



DEPARTMENT OF THE NAVY
COMMANDING OFFICER
U.S. NAVAL STATION GUANTANAMO BAY CUBA
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Commanding Officer's Policy 4-24

From: Commanding Officer, Naval Station Guantanamo Bay, Cuba

Subj: SAFETY

1. We take pride in doing things the right way, complying with procedures, and executing by-the-book maintenance, operations, and combat support functions. As your Commanding Officer, I am entrusted to ensure that we are the most effective warfighters in the fleet. This cannot be accomplished unless your safety and well-being are the top priority. Safe and thoughtful execution, both on and off-duty, is paramount in our success as an organization.

2. Our job is inherently dangerous. To ensure safe execution, we must continuously evaluate risk and use risk management in every step of the various evolutions we execute every day. Controlling risk maximizes readiness and increases the effectiveness of all aspects of our work, including operations. We must all make a commitment to prioritizing safety, fostering a culture of critical self-assessment and continuous improvement, and to utilizing critical thinking and problem solving to mitigate risk.

a. Prior to executing any mission or maintenance evolution, the senior leadership shall conduct a brief with all participants which includes the following topics at a minimum:

- What part of this task could cause injury?
- What element of this task could cause equipment damage?
- What aspect of this evolution could produce an unexpected outcome?

b. Upon conclusion of the evolution, the senior leadership will lead a debrief and at a minimum, include the following, as well as any lessons learned:

- Where on this task did we do something unsafe?
- Did we violate any procedures?
- During the evolution, did we not understand something?
- Did we learn how to perform the evolution better?

c. Safety is **NOT** a department, it is a responsibility born to everyone onboard. Actively intervene when safety is in doubt, there are no bystanders. **Everyone, regardless of rank or qualification, must be ready to stop an evolution when an unsafe situation develops.**

- If in doubt, stop the evolution and seek guidance.
- Do not allow perceived pressure to drive your decisions.
- Use all available means to communicate safety concerns


M. R. STEPHEN