CHESAPEAKE REGION SAFETY COUNCIL

# EM 385 1-1 Webinar 9/12/2025

# Chesapeake Region Safety Council

# EM 385-1-1 Overview

- **Safety & Health Requirements Manual**
- **Purpose: To understand what EM 385-1-1 is, why it is important, and how to implement it.**

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# History and Purpose

- The EM 385-1-1 Safety and Health Requirements Manual has a rich history, having been authored and maintained by the U.S. Army Corps of Engineers for over 75 years.( first issued in 1941)its purpose, to standardize safety programs for its construction projects and operations and serves as a comprehensive set of safety regulations for all USACE activities and projects, including those undertaken by contractors on military and federally funded construction jobs. Its purpose is to ensure the highest standards of safety and health for workers, often exceeding the requirements of the Occupational Safety and Health Administration (OSHA) by mandating more thorough planning, documentation, and proactive risk management.

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# EM 385-1-1 vs OSHA

- Where the requirements of this manual, applicable laws, criteria, ordinances, regulations vary, the most stringent govern.

- Example EM 385 1-1 inspections of first aid kits is every 3 months, OSHA is every week.

- Example OSHA requires one person trained and willing to provide first aid, EM 385 1-1 requires 2 people.

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# EM 385-1-1 vs OSHA

- OSHA: Minimum safety standards (private sector focus)

- EM 385-1-1: Stricter, detailed, and project-specific requirements

- Examples:
- - Requires Activity Hazard Analysis (AHA) for every task

- - Mandatory Site Safety & Health Officer (SSHO)

- - Daily safety inspections & documentation

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# EM 385-1-1 vs OSHA

- EM 385 1-1 Incorporates the Army and Navy methodology for minimizing risks during missions.
- EM 385 1-1 is more proactive forcing the contractor to plan each step or phase of construction and document how this is to be accomplished. With a lot of OSHA projects, we just go and do, and hope luck is on our side.
- EM 385 1-1 will make the contractor plan out each definable feature of work with the Activity Hazard Analysis with a Risk Assessment Code. Being proactive instead of reactive.
- Many Companies and contractors are using Army Corp EM 385 1-1 to better their safety culture.

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# Who Uses EM 385-1-1?

- Federal construction and service contractors
- Military projects
- Government facilities
- Contractors working under USACE or NAVFAC contracts
- Contractors who want to be better than OSHA

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# Why EM 385-1-1 Matters

- Protects workers on federal projects
- Ensures compliance with government contracts
- Reduces accidents, injuries, and fatalities
- Builds a culture of safety
- Critical for winning and maintaining government contracts

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# Core Components of EM 385-1-1

- Accident Prevention Plans (APP)
- Activity Hazard Analyses (AHA)
- Site Safety & Health Officer (SSHO) duties
- Training & Competency requirements
- Emergency response planning
- Specialized requirements (confined space, fall protection, etc.)

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# Accident Prevention Plan (APP)

- Project-specific safety program
- Required on all USACE contracts
- Must be approved before work starts
- Covers: Responsibilities, Training, Hazard control methods, Emergency procedures

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# Activity Hazard Analysis (AHA)

- Identifies potential hazards for each task
- Defines controls to reduce risks
- Reviewed and approved by Site Safety & Health Officer
- Must be updated when work changes

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# Training & Competency

- Workers must be qualified and trained for their tasks
- Key requirements:
- - First Aid/CPR training
- - Fall Protection training
- - Competent Person training (scaffolds, excavation, etc.)

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# Site Safety & Health Officer (SSHO)

- Dedicated safety professional
- Responsibilities:
- Implement APP & AHA
- Conduct daily safety inspections
- Document findings
- Coordinate training and emergency drills

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# Emergency Response Planning

- Must include:
- - Fire prevention
- - Medical emergencies
- - Evacuation procedures
- - Severe weather plans

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# Specialized Requirements

- Fall Protection (100% tie-off above 4’ and 6’)
- Confined Space Entry protocols
- Electrical Safety (Lockout/Tagout)(HEC)
- Hazard Communication
- Personal Protective Equipment (PPE)

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# Steps to Implement EM 385-1-1

1. Understand the manual and requirements

2. Develop an APP for your project

3. Conduct Activity Hazard Analyses

4. Assign and train a Site Safety & Health Officer

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# Steps to Implement EM 385-1-1

- 5. Provide worker training and certifications
- 6. Conduct daily safety inspections
- 7. Maintain records & documentation
- Chesapeake Region Safety Council provides a 40 Hour EM 385 1-1 training program to provide how to all of the above.

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# Challenges in Implementation

- Additional time and resources required
- Strict documentation
- Higher training requirements
- Contractor accountability

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# Benefits of Implementation

- Safer work environment
- Compliance with government standards
- Reduced liability & claims
- Better project performance
- Stronger reputation with government agencies

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# Tips for Success

- Train supervisors and workers early
- Make safety part of daily routines
- Engage employees in hazard identification
- Use technology for documentation
- Encourage open communication

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# Summary

- EM 385-1-1 = Safety & Health Requirements Manual
- Why it matters: compliance, safety, contract success
- How to implement: APP, AHA, SSHO, training, inspections
- Benefits outweigh the challenges

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# Resources

- U.S. Army Corps of Engineers: EM 385-1-1 Manual
- OSHA Regulations
- USACE Safety & Health Program Website
- Chesapeake Region Safety Council

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# Q&A

- Open floor for discussion and questions

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