



**LWL, Inc.**

**GENERAL CONTRACTORS**



  
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**(281) 421-2211**

**6003**

**POSITIVE  
RECOGNITION  
INCENTIVE  
PROGRAM**

***PRESENTED BY ROD HAMAKER***

**LWL's incentive allows Supervisors and Employees to personally recognize co-workers with a POSITIVE RECOGNITION who have demonstrated exceptional behavior and who have shown their COMMITMENT TO SAFETY by IDENTIFYING UNSAFE ACTS and HAZARDS and GETTING THEM CORRECTED!!!**

## **POSITIVE RECOGNITION PLAN STEPS:**

- 1. EMPLOYEE IDENTIFIES AND CORRECTS SIGNIFICANT UNSAFE ACT OR HAZARD.**
- 2. EMPLOYEE NOTIFIES SUPERVISOR OF UNSAFE ACT OR HAZARD IDENTIFIED AND CORRECTED.**
- 3. SUPERVISOR COMPLETES AND SUBMITS POSITIVE RECOGNITION FORM.**
- 4. MANAGEMENT AND/OR SAFETY SUPERVISOR REVIEWS AND APPROVES POSITIVE RECOGNITION FORM.**

## **POSITIVE RECOGNITION PLAN STEPS (CONT'D):**

- 5. EMPLOYEE AND SUPERVISOR'S NAMES ARE INPUT IN TO THE MONTHLY POSITIVE RECOGNITION DRAWING BOX.**
- 6. DURING THE 2<sup>ND</sup> WEEKLY SAFETY MEETING OF THE FOLLOWING MONTH, SEVERAL NAMES ARE DRAWN FROM THE DRAWING BOX FOR INCENTIVE WINNERS.**
- 7. DURING THE WEEKLY SAFETY MEETING FOLLOWING THE CORRECTED UNSAFE ACT, THE SUPERVISOR AND THE RECOGNIZED EMPLOYEE STAND AND DISCUSS THE UNSAFE ACT CORRECTED ALONG WITH A DISCUSSION REGARDING "WHAT COULD HAVE HAPPENED HAD THE UNSAFE ACT NOT BEEN CORRECTED."**

## **SAMPLE POSITIVE RECOGNITION:**

1. EMPLOYEE IS ASSIGNED TO OPEN AND DEMO PIPE STARTING AT A FLANGE ABOVE A VALVE.
2. CLIENT PERMIT ISSUER IDENTIFIES FLANGES TO BE OPENED AND PLACES “OPEN HERE” TAG ON FLANGES BETWEEN PIPE AND VALVE.
3. AS THE EMPLOYEE IS TRAINED TO DO SO, HE WALKS DOWN THE ENTIRE LINE THROUGH AN OPERATING UNIT AND DISCOVERS THE ACTUAL LINE TO BE DISMANTLED IS LOCATED ADJACENT TO THE “OPEN HERE” IDENTIFIED TAG.
4. EMPLOYEE COMMUNICATES HIS FINDINGS TO HIS SUPERVISOR.

## **SAMPLE POSITIVE RECOGNITION (CONT'D):**

5. SUPERVISOR MEETS WITH CLIENT PERMIT ISSUER.
6. CLIENT PERMIT ISSUER CONFIRMS HIS MISTAKE AND RELOCATES THE “OPEN HERE” TAG AND INFORMS EMPLOYEE THAT THE LINE ORIGINALLY IDENTIFIED TO BE OPENED IN ERROR IS ACTUALLY IN SERVICE AND UNDER PRESSURE.
7. SUPERVISOR COMPLETES AND SUBMITS POSITIVE RECOGNITION FORM.
8. AT THE FOLLOWING SAFETY MEETING, THE SUPERVISOR AND THE RECOGNIZED EMPLOYEE STAND AND DISCUSS THE IMPROPER LINE IDENTIFIED TO BE OPENED, THE STEPS EMPLOYEE TOOK TO CONFIRM CORRECT LINE WAS BEING OPENED, AND THE POTENTIAL PERSONNEL AND ENVIRONMENT HARM THAT COULD HAVE HAPPENED HAD THE IMPROPER LINE BEEN OPENED WITH PRODUCT AND PRESSURE PRESENT.



# SAMPLES OF POSITIVE RECOGNITION REWARDS



**NOTE THAT WHEN CONSIDERING REWARD CHOICES THAT WE FOCUS ON ITEMS THAT PROMOTE AND ARE USEFUL FOR “SAFETY & SECURITY ON THE JOB”. EXAMPLES ARE SAFETY TOOL BUCKET W/ TOOL TETHER, RIGID TOOL BOX, TOOL BACK PACK, JOBSITE SIZE LUNCH COOLERS, & ETC.**

## **POSITIVE RECOGNITION PLAN SPECIAL NOTES:**

**LWL's Management and Safety Department review and approve all Positive Recognitions.**

**All employees from field workers to office personnel are eligible for participation in the Positive Recognition Plan as hazards exists in all work areas.**

**The Incentive Plan allows employees to earn a raffle ticket for EVERY Positive Recognition he or she receives during the month.**

**Implementing Quality Control in to our work is an integral part of working safely and is part of the Positive Recognition Plan.**

**Personal recognition by the Supervisor or Employee whom recognized a co-worker with a Positive Recognition is an integral part of the plan. The corrected unsafe act is discussed along with "WHAT COULD HAVE OCCURRED HAD THE UNSAFE ACT NOT BEEN STOPPED AND CORRECTED?"**

*THE GOAL FOR AN  
INCENTIVE PROGRAM  
IS TO DRIVE  
CORRECTIVE ACTION  
TO IMPROVE SAFETY  
PERFORMANCE*