

OFI

Opportunity for Improvement

Title of Improvement:	Safety Incentive Raffle													
Explanation of Problem:	Each Hensel Phelps employee participates in the SAFE (Safety and Responsibility for Everyone) program, which encourages employees to take an active role in safety by identifying unsafe acts and recording how they were resolved. This promotes an active participation and responsibility in safety as well as allows the team to identify where unsafe trends are occurring. With subcontractor craft, however, it can be difficult to get them engaged in the SAFE program. The craft may not be motivated to go out of their way to fill out SAFE cards to record unsafe acts or situations that they see on the jobsite, despite safety being everyone's responsibility.													
Proposed Solution:	At the All-Hands Meeting at the beginning of each month, HP will show the jobsite craft a raffle prize that they can enter to win if they turn in SAFE cards throughout the month. For each SAFE card that an employee turns in, they will receive a raffle ticket. Craft will be encouraged to report near-misses and incidents so that all documentation processes are properly followed. SAFE observations can also be written to recognize individuals that are working safely and following the proper procedures for the task they are performing. At the end of the month, the raffle tickets will be handed out to each employee based on participation and the prize will be raffled off.													
Impact: (Check all that apply)	<table border="1"><tr><td><input checked="" type="checkbox"/></td><td>Cost</td></tr><tr><td><input checked="" type="checkbox"/></td><td>Schedule</td></tr><tr><td><input checked="" type="checkbox"/></td><td>Quality</td></tr><tr><td><input checked="" type="checkbox"/></td><td>Safety</td></tr><tr><td><input checked="" type="checkbox"/></td><td>Company Policy</td></tr><tr><td><input type="checkbox"/></td><td>Sustainability</td></tr></table>		<input checked="" type="checkbox"/>	Cost	<input checked="" type="checkbox"/>	Schedule	<input checked="" type="checkbox"/>	Quality	<input checked="" type="checkbox"/>	Safety	<input checked="" type="checkbox"/>	Company Policy	<input type="checkbox"/>	Sustainability
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Justification: (Explain how this idea impacts the categories selected above)	Although they are not immediately quantifiable, implementing this program would bring cost savings to the project through reduced safety incidents. This leads to less time being spent documenting and reporting accidents, which means staff has more time to support schedule and quality on the job. By encouraging participation in the SAFE program from jobsite craft, Hensel Phelps' SAFE program is expanded to include everyone on the jobsite, not just salaried staff. Having participation from the craft is extremely important for the success of the program as they are the individuals that are out on the job throughout the entire day, and are usually the first ones to see when a situation can become hazardous. This increases the value of the program as more eyes and ears are being utilized to address unsafe situations, safety culture is improved, and morale is boosted.													
Hensel Phelps Cost Savings:	\$ N/A													