

MAINTAINING INTEREST IN SAFETY

used as the basis for determining standings as it can be computed promptly and easily.

Rule 4b There should be a satisfactory method of determining the winner between two or more units having perfect records in order to give the smallest contestant a fair chance. Selecting the winner on the basis of the largest number of man-hours worked since the last chargeable injury is fair to all units, regardless of size

Rule 5 A standard method of counting injuries is essential in order to avoid controversies and maintain confidence in standards. American Standard Z16.1 is described in Chapter 9, "Accident Records and Injury Rates."

First aid and other minor injuries generally are excluded because if they are counted, workers may fail to obtain treatment so that cases will not be put on the record. The result could be an increase in infections.

Rule 6. Various special rules may be introduced into a contest of six or more months' duration in order to stimulate and maintain employee interest.

Rule 7 Frequent contest bulletins keep everyone informed about standings. Bulletins can be posted and standings discussed at safety meetings. Contest results can be announced in plant publications and in other ways to build and maintain interest.

Rule 8 Questions about rule interpretation will arise and must be settled fairly. This is an important function of the contest committee, which, in turn, may refer decisions about disputable injuries to outside judges. A committee of the American Standards Association has been set up to interpret standard definitions.

Rule 9 (See P 7-20 for award ideas.)

Interdepartmental contests

Interdepartmental competitions get "close to home" and place responsibility for a good showing on supervisors. Since workers have a greater personal interest in the standing of their department than in the record of the entire plant, this type of competition has proved popular for creating interest among both supervisors and workers.

An interplant contest plan often may be adapted to an interdepartmental competition. A company operating a number of similar plants may take advantage of work-

ers' interest in their departmental records by conducting a competition among the same departments in various plants. Public utilities may conduct a contest among districts, and other nonmanufacturing companies may follow a similar plan. Since hazards in similar operating units are about the same, the basis of standings may be the frequency rate. Departments or other units may be grouped according to size.

Most departmental contests, however, are conducted among dissimilar departments in one plant, and the departments often differ greatly in size. The difficulties due to variations in hazards and number of employees from one department to another may be overcome in the same manner as with similar differences between plants, just discussed.

One plan that produced excellent results was aimed particularly at foremen in charge of departments having five to sixty employees. The principal rules were:

- 1 This contest will cover the period from July 1 to December 31.
- 2 Each department will compete against its own previous six months' accident record. Disabling injuries only are counted.
- 3 The department's accident experience will be judged by the frequency rate developed during the contest as compared with its frequency rate of the previous six months.
- 4 A suitable prize will be given each foreman who reduces his department's frequency rate in the contest months by 50 per cent or more over his frequency rate in the previous six months.
- 5 If a foreman had no disabling injuries in his department during the previous six months, the prize will be given if he meets his previous six months' record.

A bronze trophy was given to each foreman who met the requirements for an award, and a dinner party was held. When the rates of the contest period were compared with the rates of the previous six months, the results were reductions of 30 per cent in frequency and 62 per cent in severity.

A steel company developed a successful plan of giving awards on the basis of the lowest frequency rate and improvement in this rate. No plaques or trophies were awarded to supervisors or departments. The plan promoted teamwork and interest in