

MAINTAINING INTEREST IN SAFETY



Fig. 7-17 This receptacle for suggestions has a locked door that projects over the poster frame so that the poster, as well as the cabinet-mounting screws, are under control of the key. Since poster change now requires opening the receptacle, suggestions can be taken out at the same time.

Courtesy Personnel Materials Company

gestions, should be substantial and of an engineering nature. Changing a method or material, guarding a hazard spot, invention of a safety tool or device are all in the class of suggestions to be paid for. Putting up a sign, cautioning workers, publishing a slogan are not.

Suggestion awards. It is easy to measure the money value of suggestions that result in greater efficiency and reduced waste. When a company has a formal suggestion plan, employees often are paid for these suggestions in proportion to the savings to the company. Although safety suggestions also have a money value, it is not generally easy to measure, hence, the sums paid for suggestions that contribute to the welfare of the employees but result in no direct savings to the company often are estimates.

The distinction between safety awards

and others is a mistake and can result only in the feeling that safety is regarded by the company as a sideline of no great importance. Payment for a safety suggestion, exactly as for other suggestions, should be based upon its real worth if that can be determined.

If a suggested safety device enables an operation to be run at a speed that would be dangerous without the device, it is easy to measure the saving. If a number of accidents have occurred on an operation and a suggested device will eliminate them, the cost of those accidents can be projected and a saving calculated.

Awards should be made in accordance with the merit of the suggestions. Some companies give cash prizes, useful articles, certificates of merit, medals, or a trip to the National Safety Congress. Many companies exclude superintendents, foremen, designers, and other supervisory personnel from receiving prizes, so that the other workers will have someone to whom they can go for assistance.

Suggestion committee. If necessary, a special subcommittee can be set up to pass on the money value of safety suggestions so that employees will be rewarded for them exactly as they would be for other money-saving suggestions.

Many old, established suggestion systems now in operation are producing excellent results in savings and in the building of morale. No company should start a suggestion plan or decide not to start one without studying carefully plans now in operation.

Boxes and forms. Suggestion boxes, attractive and well placed, and special blank forms may be used. It is essential that management acknowledge all suggestions promptly, to increase the interest of the employees and to establish a spirit of co-operation. Commercial suggestion forms also are available. (See Fig 7-17.)