



Safety Recognition Programs

Designing and Implementing Effective Strategies for Promoting Workplace Safety Awareness

Presented By BHHC Loss Control

September 2026



Bill Strong

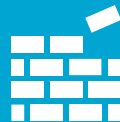
Loss Control Technical Specialist



More than 30 years' experience in risk management



Advanced Behavior-Based Coaching / Applied Behavior Change



Trained in Lean Manufacturing

What Does the Data Show?

20.4%

Increase in productivity



Behavior-based recognition
outperforms rate-based incentives



More near-miss reporting

5x

Lower injury rates

Alcoa's Safety Transformation

"If you want to improve safety,
you have to improve
everything."

CEO Paul O'Neill

How the Safety Incentive & Recognition Program Worked

- Set a Zero-Injury Goal
- Engage Safety Committees
- Provide Training & Education
- Recognize Safe Behaviors
- Open Communication Channels



How the Safety Incentive & Recognition Program Worked

- Track Safety Performance
- Conduct Regular Audits
- Address Issues Immediately

September 2026

1. Introduce the broad scope of safety recognition programs available
2. Provide strategies for creating formal safety recognition programs in your workplace
3. Review approaches to implement and sustain your safety recognition program
4. Deliver approaches for monitoring success and sharing with others
5. Answer questions so we can learn from each other.



Introduction

Why Safety Recognition Matters

Promotes safe behaviors and positive safety culture

The Power of Positive Reinforcement

Drive engagement and reduce incidents

Making Safety Part of the Culture

Reinforces safety through daily operations

Business Case for Safety Recognition

Improved Safety Results

Safety recognition programs lead to reduced incident rates and fewer lost time injuries, enhancing workplace safety.

Employee Morale and Retention

Recognizing safety efforts boosts employee morale and retention by making workers feel valued and appreciated.

Financial Benefits

Organizations save costs through fewer claims, lower insurance premiums, and decreased operational downtime.

Return on Investment

Demonstrating ROI with industry data and case studies supports the business case for safety recognition programs.

Types of Safety Recognition Programs

Behavior Based Recognition

- Safe work practices

Near Miss Reporting Awards

- Hazard identification

Safety Milestone Celebrations

- Injury-free milestones

Peer to Peer Recognition

- Co-worker nominations

Safety Suggestion Programs

- Safety Improvements

Spot Awards for Safety Acts

- Immediate recognition

Team Based Safety Challenges

- Group participation

Leadership Safety Awards

- Safety Leadership

Types of Safety Recognition Programs



Training Completion

- Advanced safety training

Safety Innovation

- Risk reduction ideas

PPE Compliance

- Proper PPE use

Safety Ambassador

- Safety champions and mentors

A man and a woman wearing blue hard hats and safety vests are in a warehouse. The man is pointing upwards with his right hand, and the woman is holding a clipboard and looking at him. The background shows industrial shelving and equipment.

Creating Effective Programs



Program Design Principles

Alignment with Safety Goals

The program must align with organizational safety goals to ensure it remains relevant and impactful.

Fairness and Transparency

Recognition criteria should be clear and consistently applied to avoid favoritism and build trust.

Inclusivity in Recognition

Programs should recognize contributions from all roles, including individual and team achievements.

Building Trust and Participation

Embedding these principles encourages trust and widespread participation in the recognition program.

Types of Recognition



Formal Recognition

Includes structured awards like certificates, safety banquets, and annual honors to celebrate safety achievements.

Informal Recognition

Involves spontaneous praise, shoutouts, and peer to peer acknowledgments to encourage positive behaviors.

Tangible and Intangible Rewards

Rewards can be physical gifts or public acknowledgment that increase employee visibility and motivation.

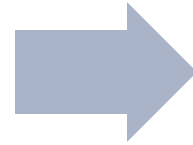
Peer to Peer Recognition

Effective in fostering collaboration and reinforcing a positive safety culture among employees.

6 Steps to Creating Safety Recognition Programs

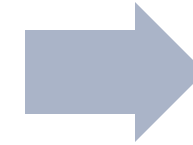
Identify key safety challenges, behaviors to reinforce, and desired outcomes.

Assess Organizational Needs & Safety Goals:



Gather input from frontline staff to ensure relevance and buy in.

Engage Employees in Program Design

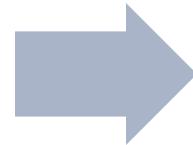


Choose measurable behaviors (e.g., near miss reporting, PPE use) and milestones.

Define Recognition Criteria & Metrics

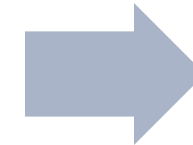
Use a mix of peer to peer, spot awards, team challenges, and public praise.

- Select Recognition Types & Delivery Methods



Promote the program clearly through meetings, signage, and digital channels.

Communicate & Launch the Program



Track participation, safety outcomes, and feedback to refine the program.

Monitor, Evaluate & Improve Continuously

Implementing and Sustaining the Program

Elements of Effective Implementation



Get Safety Committee engaged



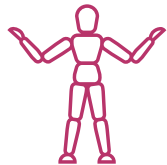
Listen Intently



Get Executive Buy In and Commitment



Align feedback with desired behaviors



As Employees what they would like for motivation and incentives



Maintain Meaningful Recognition



Create Safe Environment



Use Positive Reinforcement

Maintaining a Safety Recognition Program



Clear Criteria

- Fair, measurable standards

Regular Recognition

- Celebrate safety achievements



Visibility

- Share stories and successes

Leadership Engagement

- Managers and peers participate



Feedback and Improvement

- Refine the program over time

Common Pitfalls to Safety Recognition

Design	Communication
Unclear Criteria	Poor Communication
Reward-Focused	Infrequent Recognition
Ignoring Near Misses	One-Size-Fits-All
Lack of Employee Input	Not aligned with Safety Strategy

Monitoring Success and Communicating Results

How Do We Know It's Working?

Measure Results

- Incident and near-miss trends
- Audit score improvement

Track Participation

- Recognition nominations
- Peer-to-peer recognition

Evaluate Impact

- Retention and safety culture
- Coaching outcomes

Ensure Consistency

- Regular recognition
- Fair application of criteria





Sharing Successes to Build Culture

Communicate Often

Email newsletters, team huddles, dashboards

Share Success Stories

Share real examples of safety win

Celebrate Publicly

Recognize individuals and teams in meetings and include recognition in companywide updates

Reinforce the Why

Link recognition to company values and safety goals

Encourage Feedback

Improve and evolve the program

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Questions?

Please email additional questions to losscontrol@bhhc.com