Safety Recognition Program
Project 123

- **Boundary Conditions**
  - Not entitlement
  - Spontaneous and varied
  - Immediate and milestone recognition’s
  - Adaptable to multiple projects or magnitudes of projects
Safety Recognition Program

- **Team Members**
  - Harry Jones (Owner EHS)
  - Jeff Smith (Owner Project Mgr.)
  - Fred Washington (Owner EHS)
  - Tim Keller (Electrical Contractor Rep.)
  - Marie Collander (Mechanical Contractor Rep.)
  - Jessie Allegro (Construction Mgt.)
  - Gerry Holmes (Construction Mgt.)

**Successful Elements**
- Purpose
- Owners Identified
- Defined Awards
- Frequency
- Eligibility
- Criteria
- Mgmt. Involve.
Safety Recognition Program

Purpose

• Drive improvements to safety behaviors utilizing leading indicator data (SOP or like program) to identify problematic areas in the field by rewarding and recognizing desired/expected safe behaviors relative to the data and actual field safety performance.

Successful Elements
• Purpose
• Owners Identified
• Defined Awards
• Frequency
• Eligibility
• Criteria
• Mgmt. Involve.
Safety Recognition Program
Immediate Reward

• **Focus:** People performing above the norm and near the expected performance base, relative to their peers, should be recognized. Once the overall behavior performance improves to near expected levels, a new baseline is set.

**Successful Elements**
- Purpose
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- Defined Awards
- Frequency
- Eligibility
- Criteria
- Mgmt. Involve.
Safety Recognition Program
Immediate Reward

• Recognition Ideas
  – Sticker for hard hat for ALL field recognition's
  – Gift certificates
    • Home Depot, movie tickets, Trader Joe’s, etc.
  – “Goody Drawer”
    • Badge lanyards, safety glasses lanyard, Intel pen, key chain, ball cap, tee shirt, coffee mug

Successful Elements
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• Mgmt. Involve.
• Budget
Safety Recognition Program
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Expected Performance Level

Current Performance Level
Safety Recognition Program
Milestone Rewards

• **Focus:** Milestones can be established at the beginning of a project. *Should be attainable on a quarterly basis.*
  – >90% safe for SOP’s for 4 weeks
  – Safe mobilization
  – Decreased LDC or RI rate
• Clock resets if an injury occurs
• BBQ with reward
Safety Recognition Program
Roles & Responsibilities

• Administrator:
  – Overall program manager/administrator (blue or green badge)
  – Responsible for communicating/training requirements of program guidelines
  – Monitors program effectiveness through indicators (SOP or like program) and reports out to Business Segment Manager, SLT, or other designated Safety Team

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• Budget
Safety Recognition Program
Roles & Responsibilities

• Administrator (cont.):
  – Designates location of "goody drawers" and maintains inventory of safety awards
  – Determines how to facilitate redemption of vouchers by awardees
  – Keep record/log of reasons that people were recognized for measurement of program effectiveness
  – Designates central location(s) for collection of safety recognition vouchers
Safety Recognition Program
Roles & Responsibilities

• Administrator (cont.):
  – Determines what the safety vouchers will look like and how they will be fabricated and distributed
    • As a minimum, the voucher must contain awardee's name, awardee's name & company, supervisor, date/time, reason for recognition
  – Monitor program expenditures to report out to budget stakeholders
  – Designates field recognition team members
Safety Recognition Program
Roles & Responsibilities

• **Field Recognition Team:**
  – Focus on behaviors desired to be changed as indicated by the leading indicators (SOP or like program)
  – Familiar with program purpose, goals, and policies
  – MUST not abuse program by rewarding non-safety related performance
Safety Recognition Program
Roles & Responsibilities

• Field Recognition Team (cont.):
  – Interact with awardee to communicate reason for recognition and fill out safety recognition vouchers completely
  – Turn in vouchers at designated collection location(s)
  – Cover all site geographic areas/buildings
  – Empowered to reward personnel from other companies
Safety Recognition Program
Roles & Responsibilities

• **Awardee:**
  – Redeem voucher at "goody drawer"
  – Can collect multiple vouchers to redeem for a upgraded award

• **Business Segment Manager:**
  – Provide funding for program
  – Select program Administrator
  – Approves reward items and value/scale