

PPSA Member Survey: Safety Recognition Programs

Q1 Do you have a safety recognition (incentive) program that is based on proactive metrics/activities (for example, near miss reporting, participation in housekeeping inspections or incident investigations, etc)?

Answered: 16 Skipped: 0

#	Responses
1	Yes
2	We give out safety bucks for attending voluntary safety committee meetings, offering good safety suggestions or correcting a safety situation, participating in a safety audit, etc. These "bucks" can be turned in \$ for \$ to order anything they want on line. We also have been doing quarterly safety challenges, such as find 4 things wrong with this photo (8 photo's completed in 3 months gets a prize - like a folding snow shovel for your car, emergency hand crank radio, jumper cables, etc. Other quarterly challenges have been complete 3 safety crossword puzzles, 3 safety quizzes, etc. We have also done a millwide prize for reaching 150 near misses reported in 3 months.
3	Yes
4	No - In the past we would award points for millwide activities but have eliminated these types of programs. We have been able to move to a point where employees participate because they recognize the value and a formal incentive program is not necessary. We do give out shirts, jackets, and meals to celebrate safety, quality, or production milestones.
5	Yes, we have an online system to submit Haz ID's, Courage to Care, Observations and Near Misses. Each quarter we also have a mill challenge to submit one or more of these as part of the Mill Wide Challenge.
6	Our Departmental Safety Committees conduct meet and greets by handing out safety to their co-workers. They also celebrate safe days without an injury by cooking out.
7	Yes
8	no
9	Yes - employee gain sharing program; EHS activities serve as a "gate" for gain sharing eligibility. However, poor overall safety performance (LIFE incidents, high total incidence rate, etc.) can trigger probation or suspension from the gain sharing program.
10	Yes
11	yes
12	No-do not use an incentiveprocess
13	Yes
14	Nothing tangible. We thank people for hazard observationsand pre-task analysis , safety catches, suggestions for improving a process, etc. (pre-tasks and hazard observations are already part of their duties - to be a champion for safety).
15	yes, STEP card participation; safety committee participation, safety audits
16	No, right now it is just for results.

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Q2 Can you provide details about the proactive metrics/activities you use.

Answered: 13 Skipped: 3

#	Responses
1	Near miss reporting and training completion
2	Near miss reporting is measured company wide. % employee involvement is also a metric we measure company wide. Employees get credit if they make a safety suggestion, correction, conduct an audit or observation, help with a JSA, etc.
3	Program is based on 0 recordable incidents.
4	Not applicable
5	We also use a customized "Rate Your State" card to identify our mental state before we do a task. It also has a Pre-Task Checklist on the back to ensure we have done everything we can do to do the task safely. We set a goal each quarter to submit a certain amount of these cards as part of the Mill Challenge as well.
6	1) Safe Days 2) Safety Observations using the SafeStart principles as their guideline. 3) Safety committee members conduct inspections of their area and assign corrective actions then follow-up to verify the items were corrected. In addition, our Papermaking crew worked with a local manufacturer's representative to create a more robust cut resistant glove just for the performing doctor blade changes safer. The joint effort proved worthy of celebrating by having the crew share the experience with other areas of the facility.
7	We have to go recordable injury free and average four 10' circle cards/ risk assessments for a 30 day period.
8	n/a
9	Joint Safety Committees - sites must have a written committee plan that sets improvement targets and monitors performance against the following BBS metrics: employee participation rate, present at-risk behaviors, reduction/elimination of hazards, safe work procedures, and CAP closure. Sites must also have hourly safety representatives and encourage their participation in site safety project planning. Performance against those metrics must be reported to appropriate business management.
10	Risk assessments for Non-standard work Job Safety Observations for Standard Work Departmental Safety Improvement Projects
11	Near miss reporting, Observation Based Safety monthly targets and individual safety meeting completion rate (on-line, pure safety)
12	Near Hit reporting, safety observations, safety inspections, pre-job hazard assessments
13	must turn in a minimum of one card per month to be eligible for free T shirts, ETC

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Q3 Please share any learnings on making the program meaningful/successful.

Answered: 10 Skipped: 6

#	Responses
1	To be eligible for the quarterly bonus employees must complete all of their required training
2	You need to continue to come up with different activities to get employees involved. This can be difficult.
3	We allowed employees input on the design of the program.
4	We have found that the illustration Chuck Pettinger used at last year's conference was very helpful. Each process we follow is a "Stop Block" to prevent injuries in the workplace. The Hierarchy of controls used, Observations, interventions and PPE as a last resort.
5	Employee engagement is the key to the success...this was not accomplished over night and took several years to develop. Providing effective training specific to the safety observation process (peer to peer), incident investigations, audit/inspection activity were vital. Got to be ready to commit the resources at all times.
6	We are currently at 300+ days without a recordable injury and we have noted that participation has increased with each passing month even though the incentive is fixed at a \$30 gift card maximum.
7	Top to bottom buy-in is critical. Allowing employees to participate in the development of the metrics helps ensure this.
8	If you focus on proactive risk reduction activities the incident rate will follow
9	this was a shift from our old lagging targets of recordability - it was an exact tradeoff (financially)so the employees did not feel that management was infringing on what they perceived to be an "entitlement". Please consider a hard stop on each type of program for evaluation and upgrade if necessary so that you can avoid the "entitlement trap" .
10	taking action on suggestions; getting more people to engage in safety discussions.

Q4 Are there any other ideas around proactive Safety methods you would like to share?

Answered: 7 Skipped: 9

#	Responses
1	When employees start to see that these activities improve the workplace they will start to do it for that benefit rather than the incentive. Feedback on improvements is important.
2	As most Safety Professionals know, you really need a "Safety Culture" not just a safety program. Do reach this level requires trust and demonstration of caring at all levels of the organization.
3	The peer to peer safety observations has greatly assisted our safety program across our facility.
4	We are looking to expand our use of leading safety indicators to near miss reporting and other items in 2015.
5	No
6	It's all about a fair and just culture, upper management can constantly share the vision of caring, but if your actions do not support your beliefs it is hypocritical
7	Any proactive employee approach has to be directly supported by management.

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Q5 What other topic would you like PPSA to survey?

Answered: 7 Skipped: 9

#	Responses
1	Incident rate and Lost Time rate comparisons
2	Contractor Orientation programs
3	can not think of anything at this time.
4	N/A
5	NA
6	Work imaged versus work as done. i.e we may think our safety systems are functioning as written, but the reality (what's actually being done on the floor) usually is not be the same.
7	Safety Leading Indicators Dashboard, Scorecard for tracking key initiatives/tasks for salary personnel