

Commissioned Personnel Center CYBERFLASH



February 25, 2009

Director's Message

Daily headlines remind us about the problems we face with the economy. After watching the taxpayer buyouts of American financial firms and the auto industry, my question to the leadership of these organizations is: what kind of risk management system did you have in place? Let us bring this subject closer to home and discuss an incident in the maritime industry. The cargo vessel *Antari* ran aground on the Antrim Coast of Northern Ireland last June. "The officer of the watch, who was alone on duty, fell asleep for three hours and was only woken when the 88 metre vessel, carrying 2,360 tons of scrap, had beached itself." The officer of the watch was standing 6 hours on and 6 hours off for the 3 ½ months before the accident. On the surface, a very efficient operational model, but how efficient and effective was the practice in the end? Had the company conducted an operational risk assessment on this policy, would they have accounted for the potential for human error?

Operational Risk Management (ORM) is a continuous and systematic process of identifying and controlling risks in all activities. This process includes detecting hazards, assessing risks, and implementing and monitoring risk controls to support effective risk-based decision making. One's aim as a NOAA Corps officer is to increase success while reducing the risk to personnel, resources, and the environment to a manageable level for a given mission. An officer can achieve this by the use of Operational Risk Management.

Risk management provides the officer with the framework to identify and minimize inherent risk, and maximize the ship/small boat or aircraft's capabilities, thus helping to achieve NOAA's goals. All NOAA Corps officers receive training in operational risk management either from REFTRA or the NOAA Small Boat Component Training program. As a reminder to officers operating NOAA small boats, you are required to have the NOAA Small Boat Component training by April 1, 2009.

Preventing mishaps and reducing losses become even more important to maintain mission readiness as we continue to optimize our operations. Beyond reducing losses, risk management provides a logical process to identify and exploit opportunities producing the greatest return on our investment of time, dollars, and personnel. Officers that stop operations because of a risk that is too great should not be penalized but rewarded for their ability to use sound operational risk management in the execution of NOAA's mission. Please keep these importance concepts of ORM in mind during your daily activities.



CAPT Raymond C. Slagle, NOAA
Director, Commissioned Personnel Center

Announcements

Aviation Packets Due

Reminder: the deadline for submission for those applying for the aviation program is March 1, 2009.

BOTC 111, 112, and 113 Address Change

Officers from BOTC 111, 112, and 113 are to ensure that you have placed a change-of-address from USMMA to your current duty station. NOAA Training Center at USMMA is still receiving mail for officers that have been reassigned.

Reduction of Use of Social Security Numbers for DOD

DoD has begun the implementation of the SSN Reduction Communications Plan. Some Key Messages are as follows:

- 1) SSNs will no longer be printed on ID cards and should not be relied on as a unique ID number for personal identifiers
- 2) These changes are being made by the Department to protect the identity information of the cardholder
- 3) Changes to ID cards will occur when the cardholders' expired cards are renewed
- 4) The removal of SSNs will occur in three phases:
 - Phase One: Began December 2008; Dependent SSNs will be removed; Sponsor SSN will remain visible
 - Phase Two: To begin end of 2009; All printed SSNs will be removed; (Geneva Conventions cards will retain the last four digits of the SSN)
 - Phase Three: To begin during 2012; SSNs embedded in barcodes will be removed

For more information regarding the SSN Reduction initiative, visit www.dmdc.osd.mil/smartcard. Questions about this effort should be emailed to <mailto:CACsupport@osd.pentagon.mil>.

Approved Retirements/Resignations/Separations

The following officers have approved retirements, resignations, or separations. Be sure to thank

them for their service to NOAA and nation and wish them the best the next time you see these officers!

CAPT Stephen A. Kozak	April 1, 2009
LT Brian R. Wagonseller	May 1, 2009
CAPT Emily B. Christman	June 1, 2009
CDR James D. Rathbun	June 1, 2009
CAPT Sean R. White	July 1, 2009
CAPT Steven R. Barnum	January 1, 2010

On the Horizon

February 24-27, Small Boat Program Training: Inspection and
2009 Troubleshooting, Mississippi
March 2-6, 2009 Promotion Boards
March 2, 2009 Start of D-School

Please see CPC website for additional information:

Assignments: <http://www.corpscpc.noaa.gov/careermgmt/assignments.html>

Evaluations: <http://www.corpscpc.noaa.gov/careermgmt/evaluation.html>

Training: <http://www.corpscpc.noaa.gov/careermgmt/training.html>

Uniforms & Awards: <http://www.corpscpc.noaa.gov/perservices/awards.html>