

Army Readiness Assessment Program

Purpose of Program and Observations

ARAP is a web-based initiative that provides battalion-level commanders with data on their organization's readiness posture through five segments:

1. Process Auditing – Assesses the process used to identify hazards and correct problems within the organization
2. Reward Systems – Assesses the organization's program of rewards and discipline to reinforce proper behavior and correct risky personnel actions
3. Quality Control – Places emphasis on high standards of performance within the organization
4. Risk Management – Assesses the health of organizational processes
5. Command and Control – Assesses leadership, communication, and policies as they relate to Composite Risk Management (CRM)

While the ARAP assessment is standardized in the approach used to gather data, Commanders will find that each assessment outcome and briefing is tailored to the internal workings of their organization. Data gathered and presented in this assessment can validate indications of conditions and situations previously identified or suspected by the leadership. This assessment can provide hard data and solidify measurable perceptions that are being expressed by personnel within the organization.

Areas of concern or success identified in the assessment may serve as a beginning point for discussion within the organization concerning the five segments described above. This assessment is specifically designed to reflect the attitude of the personnel towards safety.

Top 5 Scoring Questions

13. In my unit, we believe safety is an important part of all operations. (RS) 10%; 66 People disagree

16. Leaders in my unit encourage everyone to be safe and to follow the rules. (RS) 12%; 76 People disagree

49. I am properly trained to safely conduct all of my missions. (CC) 17%; P: 101 People disagree

2. My unit uses several checks and a hazard reporting system to catch problems that may lead to an accident. (PA) 19%; 110 People disagree

20. My battalion conducts thorough reviews of safety standards and operating procedures and stays current on updates. (PA) 23%; 132 People disagree

Bottom 5 Scoring Questions

52. Mandatory “down time” standards are enforced in my unit. (CC) 56%; 252 People disagree

48. My unit does not hesitate to restrict individuals who are under high personal stress from participating in training or tactical operations. (CC) 59%; 254 People disagree

55. Within my unit, there is good communications up and down the chain of command. (CC) 59%; 348 People disagree

50. Morale and motivation in my unit are high. (CC) 63%; 376 People disagree

34. Based upon my unit's personnel and other resources, the unit is stretched too thin. (RM) reverse scored 70%; 391 People agree

Flagged Assessment Topics

Out of the Bottom 15 Scoring Questions some Courses of Action (COA)

17. In this unit, anyone who regularly violates standards and rules will hurt his/her career. (RS) 44%; 217 People disagree

COA for Question 17:

- Conduct a safety-oriented briefing for new personnel in the unit. Provide specific safety information about the unit safety program. Platoon and section sergeants are responsible for briefing newly assigned personnel on specific job-related safety issues, such as wearing hearing protection, eye protection, protective clothing, and vehicle operations. DA PAM 385-1, Chapter 2.

- Make sure the commander's directives for controlling hazards reach the key people who must implement them. Follow up regularly to make sure that controls remain in place and are achieving the desired results. Remember, it is the responsibility of the commander and subordinate leaders to execute the safety program. The ADSO/NCO role is to make recommendations and coordinate safety activities. DA PAM 385-1, Chapter 2.

15. In my unit, violations of SOPs, regulations, or standards of conduct and discipline are rare. (RS) 42%; 213 People disagree

COA for Question 15:

- Discipline starts with leaders. Leaders set the command climate through their actions and should first examine their own actions. Leadership and setting the example do not end at the gate. DA PAM 385-1
- Unit policy should be uncompromising on the use of seatbelts and motorcycle safety equipment. Educate your soldiers on the risks of speed, fatigue, and alcohol use. Conduct POV safety inspections, and do not allow soldiers to operate faulty equipment. DA PAM 385-1
- All personnel must practice safe behavior; safe operations; recognize and report unsafe acts and conditions; and take actions to prevent accidents. AR 350-1, Chapter 1.

31. I am provided necessary resources (time, people, budget, and equipment) to accomplish my job. (RM) 43%; 259 People disagree

COA for question 31:

- Each organization will include funding at the level required for full implementation of the Army safety program, the Army Accident Prevention Awards Program and other requirements of this pamphlet in their budget submissions. DA PAM 385-10.
- Are you conducting troop-to-task analysis as part of decision-making?
- Do you review the OPTEMPO of your unit and its effect on safety and your unit's performance? Do you unintentionally encourage unsafe practices by encouraging an overly "can do" mentality in the unit at the expense of composite risk management?
- Leaders, commanders, managers, and supervisors are responsible for ensuring organization SSPs (Strategic Safety Plans) are identified and incorporated into each commands budget and personnel requirements documents to support Army safety goals. DA PAM 385-10, Chapter 2.
- Resource utilization will be part of the reporting process to verify that funds are being applied in a timely and efficient manner to the appropriate tasks. On a quarterly basis, or more frequently if required by the complexity of the plan or as determined by the

commander, progress in achieving goals will be reviewed by the commander. DA PAM 385-10, Chapter 2, para 2-5 a, page 2.

- Survey the condition of unit property (equipment) and facilities, ammunition storage areas, arms rooms, motor pools, and field training sites, including bivouac sites. When safety deficiencies are found, advise the commander and recommend corrective action. Follow up to ensure the corrective action is taken. DA PAM 385-1, Chapter 1.
- Commanders are responsible for soldier safety and the quality of the unit safety program. DA PAM 385-1, Chapter 1.

Positive Feedback

Overall: More safety classes.