



Employee Recognition Incentive Planning

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2010 ISMS Workshop
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The Original Incentives

- Lanyards
- Water Bottles
- Inexpensive Flashlights, Coolers, etc.





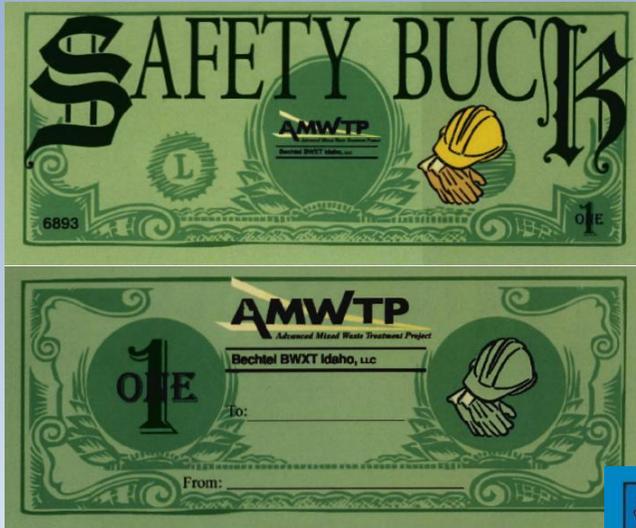
Benchmarking

- CWI Safety Week
- RWMC
 - Commemorative Coins / Prizes
- INL Security Police Officers SOAR Program
 - Earn points for items like:





Safety Bucks





Safety Bucks Prizes





Intent vs. Actual

- Instant Recognition
- Reward Safe Behaviors
- Encourage Participation
- Mentality Change



“How can I get involved to make things safer for myself and those around me?”

“What are my rewards?” or “What’s in it for me?”



New Guidelines

- Safety Bucks distributors will consist of ESIT Chairs, Co-Chairs, Champions, and Line Management.
 - Additions to the list can be made upon written request/evaluation.
- Active participation/distribution is encouraged and lack of participation will be questioned and evaluated.
- No more than 50 Safety Bucks will be distributed to each distributor per work week without written justification.
- Distributors must pick up their own Safety Bucks from the ESIT Co-Chairs unless alternate pick up has been arranged.



New Guidelines (cont.)

- All use/distribution of Safety Bucks must be approved by the ESIT Co-Chairs and the ESIT Champion.
 - All Current programs and contests involving Safety Bucks were suspended, and approval must be granted prior to beginning or resuming use of Safety Bucks in any program/contest.
- The 'To', 'From', and 'Why' lines on the Safety Bucks must be clearly filled out with pertinent information. Generic reasons (e.g., "Safety") are not acceptable.
- When announcing the winner of the drawings, the reason 'Why' they received the Safety Buck will be included.



Questions?

ESIT Committee Structure



ESIT Leadership

- Josh Wallace Co-Chair
- Kelli Bakke Co-Chair
- Tracy Anderson Past Chair

Program Accomplishments

- \$4,500 worth of recognition awards per quarter.
- In two and a half years we have recognized over 200,000 safe or compliant behaviors