

**Virginia Defense Force
Regulation 385–10-6**

Safety
Virginia Defense Force
Safety Program
System Safety Management

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1 September 2014**

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1 September 2014**

Safety

VDF Safety Program

Summary. This document is an adaptation of the Army Regulation 385-10, Army Safety Program, for use by the units of the Virginia Defense Force (VDF). This regulation provides guidance to commanders and other personnel in regards to the safety program in the Virginia Defense Force.

Applicability. This regulation applies to units of the VDF. During mobilization for state active duty, procedures in this publication can be modified to support policy changes as necessary.

Suggested Improvements. Users are invited to send comments and suggested improvements directly to Headquarters, Virginia Defense Force, George Washington Division, Division Safety Office, 5001 Waller Road, Richmond, Virginia 23230-2915.

Distribution. Distribution is intended for all VDF units down to, and including, company-level.

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Contents (Listed by paragraph and page number)

Chapter 1

System Safety Management, page 1

Intent • 1-1, *page 1*

Policy • 1-2, *page 1*

Objectives • 1-3, *page 1*

System safety standard • 1-4, *page 1*

Application of mishap risk management component of composite risk management • 1-5, *page 1*

Commercial off-the-shelf items and local purchase • 1-6, *page 1*

Attachments

Appendix A – References, page 3

Section 1 – Publications, *pages 3*

Section 2 – Forms, *page 3*

Glossary, page 4

Section 1 – Abbreviations, *page 4*

Section 2 – Terms, *page 6*

Chapter 1

System Safety Management

1-1. Intent

This chapter prescribes policies and procedures to ensure hazards in VDF systems and facilities are identified, and the risks associated with these hazards are properly managed. It applies to all VDF materiel systems, facilities, and equipment. It applies during all phases of the life cycle of systems, facilities, and equipment.

1-2. Policy

- a. VDF systems and equipment with uncontrolled residual hazards will not be fielded without executing the formal mishap risk management component of the CRM process. Emphasis will be placed on designing out hazards in VDF systems and equipment. Training, administrative procedures, and labels will be used only as a last option.
- b. System safety shall be applied early (for example, after concept decision). Safety lessons learned shall be a key consideration in selecting the best solution during the analysis of alternatives.
- c. VDF commanders and managers will implement their system safety engineering and management responsibilities consistent with their missions.
- d. Hazards discovered in fielded systems, facilities, and materiel shall be assessed and communicated in a timely manner. The hazards shall be eliminated, controlled, or accepted through the mishap risk management component of the CRM process.

1-3. Objectives

The primary objective of system safety is to maximize operational readiness and mission effectiveness through accident prevention by ensuring:

- a. Hazards and associated risks are identified and managed for each system throughout its life cycle and all mission variations.
- b. Hazards are eliminated through design or controlled to acceptable levels associated with residual hazards is formally identified, accepted by the appropriate management decision level, and documented.
- c. Hazards associated with new technology or operations are identified for consideration in later applications.

1-4. System safety standards

The system safety standards prescribed in DA Pamphlet 385-15 shall be used for guidance and shall be used together with the requirements of this regulation.

1-5. Application of mishap risk management component of composite risk management

The requirements in VDF Pamphlet 385-10 are mandatory and shall be applied to the requirements of this chapter.

1-6. Commercial off-the-shelf items and local purchases

- a. Commercial off-the-shelf items and local purchases can pose potential problems concerning operational support and maintenance. These problems result from the fact

- that the item was built to commercial standards. As a result, the product may produce hazards in a military-type environment.
- b. Prior to purchasing, consider the following:
- (1) Has the system been designed and built to meet applicable / any safety standards?
 - (2) Have hazard analysis been performed?
 - (3) What is the accident history for the system?
 - (4) Are any protective equipment or actions needed during operation, maintenance, storage, or transport of the system?
 - (5) Does the system contain or use any HAZMAT (including radioactive substances), have potentially hazardous emissions (for example, laser), or generate hazardous waste / materials?
 - (6) Are special licenses or certificates required to own, store or use the system?
 - (7) Is there a history of accidents involving similar systems?
 - (8) Is the purchase attempting to resolve problems with previous equipment? Does it create new hazards?
 - (9) Will it interfere with the operation or use of other equipment?
 - (10) Are there any interoperability / connectivity issues that cause safety hazards with the equipment?

Appendix A References

Section 1. Publications

Code of Federal Regulations (CFR) (<http://www.gogpoaccess.gov/cfr/index.html>)

10 CFR, Energy

40 CFR, Protection of the Environment

42 CFR, Public Health

49 CFR, Transportation

DA Pam 385-1, Small Unit Safety Officer / NCO Guide

DA Pam 385-10, Army Safety Program

DA Pam 385-16, System Safety Management Guide

DA Pam 385-30, Mishap Risk Management

FM 5-19, Composite Risk Management (CRM)

HSPG (Highway Safety Program Guidelines) Number 1, 4, 8, and 20.
(<http://www.nhtsa.gov/nhtsa/whatsup/tea21/tea21programs/>)

MIL STD 822D, System Safety (<http://assist.daps.dla.mil/quicksearch>)

MIL-STD-1180B(1), Safety Standards for Military Ground Vehicles
(<http://assist.daps.dla.mil/quicksearch>)

NFPA (National Fire Prevention Association) 101, Life Safety Code.

Section 2. Forms

N/A

Glossary

Section 1

Abbreviations

ADSO – Additional Duty Safety Officer (or NCO)

ANSI – American National Standards Institute

AR – Army Regulation

ARNG – Army National Guard

CFR – Code of Federal Regulations

CG – Commanding General

CORA – Certificate of Risk Acceptance

COTS – Commercial off-the-shelf

CPSC – Consumer Product Safety Commission

CRM – Composite risk management

DA – Department of the Army

DA Pam – Department of the Army Pamphlet

DoD – Department of Defense

DoDD – Department of Defense Directive

DoDI – Department of Defense Instruction

DoLI – Virginia Department of Labor and Industry (i.e., State OSHA)

DOT – Department of Transportation

EO – Executive Order

EPA – Environmental Protection Agency

FAA – Federal Aviation Administration

FM – Field Manual

GOV – Government Owned Vehicle

HAZMAT – Hazardous Materials

HSPG – Highway Safety Program Guidelines

JHA – Job hazard analysis

MIL-STD – Military Standard

NCO – Noncommissioned Officer

NFPA – National Fire Protection Association

NRC – Nuclear Regulatory Commission

NTSB – National Transportation Safety Board

OJT – On-the-job training

OSH – Occupational Safety and Health

OSHA – Occupational Safety and Health Administration

OSH Act – Occupational Safety and Health Act

PL – Public Law

RAC – Risk Assessment Code

SME – Subject matter expert

SOH – Safety and occupational health

SOP – Standing Operating Procedure or Standard Operating Procedure

SSMP – Safety System Management Plan

SSP – Strategic Safety Plan

SSRA – Safety System Risk Assessment

VDF – Virginia Defense Force

Section 2

Terms

Accident-based risk management – A component of CRM used to identify, evaluate, manage and prevent accidents to personnel, equipment, and the environment during peacetime and contingency operations due to safety and occupational health factors and other accident-based factors.

Command responsibility – Commanders down the entire chain of command are responsible for the safety of their personnel.

Commander – An individual that lawfully exercises over subordinates by virtue of rank or assignment. This includes the authority and responsibility for effectively using available resources for planning the employment or, organizing, directing, coordinating and controlling forces for the accomplishment of assigned missions. This also includes responsibility for health, welfare, morale and discipline of assigned personnel in his or her “command.”

Competent authority – An individual designated in command, responsible for the direction, coordination and control of personnel. The commander alone is responsible for everything his or her unit does or fails to do. They cannot delegate their responsibility or any part of it, although they may delegate portions of their authority to competent individuals. An individual designated by the commander to address areas of primary interest within that individual’s technical expertise.

Composite risk – Blends threat-based risks with accidental, hazard-based risks.

Control – Action taken to eliminate hazards or reduce their risk.

Engineering controls – Regulation of facility operations using prudent engineering principles, such as facility design, operation sequencing, equipment selection, and process limitations.

Environmental factors – Environmental conditions, which had, or could have had, an adverse effect on the individual’s actions or the performance of equipment.

Establishment – A single physical location where business is conducted or where services or operations are performed. Where distinctly separate activities are performed at a single physical location, each activity shall be treated as a separate establishment. Typically, an establishment refers to a field activity, regional office, area office, installation, or facility.

Evaluation – A specialized inspection designed to determine the effectiveness of a unit’s safety and health program.

Exposure – The frequency and length of time personnel and equipment are subjected to a hazard.

Extremely hazardous substances – The EPA uses the term extremely hazardous substance for the chemicals that must be reported to the appropriate authorities of released above the threshold reporting quantity. Each substance has a threshold reporting quantity. The list of extremely hazardous substances is identified in Title III of Superfund Amendments and Reauthorization Act (SARA) of 1986 (40 CFR 355).

Facility – An area within a building that provides appropriate protective barriers for persons working in the facility and the environment external to the facility and outside of the building.

Federal OSHA official – Investigator or compliance officer employed by, assigned to, or under contract to OSHA.

Field operations – Operations conducted outdoors or outside of man-made enclosures or structures. Short-term operations in storage structures are also considered as field operations.

Firefighting – Activities associated with developing or using firefighting skills.

First aid – First aid is defined as using a list of procedures that are all-inclusive and is not a recordable injury. If a procedure is not on the list, it is not considered first aid for recordkeeping purposes. The following are the procedures contained in the list:

- a. Using nonprescription medication at nonprescription strength. However, if an individual is provided prescription medications or nonprescription medications at prescription strength, this is considered medical treatment.
- b. Tetanus immunizations.
- c. Cleaning, flushing, or soaking surface wounds.
- d. Wound coverings, butterfly bandages, Steri-Strips. The use of wound closure methods such as sutures, medical glues, or staples is considered medical treatment.
- e. Hot or cold therapy regardless of how many times it is used.
- f. Nonrigid means of support.
- g. Temporary immobilization device(s) used to transport accident victims.
- h. Drilling of fingernail or toenail; draining fluid from blister.
- i. Eye patches.
- j. Removing foreign bodies from eye using irrigation or cotton swab. However, use of other methods to remove materials from the eye is medical treatment.
- k. Removing splinters or foreign material(s) from areas other than the eye by irrigation, tweezers, cotton swabs, or other simple means.
- l. Finger guards.
- m. Massages. Massage therapy is first aid, but physical therapy or chiropractic treatment is considered medical treatment.
- n. Drinking fluids for relief of heat stress. (Drinking fluids for relief of heat stress is first aid, but administering an IV is medical treatment.)

Flammable – A material that has the characteristic of being easily ignited and burning readily.

Ground accident – Any accident exclusive of aviation (flight / flight-related / aircraft-ground).

Hazard – Any actual or potential condition that can cause injury, illness, or death of personnel or damage to or loss of equipment, property, or mission degradation or a condition or activity with potential to cause damage, loss, or mission degradation.

Hazard analysis – A hazard analysis is a clear, systemic, concise, well defined, orderly, consistent, closed-loop, quantitative or qualitative and objective methodology used to identify possible hazards within a mission, system, equipment, or process that can cause losses to the mission, equipment, process, personnel, or damage to the environment. Examples of hazard analyses are: What-If, Preliminary Hazard Analysis, Sneak Circuit Analysis, Hazard and Operability Study, Fault Tree Analysis, Failure Mode and Effects Analysis, and Fault Hazard Analysis.

Hazardous chemical – OSHA uses the term hazardous chemical to denote any chemical that would be a risk to individuals if exposed in the workplace. Hazardous chemicals cover a broader group of chemicals than the other chemical lists.

Hazardous wastes – The EPA uses the term hazardous wastes for chemicals that are regulated under the Resource Conservation and Recovery Act (RCRA) (42 USC 6901). Hazardous wastes in transportation is regulated by DOT (49 CFR 170 through 49 CFR 179).

Hazard class – The United Nations Organization hazardous classification system, which contains 9 hazard classes, is used by the DOT for dangerous materials to identify the hazardous characteristics of the material(s).

Hazardous materials (HAZMAT) – Definitions are:

- a. “Hazardous material” means any material that has been designated as hazardous under 49 USC 5101 to 49 USC 5127 and is required to be placarded under 49 CFR 172, Subpart F or any quantity of material listed as a select agent or toxin in 42 CFR 73.
- b. Substances that have hazardous characteristics such as flammable, corrosive, reactive, toxic, radioactive, poisonous, carcinogenic or infectious, having properties capable of producing adverse effects on the health and safety or the environment of a human being. Legal definitions are found in individual regulations.
- c. Any substance of material involved in an accident and released in sufficient quantities , poses a risk to people’s health, safety, and/or property. These substances and materials include explosives, radioactive materials, flammable liquids or solids, combustible liquids or solids, poisons, oxidizers, toxins, and corrosive materials (Federal Emergency Management Agency definition).
- d. The DOT uses the term hazardous materials which covers 8 hazard classes, some of which have subcategories called classifications and a ninth class covering other regulated materials. The DOT includes in its regulations hazardous substances and hazardous wastes as other regulated materials-E (ORM-E), both of which are regulated by the EPA, if their inherent properties would not otherwise be covered.

Hazardous Substances – Two form of definitions:

- a. The EPA uses the term hazardous substance for the chemicals that, if released into the

- environment above a certain amount, must be reported and depending on the threat to the environment, Federal involvement in handling the incident can be authorized. A list of the hazardous substances is published in 40 CFR 302, Table 302.4.
- b. OSHA uses the term hazardous substance in 29 CFR 1910.120, which resulted from Title I of SARA and covers emergency response. OSHA uses the term differently than the EPA. Hazardous substances, as used by OSHA, cover every chemical regulated by both DOT and EPA.

Health hazard – An existing or likely condition, inherent to the operation, maintenance, storage or disposal of material or a facility, that can cause death, injury, acute or chronic illness, disability, or reduced job performance.

Health hazard assessment – The application of biomedical and psychological knowledge and principles to identify, evaluate, and control the risk to the health and effectiveness of personnel.

Human error – Human performance that deviated from that required by the operational standards or situation. Human error in accidents can be attributed to a system inadequacy / root cause in training, standard, leader, individual, or support failure.

Human factors – Human interactions (man, machine, and/or environment) in a sequence of events that were influenced by, or the lack of human activity, which resulted or could result in an accident.

Imminent danger – Conditions or practices in any workplace that pose a danger that reasonably could be expected to cause death or severe physical hardship before the imminence of such danger could be eliminated through normal procedures.

Independent evaluation – The process used by the independent evaluators to independently determine if the system satisfies the approval requirements. It will render an assessment of data from all sources, simulation and modeling, and an engineering or operational analysis to evaluate the adequacy and capability of the system.

Individual risk – Risk to a single exposed person.

Inherent hazard – An existing or permanent hazard (i.e., high voltage).

Injury – A traumatic wound or other condition of the body caused by external force, including stress or strain. The injury is identifiable as to time and place of occurrence and member or function of the body affected, and is caused by a specific event, incident, or series of events within a single day or work shift.

Laser – A device capable of producing a narrow beam of intense light (LASER = light amplification by stimulated emission of radiation).

Life cycle – The life of a system from conception to disposal.

Maintenance / repair / servicing – Activities associated with the maintenance, repair or servicing of equipment or other property. Excludes janitorial, housekeeping, or grounds-keeping activities.

Mishap risk management – A component of CRM used to identify, evaluate, and prevent accidents to personnel, equipment, and the environment during peacetime and contingency operations due to safety and occupational health factors, design and construction of equipment, and other mishap factors.

Near miss – A potentially serious accident or incident that could have resulted in personnel injury, death, or property damage, damage to the environment and/or illness, but did not occur due to one or more factors.

Occupational hazard – Conditions, procedures, and practices directly related to the work environment that creates a potential for producing occupational injuries or illnesses.

Occupational illness – Non-traumatic physiological harm or loss of capacity produced by systemic infection; continued or repeated stress or strain; for example, exposure to toxins, poisons, fumes; or other continued and repeated exposures to conditions of the work environment over a long period of time. Includes any abnormal physical or psychological condition or disorder resulting from an injury caused by long- or short-term exposure to chemical, biological, or physical agents associated with an occupational environment. For practical purposes, an occupational illness is any reported condition that does not meet the definition of an injury.

Occupational injury – A wound or other condition of the body caused by external force, including stress or strain. The injury is identifiable as to time and place of the occurrence and a member or function of the body affected, and is caused by a specific event, incident, or series of events or incidents within a single day or work shift.

Off-duty – VDF personnel are off-duty when they:

- a. When they are not in an on-duty status, whether on or off a VDF facility or military installation.
- b. Have departed official duty station or temporary duty station at termination of normal work schedule. (**NOTE:** For VDF personnel, this normally includes the one-way travel period to and from the individual's home of record and the duty location. It does not include travel time for multiple-day events other than the initial travel to and the final travel from the duty location.)
- c. Are participating in voluntary and/or installation team sports.
- d. Are on lunch or other rest break engaged in activities unrelated to eating and resting.

On-duty – VDF personnel are considered on-duty, for the purposes of accidents, when they are:

- a. Physically present at any location where they are to perform their officially assigned work. (This includes those activities incident to normal work activities such as lunch, coffee, or rest breaks. This does not include non-work related activities (e.g., working on a personal vehicle during work hours).

- b. Being transported by VDF owned or contracted vehicles for the purpose of performing officially assigned work. This would include initial travel to and from a drill or TDY location in a POV, but not daily transportation to or from a work location.
- c. Participating in compulsory physical training activities or other organization events.

Operational control – Operational control is the authority to perform those functions of command over subordinate forces involving organizing and employing command and forces, assigning tasks, designating objectives, and giving authoritative direction necessary to accomplish the mission. Operational control includes authoritative direction over all aspects of military operations and Joint training necessary to accomplish missions assigned to the command. It does not, in and of itself, include authoritative direction for logistics or matters of administration, discipline, internal organization, or unit training.

Permanent partial disability – Any injury or occupational illness that does not result in death or permanent total disability, but in the opinion of competent medical authority, results in the loss or permanent impairment of any part of the body, with the following exceptions:

- a. Loss of teeth.
- b. Loss of fingernails or toenails.
- c. Loss of tip of fingers or toes without bone involvement.
- d. Inguinal hernia, if it is repaired.
- e. Disfigurement or sprains or strains that do not cause permanent limitation of motion.

Permanent total disability – Any nonfatal injury or occupational illness that, in the opinion of competent medical authority, permanently and totally incapacitates a person to the extent that he or she cannot follow any gainful employment. (The loss of, or the loss of use of, both hands, feet, eyes, or any combination thereof as a result of a single accident will be considered as permanent total disability.)

Probability – Probability is the qualitative or quantitative likelihood of a particular event or sequence of actions initiated by a hazard-related Cause resulting in a Maximum Credible Loss. The Probability can be expressed as the product of the Incident Rate and Mishap Set Likelihood.

Qualified safety and health personnel – Includes personnel who have been primarily engaged in safety and occupational health specialties in the military or civilian occupations, have documented training within these areas (i.e., associates, bachelors, and/or masters degrees), and/or are qualified under the civil service classifications for safety, medical, occupational health, or industrial hygiene.

Recommendations – Those actions advocated to the command to correct system inadequacies that caused, contributed, could cause or contribute to a VDF accident. Also referred to in this regulation as corrective action, remedial measures and/or countermeasures.

Recordable accident – Reportable accident that meets the minimum criteria stated in the regulation for aviation and ground Class A-D accidents.

Reportable accident – All occurrences that cause injury, occupational illness, or property damage of any kind must be reported to the local safety office and to the VDF, G.W. Division Safety Office.

Residual hazards – Hazards that are not eliminated by design.

Residual significant risk – Any risk remaining in a system after corrective actions have been executed.

Residual risk – The levels of risk remaining after controls have been identified and countermeasures selected for hazards that may result in the loss of effectiveness. Risks remaining after hazard mitigation measures have been applied.

Risk – Risk is directly related to the ignorance or uncertainty of the consequences of any proposed action. Risk is an expression of possible loss in terms of hazard severity and hazard probability. Risk is the expected value of loss associated with a loss caused by a hazard expressed in dollars. The risk associated with this loss is mathematically derived by multiplying the probability of the loss's likelihood by the probable dollar loss associated with the loss's severity. Note that risk has two dimensions – likelihood and magnitude, while a hazard has only one – varied magnitude.

Risk acceptability – Risk acceptability is that level of risk which has been determined as tolerable in order to fulfill mission requirements. It represents a level of risk where either the output of resources to rectify safety deficiencies does not result in a proportional increase in the level of safety to be provided; or so restricts the performance that the assigned mission cannot be executed.

Risk acceptance – Risk acceptance is a formal and documented process indicating that leadership understands the hazard, its associated cause, and the probable consequences to mission, personnel, equipment, public and/or the environment and that they have determined that the total risk is acceptable because of mission execution.

Risk acceptance level – Used to denote the level of risk a particular level of leadership may accept. These levels are based on the magnitude of the risk involved and the duration of the risk acceptance.

Risk assessment – An evaluation of a risk in terms of loss should a hazard result in an accident and against the benefits to be gained from accepting the risk.

Risk decision – The decision to accept or not accept the risk(s) associated with an action; made by the commander, leader, or individual responsible for performing the action and having the appropriate resources to control or eliminate the risk's associated hazard.

Safety – Freedom from those conditions that can cause death, injury, occupational illness, or damage to, or loss of, equipment or property.

Safety objectives – Criteria for comparing and judging measures for adequacy. Safety objectives incorporate the safest measures consistent with operational requirements.

Severity – A qualitative or quantitative assessment of the degree of injury, occupational illness, property, facility, or environmental damage associated with a maximum credible loss. Severity is dependent only on the Maximum Credible Loss. Once established for a Maximum Credible Loss, it does not change. Only the probability of a Maximum Credible Loss can be reduced.

Significant Risk – A risk associated with a particular hazard where the hazard likelihood of occurrence and its potential impact on the mission, person, equipment, or facility is such that it can be reasonably expected to cause bodily harm, damage to equipment, or the facility, or delay in the execution of the mission unless corrected. Normally, they are assigned a RAC of 1, 2, or 3.

Single-hazard risk – Risk associated with a single hazard of the system.

Special hazards areas – Areas identified containing hazards which due to their nature could not be eliminated through design selection and therefore depend upon training, procedures, and PPE for control of the hazards to tolerable levels. Examples: Kitchens, machine shops, areas around conveyor belts, hazardous chemical storage areas, etc.

Standards failure – Standards / procedures not clear or practical, or do not exist.

State OSHA official – Investigator or compliance officer employed by, assigned to, or under contract to state OSHA / Commonwealth of Virginia Department of Labor and Industry.

Supervisory – Activities associated with the management of personnel.

Support failure – Inadequate equipment / facilities / services in type, design, availability, or condition, or insufficient number / type of personnel, which influenced human error, resulting in a VDF accident.

System – A composite, at any level of complexity, of trained personnel, procedures, materials, tools, equipment, facilities, and software. The elements of this composite entity are used together in the intended operational or support environment to perform a given task or achieve a specific production, support, or mission requirement.

System inadequacy – A tangible or intangible element that did not operate to standards, resulting in human error or materiel failure. Also referred to as causes, readiness shortcomings, and/or root causes.

System safety – The application of engineering and management principles, criteria, and techniques to optimize safety within the constraints of operational effectiveness, time, and cost throughout all phases of systems', equipment's, or facilities' life cycle.

System safety lesson learned – A collection of real or potential safety or health-related problems based on data analysis or experience that can be applied to future and current systems to prevent similar recurrences.

System safety management – An element of management that defines the system safety program requirements and ensures the planning, implementation, and accomplishment of system safety tasks and activities consistent with the overall program requirements.

System safety management plan (SSMP) – A management plan that defines the system safety program requirements of the VDF or Government. It ensures the planning, implementation, and accomplishment of system safety tasks and activities consistent with the overall program requirements.

Tolerable risk – The level of risk associated with a specific hazard below which a hazard does not warrant any expenditure or resources to mitigate. From a legal standpoint it would be considered as a “de minimus” risk, from the Latin phrase “de minimus noncurat lex,” meaning “the law does not concern itself with trifles.”

Training-related death – A death associated with a non-combat type exercise or training activity that is designed to develop an individual’s physical ability or to maintain or increase individual / collective skills, and is due to either an accident or the result of natural causes occurring during or within one hour after any training activity where the exercise or activity could be a contributing factor. This does not apply to individuals participating in personal wellness or exercise programs.

VDF accident – A VDF accident is defined as an unplanned event, or series of events, which results in one or more of the following:

- a. Occupational illness to VDF personnel.
- b. Injury to on-duty VDF personnel.
- c. Damage to VDF property.
- d. Damage to public or private property, and/or injury or accident to non-VDF personnel caused by VDF operations (i.e., the VDF had a causal or contributing role in the accident).

VDF property – Any item of VDF property, or property leased by the VDF for which the VDF has assumed risk of loss, such as aircraft, vehicle, building, structure, system, etc.

VDF Vehicle – Any vehicle that is owned, leased, or rented by the Virginia Defense Force. A vehicle that is primarily designed for over-the-road operation. A vehicle whose general purpose is the transportation of cargo or personnel. Examples are passenger cars, station wagons, trucks, ambulances, and buses.

Workplace – A place (whether or not within or forming a part of a building, structure, or vehicle) where any person is to work, is working, for the time being works, or customarily works, for gain or reward; and in relation to an employee, includes a place, or part of a place, under the control of the employer.

Work-related injuries – Injuries or occupational illnesses incurred while performing duties in an on-duty status.