

# Enhanced Safety Rewards & Recognition Program

**Lisa Almazan**  
Entergy Fossil Safety Manager

## Where We Were . . .

- A plant had to meet certain milestones.
- The reward was reactive based:
  - ◆ Incentives occurred only after the safety milestone of no OSHA recordable accidents.

## Where We Were . . .

- Potential for Peer pressure:
  - ◆ Employees may not report injuries.
  - ◆ Employees may not seek an appropriate level of medical attention.
- If an OSHA recordable accident occurred, the plant started over at a zero dollar value.

## Where We Were . . .

- Rewards given in the form of Wal-Mart gift cards.
  - ◆ The gift cards ranged from \$25 to \$250 depending on the duration between OSHA recordable events.
  - ◆ Tracking and payroll issues.

# Safety Rewards

Why We Changed The Program . . .

## Why We Changed...

To create a safety recognition program rewarding for **positive safety actions** that would lead to the desired result of fewer OSHA Recordable injuries.

# Why We Changed. . .



By rewarding positive proactive behavior we are:

- ◆ Moving toward target zero accidents.
- ◆ Assessing safety processes and procedures and putting actions in place to correct areas for improvement
- ◆ Encouraging safety process improvement.

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# Safety Rewards

Where We Are Now. . .

# Where We Are Now. . .



## Enhanced Reward & Recognition Program:

- ◆ A program recognizing and rewarding proactive positive safety actions and behaviors.
- ◆ A program that encourages employees to actively participate in safety processes and improvements.

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# Safety Rewards

How Does It Work . . .

# How The Rewards Works . . .

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Fossil Safety Recognition Measures									
The recognition covers a six month time period of either January-June or July-December									
Plant:					Ending Date		10/31/08		
Employee Recordables		Contractor Observations		Safety Scorecard Process Score		Processes, Policies & Procedures		Safety ECIs	
Weighting Factor		Weighting Factor		Weighting Factor		Weighting Factor		Weighting Factor	
80		40		50		55		25	
Date of Last Recordable		Observations		Rating		Rating		Rating	
06/26/02				A 1		Met criteria 1		2 ECIs 1	
Days Since Last Recordable (Max of 1825)				B 0.66		Opportunity 0.50		1 ECI 0.50	
2319				C 0.33		Not in Place 0		0 ECI 0	
				D 0					
				Result		Result		Result	
								Level of Recognition \$250	



# How The Rewards Works . . .

- Five Opportunity Areas:
  - ◆ Employee Recordable
  - ◆ Contractor Observations
  - ◆ Safety Scorecard Process Score
  - ◆ Processes, Policies and Procedures
  - ◆ Safety Entergy Continuous Improvements (ECIs)

# Employee Recordable

- Weighting Factor - \$80
- Days Since Last Recordable

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# Contractor Observations

- Weighting Factor - \$40
- Observations –
  - ◆ The plant workers get the reward if they meet their observation goal.
  - ◆ The observations focus on 3 focus areas identified through observations and trending.

# Safety Scorecard Process Score

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 Weighting Factor - \$50

 Rating:

◆ A - 100%

◆ B - 66%

◆ C - 33%

# Processes, Policies & Procedures

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- Weighting Factor - \$55
- Rating:
  - ◆ Met Criteria - 100%
  - ◆ Opportunity - 50%
  - ◆ Not In Place - 0
- Focus area changes for each 6 month period. (Confined Space, Fall Protection, Chemical Control...Machine Guarding).

# Safety ECIs

 Weighting Factor - \$25

 Rating:

◆ 2 ECIs - 100%

◆ 1 ECI - 50%

◆ 0 ECI - 0

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# How The Rewards Works . . .

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				D 0					
				Result		Result		Result	
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# Six Month Block For Reward

- Recognition time period:
  - ◆ January 15 to July 15
  - ◆ July 16 to January 15
- At the end of the period:
  - ◆ Safety completes the matrix, sends out a communication and the plants complete the process for the checks to be distributed.

## In Conclusion...

- The change to the program has added great value by educating employees, evaluating hazards and implementing plans to correct identified issues, process improvements, and most of all plant employee active participation in safety.