

## The Key to Safety Incentive Programs

Safety Incentive Programs in the workplace can be an effective method of increasing employee participation in the overall Injury and Illness Prevention Program (IIPP). However, they must be done correctly or they can quickly become ineffective and out of control. Here are some helpful hints for your incentive program:

- **Announce the program in a positive, enthusiastic manner with the full visible support of upper management. Pomp and circumstance will pay dividends in the end!**
- **Thoroughly explain the goals and rewards of the program. Review the reasons for implementation, the desire to improve participation in the safety program and encourage peer counseling: “We’re all in this together-keep it safe!”**
- **Encourage active participation at all levels of the organization. Accidents hurt more than the injured worker. Watch out for each other!**
- **Make it fair. Give all departments an equal opportunity to participate.**
- **After announcing the program, follow up with one-on-one encouragement on a daily basis to maintain active participation.**
- **Track the results in a public place and quiz employees informally on the program. For example: Ask how many days it has been since someone won the safety award!**
- **Keep the incentive realistic and tied to the program. Remember the K-I-S-S method: Keep it simple, Sam! Employees want recognition for doing it right the first time.**
- **Link the reward to a positive change in behavior. Rewards for Zero Lost Time periods are good but the ultimate goal is to encourage good, safe behavior that complies with company rules and regulations.**
- **Above all, encourage employees to report workplace injuries in a timely manner in spite of the potential for losing the incentive. Accident prevention is the key but employees are entitled to adequate medical attention if a workplace injury occurs.**

The goal of an incentive program is to improve daily safety awareness at all levels of an organization. Reward safe behavior in a positive manner and your organization will be rewarded with better insurance rates, fewer workplace injuries and happy employees!

If You Have Any Questions or Need Assistance Contact Your CompWest Loss Control Consultant or visit [www.compwestinsurance.com](http://www.compwestinsurance.com).