

# Safety Awareness and Recognition

## SITUATION

A manufacturing and excavation company was able to reduce direct and indirect costs due to lost-time accidents with the development of a safety engagement program. Annual losses due to lost-time accidents had reached a high of \$797,808 in a single calendar year. Lost-time accidents were directly costing \$9,066 plus ten times that in indirect costs, reaching a total of \$99,726 per accident. As a result, the company knew it needed to find a way to increase safety awareness and reduce lost-time accidents.



## SOLUTION

We designed a safety engagement program to reduce lost-time accidents that focused on:

- Raising safety awareness
- Increasing attendance at training events
- Reinforcing safe behaviors
- Enabling management with on-the-spot recognition tools
- Fostering individual and team safety culture

The program was based on a points system. Individuals received points for their attendance at monthly safety training seminars, as well as for each month that was free of lost-time accidents for both individuals and department teams. This reinforced cooperation within the program. Managers were enabled to raise awareness and reinforce the program with Safety Recognition Cards to hand out to outstanding employees or teams exhibiting safe behaviors. This structure brought the whole organization together in promoting a culture of safety.



Points System



Safety Recognition  
Cards



Culture of Safety

## SUCCESS

For each year there are no lost-time accidents, the company saves upward of \$99,726. More importantly, since the program was launched, there has been only one lost-time accident reported, and the organization's culture of safety is thriving. Safety leaders have been identified within the company and have taken it upon themselves to informally mentor new and younger employees, which continues to strengthen awareness and employee buy-in.