



SECRETARY OF THE ARMY
WASHINGTON

07 AUG 2024

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Directive 2024-09 (Army Safety and Occupational Health Management System)

1. References.

- a. Title 29, Code of Federal Regulations (CFR), Part 1960 (Basic Program Elements for Federal Employee Occupational Safety and Health Programs and Related Matters)
- b. Department of Defense (DoD) Instruction 6055.01 (DoD Safety and Occupational Health Program), 14 October 2014, incorporating Change 3, effective 21 April 2021
- c. Army Regulation (AR) 5-1 (Management of Army Business Operations), 12 November 2015
- d. AR 385-10 (The Army Safety and Occupational Health Program), 24 July 2023

2. Purpose. This policy directs the implementation of the Army Safety and Occupational Health Management System (ASOHMS).

3. Applicability. The provisions of this directive apply to the Regular Army, Army National Guard/Army National Guard of the United States, and U.S. Army Reserve.

4. Background. Reference 1b requires DoD components to use an integrated system rather than compliance-based individual program execution. The ASOHMS will integrate the management of safety and occupational health (SOH) programs seamlessly into daily operations to improve leadership visibility, personnel engagement, and business processes. Adoption of the ASOHMS by commands will reduce mission-related mishaps, improve the safety and health of workplaces, and increase personnel readiness.

5. Policy.

- a. The ASOHMS is the Army standard for implementing an SOH management system. Although the ASOHMS serves as the baseline standard for Army organizations to meet, this directive does not preclude Army organizations from implementing more stringent industry-accepted safety standards to meet the mission or operational needs of their organization.

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b. An effective ASOHMS should—

(1) Effectively identify, mitigate, and manage internal and external risks to the mission at all appropriate levels of echelon.

(2) Ensure two-way communication to solicit Soldier and employee input and provide leadership feedback to SOH-related activities and improvement opportunities.

(3) Use data, trends, and analysis to manage SOH strategically and proactively within the organization.

(4) Transition the culture to approach SOH activities as a seamless decision-making process used in all mission tasks and activities to properly mitigate risk before loss occurs.

6. Roles and Responsibilities. Effective implementation of the ASOHMS requires the commitment of leaders and engaged participation by Soldiers, Army Civilians, and supporting personnel at all levels to implement these success factors:

a. accountability and commitment by leaders and those they influence and lead at all levels Armywide

b. a change management approach facilitated by champions for ASOHMS implementation who will foster and promote a culture that integrates safety into all operational tasks

c. comprehensive written regulations, policies, and procedures that clearly convey the Army's requirements for SOH programs

d. identification of requirements to adequately resource SOH programs in accordance with established laws

e. processes for conducting risk assessments that identify, eliminate, or minimize risk during operations

f. properly managed mission, command, and operations-specific SOH policies, processes, tactics, techniques, training, and procedures

g. continuous monitoring for performance evaluation and improvement of SOH programs and sustainability

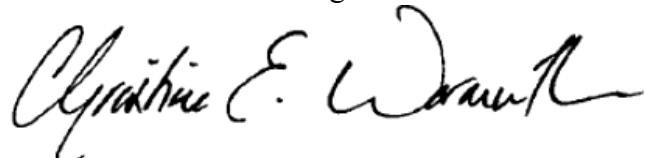
h. communication to raise SOH interest and engagement

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7. Implementation Timeline. The Assistant Secretary of the Army (Installations, Energy, and Environment) (ASA (IE&E)) will publish further implementing guidance for Army organizations within one month of the date of this directive. Army commands and organizations should be fully compliant with this directive by the end of calendar year 2030.

8. Proponent. The ASA (IE&E) has oversight responsibility for this policy and will incorporate its provisions into AR 385–10 within 2 years of the date of this directive.

9. Duration. This directive is rescinded on publication of the revised regulation.



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