



Safety/Injury

SAFETY, UNINTENTIONAL INJURY, AND DUTY RESTRICTIONS

Personnel working for the military perform a wide range of duties. Some of them require ongoing situational awareness, concentration, quick reaction time, and decision-making; some require effective problem solving and sound judgment to ensure the safety of oneself and others; some contribute to and ensure proper execution of the mission; and some safeguard valuable government assets and information. Many job responsibilities allow little tolerance for error.

Signs Wingmen Should Know/Look For

- Appearance of being distressed or chronically fatigued.
- Indications of impaired situational awareness, concentration, memory, problem solving, judgment, cognitive flexibility, or reaction time.
- Failure to follow established rules, procedures, or protocols.
- Demonstrated failure to use safety devices or personal protective equipment.
- History of mental or emotional stress leading to unsafe acts, including aggressive behavior.
- Involvement in an alcohol- or drug-related incident.
- History of suspended base driving privileges.
- Involvement in multiple mishaps.
- Impulsive behavior.

Recommended Wingman Action

- Know appropriate safety, operating, and security precautions. Be aware of the behavior/performance of coworkers and ensure they are all within required standards.
- Let personnel know if their behaviors, performance, or conduct falls below required standards.
- Inform leadership of concerns.
- Be particularly vigilant regarding personnel who are known to be under stress.

Leadership Considerations

- Create a unit climate that emphasizes safety, security, and performance standards/requirements.
- Create a unit climate that provides for free communication of concerns.
- Ensure all personnel receive proper initial and follow-up training.
- Communicate the expectation that safety violations are to be addressed immediately.
- Create a unit climate in which supervisors are expected to “know their people.”
- Look into any information that suggests personnel are not performing adequately.
- Talk to those for whom inadequate performance is suspected to understand the situation better.
- Consider duty restrictions as needed for personnel who are recognized as not performing adequately. This may include limiting access to firearms, explosives, toxins, and other hazardous substances, equipment, or situations.



AFRESILIENCE

LEADERSHIP TOOLS FOR CRISIS PREVENTION, INTERVENTION, & POSTVENTION



- Consult with helping agencies such as medical and mental health personnel.
- Consult with a mental health provider regarding the appropriateness of a Commander Directed Evaluation.
- When medical or mental health personnel recommend duty restrictions, do not remove restrictions without consulting with the individual who recommended them.
- Require remedial safety training as appropriate.
- Adjust unit policy to mitigate recognized safety concerns.
- Emphasize Operational Risk Management at all levels of unit leadership, supervision, and mentoring. Make it a frequent topic at Commander's Call.
- Visit the duty sections within the unit and directly observe working conditions and personnel behavior.