

TIP SHEET

A series of health and safety tips to prevent work-related injuries in the trucking industry

Is Your Safety Incentive Program Counter-Productive?



Most companies care about their employees' safety and sometimes use games like Safety Bingo or signage that reports safety records, like days without an accident, to encourage safe behavior. However, these well-intentioned incentives don't always improve safety. In fact, using incentive-based prizes that reward employees for working safely may unintentionally lead employees to suppress injury and illness reporting. Underreporting to win

prizes has two harmful side effects:

1. Underreporting can slow down hazard identification and result in misinformed decisions about workplace safety programs and practices – putting your workplace at risk. A successful safety program may even have a high number of incidents reported. This allows management to target resources and training where it will do the most good.
2. Discouraging workers from reporting injuries and getting treatment early can cause more serious injuries that require time away from work to heal. This results in higher workers' comp costs, injuries that may permanently impact the worker's return to work and the high cost of turnover.

Design a safety program that rewards worker participation and encourages injury and illness reporting. The tips on the right can help.



Washington State Department of
Labor & Industries



TIPS FOR SUCCESS

- Reward employees who identify hazards or participate in investigations of injuries, incidents or close calls.
- Revise your incentive program if any part of it is deterring injury and illness reporting.
- Create a policy that prohibits retaliation against employees who report injuries and illnesses.
- Provide gifts to workers serving on safety and health committees.
- Play games that test employee knowledge of job hazards and safety practices.
- Offer modest rewards for employee suggestions that strengthen the safety and health program.
- Throw a recognition party at the successful completion of company-wide safety and health training.

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KeepTruckingSafe.org

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