



## Building a “Leading Indicator” Safety Program

### Development of a safety communication and recognition program in construction

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#### Overview

Seeking an alternative to “lagging indicator” incentive programs that reward days without recorded workplace injuries – and may discourage injury reporting – researchers created a “leading indicator” program designed to promote, recognize and reward safe working conditions. This “safety communication and recognition program” relied on worksite safety audits monitoring safe or unsafe working conditions. A passing score was rewarded with a catered lunch; hazards and controls identified in the audits were reported back to work crews with suggestions for improvement.

#### Key Findings

- Each contractor received an individual score on the audit which was shared with crews through a jobsite poster.
- As the researchers developed improved communication with workers about the program, workers became more engaged.
- In its initial format, the program rewarded only those particular contractors and crews that passed the audit, and excluded those that did not earn a passing score. Workers responded better when the system was adjusted to evaluate the site as a whole based on a composite score.
- Adding a high-value item to the catered lunch – a reserved parking place priced at \$247 per month, awarded through a drawing – increased worker interest in the program.

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#### See abstract:

<http://1.usa.gov/22ehCYV>

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