

CASE STUDY

OMNIUM SAFETY FIRST INCENTIVE PROGRAM

OPPORTUNITY OVERVIEW

Omnium, a custom formulator and packager of crop protection products with three facilities nationwide, was looking for ways to create greater focus on safety at all Omnium facilities and develop programs that reward employees for positive safety-related behaviors.

CLIENT OBJECTIVE

Develop an effective rewards program that creates a safety first culture and focus on how to do things safely while reducing the cost associated with safety-related accidents.

Other objectives:

- Recognize and reward employees who demonstrate safe behaviors and practices.
- Create a work environment that motivates and rewards behaviors which impact safety.
- Encourage and reward making observations of safe and unsafe work behaviors, with the goal of achieving excellence in safety.
- Allow the three plant locations to use the same program seamlessly.
- Initiate a program that would inspire a continuous conscious consideration toward safety before and during performance of all work-related tasks.

TARGET AUDIENCE

Full and part-time Omnium production and production support employees

RUSSELL ASSOCIATES' SOLUTION

Russell Associates proposed developing an incentive program that rewards employees for safe behavior. This incentive-based program is used as a portion of Omnium's overall company focus of safety. The points awarded are based on both individual and group/location behaviors and observations. Employees are then able to redeem points for merchandise in an online rewards center.

According to program administrator, "a primary goal of this program was to reward employees (for safe behavior) versus taking a punitive step for accidents and safety violations."

ADMINISTRATION

Employees are able to access their program results, order reward merchandise, and check their point's balance online from any computer. The program administrators at Omnium and Russell Associates staff work in conjunction to facilitate the program and answer questions about point awards and program redemptions.

PROGRAM RESULTS

Since the inception of the safety focus incentive program, over 225 employees have participated in the safety rewards program. Additionally, Omnium has seen a decline in loss-time accidents and recordable accidents at all three facilities. Employee concern for safety has heightened and employees are not only watching out for their own individual safety, they are watching out for each other by identifying and correcting unsafe behaviors and conditions.

According to the program administrator, "There also seems to be a change in employees' behaviors as people are more focused on working safely. The employees absolutely love this program!"

