%	66.2%	70.8%	72.1%	68.5%	10.7%	8.5%

Goal 6 - Lost Production Days

	FY2009 Baseline	FY2011 Target	1st Q	2nd Q	3rd Q	4th Q	FY2011 Cum	Above (or Below) FY 09 Baseline	Above (or Below) FY 11 Target
All DoD	26.5	26.2	24.7	26.4	26.4		25.8	-2.6%	-1.3%
Air Force	24.8	24.6	21.3	24.1	20.2		21.8	-12.1%	-11.4%
Army	23.6	23.4	22.6	23.1	23.8		23.2	-1.7%	-0.9%
Corps of Engineers	37.1	36.7	31.7	33.5	35.4		33.5	-9.7%	-8.7%
Navy	34.6	34.3	32.1	35.0	36.4		34.5	-0.3%	0.6%
Marine Corps	51.6	51.1	49.4	49.6	57.6		52.2	1.2%	2.2%
DoD Agencies	21.8	21.6	22.3	23.6	25.0		23.6	8.3%	9.3%
DeCA	37.6	37.2	51.1	51.4	48.2		50.2	33.5%	34.9%
DLA	26.0	25.7	32.2	38.2	58.4		43.0	65.4%	67.3%
DFAS	21.4	21.2	10.8	15.5	17.4		14.6	-11.3%	-11.1%
DCAA	4.0	15.0	5.4	0.3	0.7		2.1	-47.5%	-66.0%
DCMA	10.4	15.0	12.5	10.4	8.4		10.4	0.0%	-30.7%
All Govt (less USPS)	35.8	35.4	27.8	32.1	33.8		31.1	-13.1%	-12.1%

Goal 7 - Return to Work

	FY2009 Baseline	FY2011 Target	1st Q	2nd Q	3rd Q	4th Q	FY2011 Cum	Above (or Below) FY 09 Baseline	Above (or Below) FY 11 Target
Air Force	87.6%	88.5%	91.9%	92.5%	92.5%	92.7%	92.7%	5.1%	4.2%
Army	88.1%	89.0%	92.0%	92.7%	92.9%	92.9%	92.9%	4.8%	3.9%
Navy	85.6%	86.5%	88.3%	89.9%	90.6%	90.4%	90.4%	4.8%	3.9%
DoD Agencies	85.6%	86.5%	94.5%	95.1%	95.7%	95.8%	95.8%	10.2%	9.3%
All Govt (less USPS)	85.8%	86.7%	90.4%	91.2%	91.4%	91.6%	91.6%	5.8%	4.9%

	FY09 Baseline	FY11 Target	FY11 Actual	FY12 Target	FY13 Target	FY14 Target
All Govt. less USPS						
Total Case Rate ⁴	3.22	3.09	2.78	2.97	2.85	2.73
Lost Time Case Rate ⁴	1.48	1.42	1.33	1.36	1.31	1.26
CA-1/CA-2 Timeliness	80.1%	81.0%	83.4%	82.0%	83.0%	85.0%
CA-7 Timeliness	57.8%	60.0%	68.5%	64.0%	68.0%	70.0%
Lost Production Days	35.8	35.4	33.2	35.1	34.7	34.4
Return to Work Rate ³	85.8%	88.7%	91.6%	88.4%	90.2%	92.0%
Dept. of Defense						
Total Case Rate	2.76	2.73	2.44	TBD ¹	TBD ¹	TBD ¹
Lost Time Case Rate	1.48	1.42	1.33	TBD ¹	TBD ¹	TBD ¹
CA-1/CA-2 Timeliness	84.5%	87.0%	85.3%	89.6%	92.3%	95.0%
CA-7 Timeliness	58.8%	60.0%	72.5%	64.0%	68.0%	70.0%
Lost Production Days	26.5	26.2	27.3	26.0	25.7	25.5
Return to Work Rate ²	85.6%	86.5%	95.8% ²	88.2%	90.0%	91.8%
Dept. of Army						
Total Case Rate	3.02	2.99	2.58	TBD ¹	TBD ¹	TBD ¹
Lost Time Case Rate	1.56	1.5	1.34	TBD ¹	TBD ¹	TBD ¹
CA-1/CA-2 Timeliness	87.3%	89.9%	90.4%	92.6%	95.0%	95.0%
CA-7 Timeliness	57.4%	60.0%	72.9%	64.0%	68.0%	70.0%
Lost Production Days	23.6	23.4	24.8	23.1	22.9	22.7
Return to Work Rate ²	88.1%	89.0%	92.9%	90.8%	92.6%	94.5%
Dept. of Navy						
Total Case Rate	2.77	2.74	2.57	TBD ¹	TBD ¹	TBD ¹
Lost Time Case Rate	1.44	1.43	1.33	TBD ¹	TBD ¹	TBD ¹
CA-1/CA-2 Timeliness	84.2%	86.7%	85.2%	89.3%	92.0%	94.8%
CA-7 Timeliness	61.4%	61.4%	77.0%	64.0%	68.0%	70.0%
Lost Production Days	34.6	34.3	36.5	33.9	33.6	33.2
Return to Work Rate ²	85.6%	86.5%	90.4%	88.2%	90.0%	91.8%
Dept. of Air Force						
Total Case Rate	2.73	2.70	2.28	TBD ¹	TBD ¹	TBD ¹
Lost Time Case Rate	1.49	1.43	1.31	TBD ¹	TBD ¹	TBD ¹
CA-1/CA-2 Timeliness	83.2%	85.7%	84.4%	88.3%	90.9%	93.6%
CA-7 Timeliness	60.0%	60.0%	65.1%	64.0%	68.0%	70.0%
Lost Production Days	24.8	24.6	22.6	24.3	24.1	23.8
Return to Work Rate ²	87.6%	88.5%	92.7%	90.3%	92.1%	93.9%

¹Goal 1 and 2 Target rates will be published annually. Reduced 1% yr if below national target. Reduced 4% yr. if above national target.

²The Return to Work (RTW)Rate for DoD does not include Army, Navy, AF which are shown individually.

³The RTW Rate for All Govt. less USPS reflects the performance of 14 agencies with the largest, statistically significant case volumes.

⁴If agencies maintain a total or lost time case rate of one or less per year, no further reductions are required.