



# *Organizational Inspection Program (OIP)*

## *Working Group*

*November 21, 2011*



# Agenda



- Purpose of the OIP
- Commanders Plan
- Types and integration of Inspections
- Categories of Inspections
- OIP Coordinator and IG Roles
- IG Inspections
- Non Compliance Reasons
- OIP Execution Concept
- Installation Checklist
- Due Outs

*What's not inspected is not done*



# Purpose of the OIP



- To coordinate all inspections and audits into a [single, cohesive program](#) focused on command objectives.
- The OIP provides the commander with an organized management tool to identify, prevent, or eliminate problem areas.
- Protect subordinate commanders from constant inspections
- Complement FORSCOM, TRADOC, IMCOM and MEDCOM Inspection requirements

*The Commander's plan for inspections!*



# The Organizational Inspection Program (OIP)



*The Commander's plan for inspections!*

- The OIP comprises all inspections within a unit
- The OIP is a command responsibility and program
- The OIP complements and reinforces other evaluations
- The OIP minimizes the duplication of evaluations
- The IG is the proponent for inspection policy
- The G-3, S-3, or equivalent OPS agency is normally responsible for coordinating the overall program

AR 1-201, paragraph 3-2



# OIP: Brigade



- The Brigade OIP normally includes Command Inspections, Staff Inspections, and Staff Assistance Visits
- The Brigade OIP focuses on units and functional areas
- The Brigade OIP should include inspections of the brigade headquarters company
- The Brigade OIP must complement the battalion commanders' programs and avoid redundancy





# OIP: Battalion



## The battalion is the basic building block of the OIP

- The Battalion OIP normally includes Command Inspections (**Initial and Subsequent**) and Staff Inspections
- The Battalion OIP focuses on areas that immediately impact on readiness and that reinforce goals and standards
- Teaching and training is a goal of company-level Command Inspections





# Types of Inspections

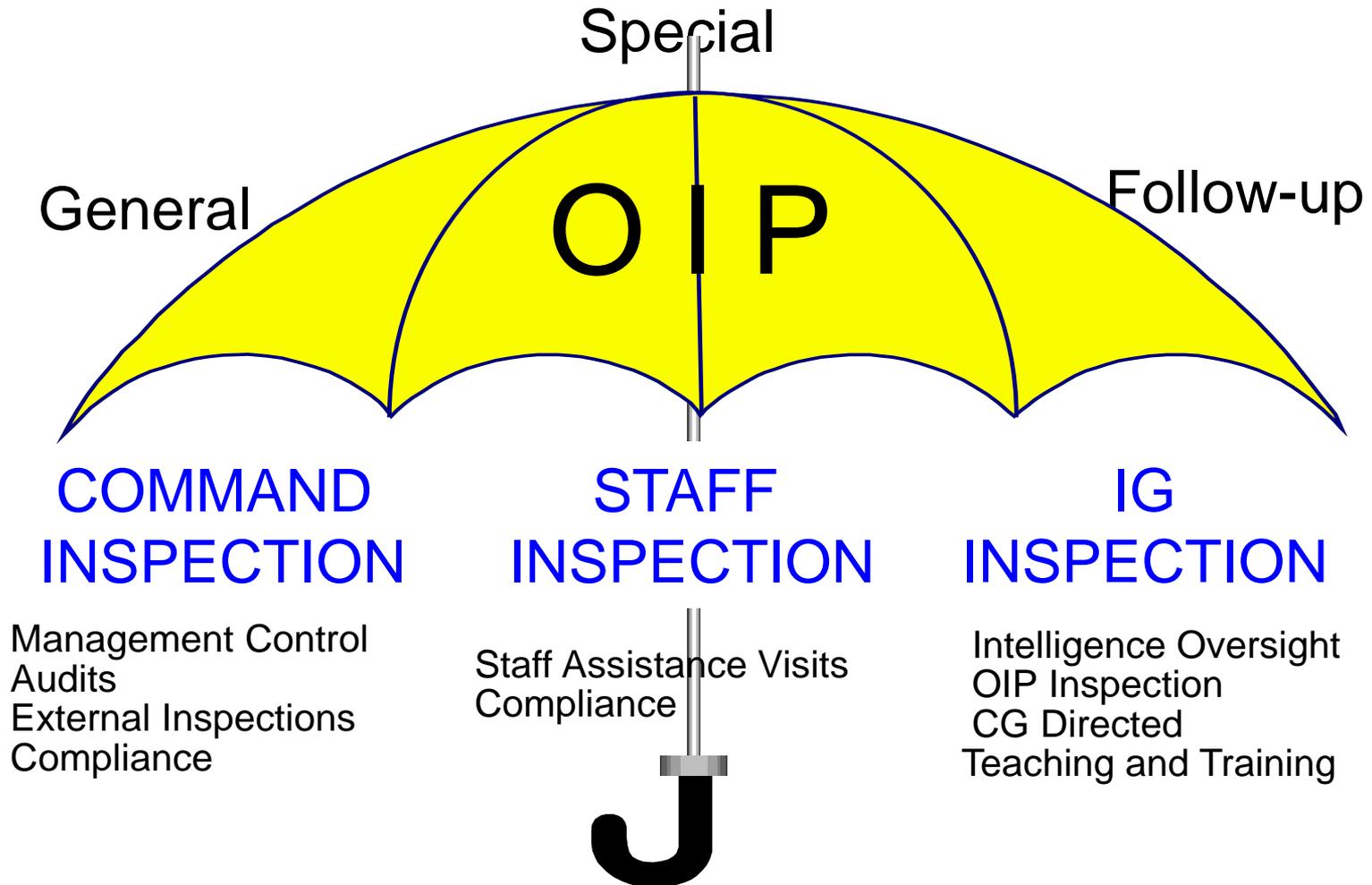


- **General Inspection.** These inspections are broad in scope, oriented on units, and designed to look at all aspects of the organization. (Once called compliance inspections)
- **Special Inspection.** These inspections are focused on specific functions, programs, procedures, problems, or issues; these inspections also look at groups of related problems or procedures. The special inspection facilitates the systemic approach to an inspection and is the **preferred type of IG Inspection.**
- **Follow-up Inspection.** These inspections review the effectiveness of **corrective actions taken** as a result of a previous inspection.



# The Organizational Inspection Program

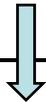
## *The Integration of Inspections*



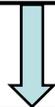
All three inspections include FORSCOM, IMCOM, and MEDCOM organizations

# The Inspection Selection Process

**Commander Inspection Plan Guidance**  
 -Commander's Priorities and Focus  
 -Impact on Installation and Unit Readiness  
 -Value to the Command



**Mandated Inspections**  
 FORSCOM, IMCOM, TRADOC, MEDCOM  
 Installation Trends & IG Inspections



Analyze the information

**Develop the list**

1. Sexual Harassment
2. Property Accountability
3. Overweight Program
4. WTU Living Accommodations
5. Voting Assistance Program



May 2011						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Commander approves OIP and IG inspections for FY11

Inspection list published





# Categories of Inspections



1. Command Inspection

2. Staff Inspection

3. Inspector General Inspection



AR 1-201, paragraphs 3-2 to 3-5



# Command Inspections



- A scheduled, formal event
- **Led by the Commander**



- **Initial Command Inspection (ICI)** (company or detachment)
- **Subsequent Command Inspection (SCI)**

AR 1-201, paragraphs 3-2 to 3-3



# Initial Command Inspection



- Required for Company Commanders (or like commands: detachments, troops, batteries)
  - Within 90 days for the Active Component
  - Within 180 days for National Guard (NG) and U.S. Army Reserve (USAR)



The inspecting commander must be present and participating in the inspection!

AR 1-201, paragraph 3-3c



# Initial Command Inspection

(continued)



- Identifies unit strengths and weaknesses
- Cannot be used to evaluate the Company Commander
- Helps commanders establish goals, standards, and priorities
- Not used to compare units
- Only the inspected commander and that commander's rater will receive the specific results (IG can request results without unit attribution)





# Subsequent Command Inspection



- Measures progress and reinforces goals and objectives established during the Initial Command Inspection (ICI).
- Commanders will conduct Subsequent Command Inspections (SCIs) following all ICIs and not later than one year after completion of the new commander's ICI.
- The inspecting commander determines the timing of SCIs in the Army National Guard of the United States and the U.S. Army Reserve.
- The inspecting commander may use the results of the Subsequent Command Inspection to evaluate the company commander.
- Not used to compare units. Good news stories will be shared.

The inspecting commander must be present and participating in the inspection!



# Staff Inspection



- Led by a staff member of a functional area.
- Focuses on a single functional area or a few related areas.
- Conducted by the lowest-level staff member technically qualified in the functional area.
- Should complement Command and IG Inspections.
- Compliance oriented.





# Staff Assistance Visits



- Directly support Staff Inspection and Command Inspection Programs
- Assist, teach, and train subordinate staff sections on how to meet the required standards of a particular functional area
- Can prepare staff sections for upcoming inspections or train them on new concepts, technologies, or operating techniques



# Role of the OIP Coordinator



- **Develop** and maintain the written OIP for the unit or command
- **Coordinate** the execution of all inspection programs within the unit or command
- **Maintain** a calendar or schedule of planned inspections
- **Serve** as the executive agent for the Command Inspections (if required)



# Role of the IG in the OIP



- Develop the IG Inspection Program as part of the OIP
- Advise commanders and staffs on inspection policy
- Advise the commander on the OIP's effectiveness
- Conduct IG Inspections

AR 20-1, paragraph 6-2

AR 1-201, paragraph 1-4



# Inspector General Inspection



Inspector General inspections should:

- Pursue **systemic** issues
- Identify sub-standard performance, determine the magnitude of the deficiency, and seek the reason for the deficiency (**the root cause**)
- Teach systems processes and procedures
- Identify responsibility for corrective actions
- Spread innovative ideas



# Systemic and Local Problems

*What is the difference?*



- **Systemic problems** are usually widespread and present a pattern. You can often trace these problems back to a regulation, policy, or other standard that is confusing, overly ambitious, or in conflict with another standard. The proponent is usually the person to fix this type of problem.
- **Local problems** usually affect a small group of people or an individual and do not present a pattern. You can usually trace these problems back to a particular person's decision, demeanor, or statements. The level of organization that the problem affects is the best place to solve this problem.



# Why do units and people fail to comply with standards?



- “That is the way we did it in my *old* unit.”
- “I have no idea what you are talking about. I have been the S-1 for only two days.”
- “Take a number. We have two CTC rotations, an OEF planning conference, and brigade formal in front of you.”
- “I can’t get any good help these days. I am on my butt because all of my staff officers are young lieutenants!”
- “I don’t understand ... I thought I understood ... I did it right the last time, but ...”

What are some other reasons you may have already heard?



# OIP Inspection Execution Concept



TYPE OF INSPECTION	INSPECTION CATEGORY	SCHEDULE	INSPECTOR OR POC
<b>Company Level</b>			
Company/Troop/Battery	Initial CI	NLT 90 days after command assumption	Battalion Commander
Company/Troop/Battery	Subsequent CI	One year after initial CI	Battalion Commander
Company/Troop/Battery/BN/BDE	SAV	As requested/Annually	Appropriate staff element
Company/Troop/Battery/BN/BDE	CSDP	Annually	G-4/S-4
<b>Staff Inspections</b>			
EEO	Staff Assistance Visits	Annually	EEO Office
Technical Inspections	Compliance Based	As Required	IG Inspections Branch
External Inspection	DoD, DA, FORSCOM, IMCOM, TRADOC, MEDDAC	As Required	Appropriate Staff Element
Command Safety Officer Inspections	Command Safety Program	Annually	Safety Office



# OIP Inspection Execution Concept



TIME	EVENT	WHO	LOCATION
0700-0730	Inspection Battalion CDR	BN CDR, Unit CDR, or Staff	Unit Area
0730-0930	In-Ranks Breakfast	BN CDR, CSM, & Unit CDR	Unit Area
0930-1200	(1) Phase I of CI	BN Inspectors & Unit Guides	Unit Area
1200-1300	Lunch	All	BN Area
1300-1330	(1) Prep for Phase II	All	BN Area
1330-1630	(1) Phase II of CI	BN Inspectors & Unit Guides	Unit Area
1630-1700	Re-Group from inspection visits	All	Unit Area
1700-1800	Staff Meeting	BN XO & BN Inspectors	BN Conference Rm
1800-1830	Unit CDR Informal Out-briefing	BN CDR & Unit CDR	BN Conference Rm
1830	End of Day One	-	-

TIME	EVENT	WHO	LOCATION
0700-0800	(2) Evaluate Conduct of APFT	S-3 Evaluators & Unit Personnel	Unit Area
0800-0930	Personal Hygiene & Breakfast	All	BN Area
0930-1200	Phase III of CI 2 Evaluate NBC	BN Inspectors & Unit Guides	Unit Area
1200-1300	Lunch	All	BN Area
1300-1330	Prep for Phase IV	All	BN Area
1330-1630	Phase IV of CI 2 Evaluate CTT	BN Inspectors & Unit Guides	Unit Area
1630-1700	Re-Group from inspection visits	All	BN Area
1700-1800	Staff Meeting	BN XO & Staff	BN Conference Rm
1800-1830	Unit CDR Informal Out-briefing	BN CDR & Unit CDR	BN Conference Rm

**Be Creative and work around the rotation**

Inspection Area	Staff Proponent
Weight control	S-1
Drug and alcohol	S-1
Equal Opportunity	S-1
Family Care Plans	S-1
Recognition/farewell to departing Soldiers	S-1
Awards	S-1
Reenlistment	REUP
Meal-card control	S-1
NCOERs/OERs	S-1
Enlisted reassignment	S-1
Travel card administration	S-1
Military sponsorship	S-1
Timeliness of admin eliminations	S-1
SIDPERS operations	S-1
Use of enlisted personnel	S-1
Finance administration	S-1
Finance services	S-1
General legal services	S-1
Courts-martial	S-1
Non-judicial punishment	S-1
Enlisted separations	S-1
Legal assistance and claims	S-1

# Detailed Areas

Inspection Area	Staff Proponent
Suspension of favorable personnel actions	S-1
Medical services	S-1
Public affairs	S-1
Physical security	S-2
Crime prevention	S-2
Safety	S-1
Information assurance	S-6
Personnel security	S-2
Computer security program	S-2
Intelligence oversight	S-2
Training and operations	S-3
NBC program	S-3
COMSEC	S-6
Financial management	S-4
Supply management	S-4
Dining facilities	S-4
Maintenance management	BMO
Movement planning	S-3
In-ranks inspection	CSM
Billets	CSM
Clothing and equipment	CSM
Leadership	CSM