

# Non-Monetary Safety Incentive/Recognition Program Ideas

“Cash Is Not King”

*2016 CalCIMA Spring Thaw*

# Why do you want to even do this?

- ▶ Reduce Lost Time Accidents?
  - ▶ Increase Safe Behaviors?
  - ▶ Improve Workplace Conditions?
  - ▶ Reduce Agency Citations?
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# Why do you want to even do this?

- ▶ Reduce Lost Time Accidents
  - Regulatory agency push-back
    - March 2012 Memorandum – “Disincentive Policies and Practices”
    - Encourages non-reporting
    - May unduly “discriminate” against employees
    - Causes of accidents may be a result of unsafe conditions rather than employee actions

# Why do you want to even do this?

- ▶ **Increase Safe Behaviors?**
    - Watching out for one another
    - Wearing proper PPE
    - Attending/Participating in Safety events/meetings
    - Reporting Near Hit events
  - ▶ **Improve Workplace Conditions?**
    - Submitting safety-based suggestions
    - Finding new/safe ways to do a job
    - Taking extra time for housekeeping
  - ▶ **Reduce Agency Citations?**
    - Participation in Mock Agency Inspections
    - Correcting workplace hazards without prompting
    - Reduced citations in a particular, assigned work area
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# What do you want out of this?

- ▶ Focus on specific, desired goals and behaviors
  - Examples:
    - Near Hit Reporting
    - Safety Suggestions
    - Employee-to-Employee Recognition of Safe Behaviors
    - Fewer Violative Conditions in assigned work areas

# Whatcha gonna give 'em?

- ▶ “Safety Bonuses” – Cash to Individuals or Teams
  - Effect is short-lived ~ Seen as an entitlement very quickly
  - The reason for the bonus is gone the second it is spent
  - Has ZERO effect on creating, maintaining a positive safety culture
  - Changing from cash to non-cash = “They took something away from me”
  - Taxable Income

# Whatcha gonna give 'em?

- ▶ Semi-Cash Awards
    - Merchandise Catalogs
    - Company Logoed Items (jackets, mugs, hats, coolers)
    - Extra Vacation Day(s)
    - Tickets to movies, sports or music events
    - Vouchers for special activities: spa treatments, hotel stays, classes or hobby instruction
    - Gift cards to specific retailers (taxable)
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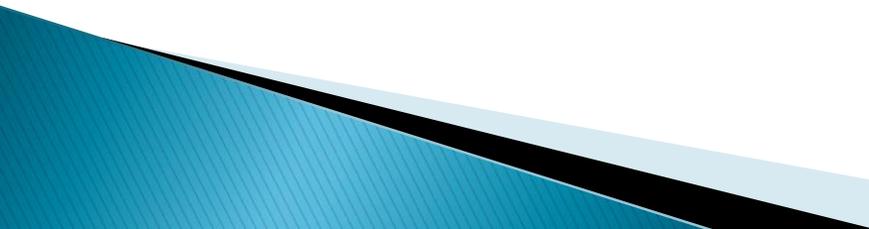
# Whatcha gonna give 'em?

## ▶ Non-monetary Awards

- Long lunch for team
- First dibs on a new mixer truck or other similar equipment to be used at work
- Provide specialized training for a desirable skill or job
- Send them to external certification training
- Say “Thank You.” Be specific and do so in writing.
- Preferred parking spaces
- Make a note in the employee’s personnel file that outlines his or her exemplary performance.
- Fun activities or events, such as simple games while still in the work setting (hitting golf balls into the pit, fishing clubs)

# Whatcha gonna give 'em?

## ▶ Non-monetary Awards

- Publish individual and team accomplishments, either in companywide communications, on the internal website, or in the company newsletter.
  - Allow employees to attend industry conferences (paid for by the company)
  - Give more responsibility. Doing so can show trust and instill a sense of accomplishment.
  - Award additional days off
  - Designate visual recognition, such as a “leader board”
  - Allow individuals or teams to take paid days to volunteer at some project that is not related to work.
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# How ya gonna do it?

- ▶ Announce, publicize the recognition/award program
  - ▶ Announce WHY you are doing it
  - ▶ Be VERY specific as to how achieve success
  - ▶ Monitor and publicize progress
  - ▶ Publically recognize excellence or achievement
  - ▶ Consider long and short term goals
  - ▶ Periodically conduct unannounced, "on-the-spot" recognition
  - ▶ Analyze failure to reach goals, reset as needed
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