

EXAMPLE OF INDIVIDUAL PERFORMANCE BASED RECOGNITION PROGRAM

SAFETY RECOGNITION PROGRAM

PURPOSE: The purpose of the Project ABC Safety Recognition Program is to promote safety awareness, reward individuals demonstrating safe behavior or contributing to the safety of the project.

ELIGIBILITY: Craft employees are eligible to receive a free lunch ticket or a pair of movie tickets based on demonstration of safe work practices in the field or recognition for improving the safety of the project. All employees who receive a free lunch or movie tickets will be eligible for the monthly and quarterly safety prize raffles. The Craft foreman and Owner Area Leaders (and team members) are eligible for cash awards based on demonstration of exemplary safety leadership and promotion of an Injury Free Environment above and beyond the normal safety performance expectations.

ADMINISTRATION: The Owner Environmental Health and Safety personnel will administer the Safety Recognition Program. The free lunch and movie tickets will be awarded by EHS personnel, Owner Area Leaders or the project management team. The cash awards to the Craft Foreman, Owner Area Leaders and/or their team members will be awarded by the Project Manager based on input from the EHS organizations.

Successful Elements

- Purpose
- Defined Awards
- Frequency
- Eligibility
- Criteria
- Mgmt. Involve.
- Budget

ITEM	RATE	ELIGIBILITY	AWARD CRITERIA
LUNCH TICKET	10/WEEK	Craft Employees	Performing safe work practices in the field Improving the safety of the project
2 MOVIE TICKETS	10 / WEEK	Crafts Employees	Providing safety suggestions Role modeling Injury Free Behavior
MONTHLY RAFFLE PRIZE	5 / MONTH	Craft Employees who have received a lunch or movie ticket award	Automatically enrolled upon receiving a Free Lunch or Movie Ticket
QUARTERLY RAFFLE PRIZE	1 / QUARTER (may be multiple prizes)	Craft Employees who have received a lunch or movie ticket award	Automatically enrolled upon receiving a Free Lunch or Movie Ticket
FOREMEN/AREA LEADER SAFETY RECOGNITION AWARD	1/WEEK	Craft Foremen or Owner Area Leaders and team members.	Improving the safety of the project by providing safety leadership above and beyond the normal safety performance expectations. Recognition for the promotion and creation of an Injury Free Environment.

ABC PROJECT` SAFETY RECOGNITION PROGRAM

Budget

ITEM	RATE	NUMBER (12 WEEKS)	COST	TOTAL
LUNCH TICKET	10/WEEK	120	\$5	\$600
TICKET (MOVIE PAIR)	10 / WEEK	120	\$15	\$1800
MONTHLY RAFFLE PRIZE	5 / MONTH	15	\$50	\$750
QUARTERLY RAFFLE PRIZE	1 / QUARTER (may be multiple prizes)	1	\$1500	\$1500
FOREMEN/OWN ER AREA LEADER SAFETY RECOGNITION AWARD	1/WEEK	12	\$50	\$600
			TOTAL	\$5250

SAFETY AWARENESS LUNCHEON	1/ QUARTER	500	\$10	\$5,000
SAFETY PROMOTION (Stickers/ Hats)	1/QUARTER	500	\$8	\$4,000
			TOTAL	\$9,000