IMA-NA CASE STUDY #6
Wyo-Ben Involves the People that Count to Improve Safety Performance

-Wyo-Ben has focused for the past year on employee participation in their Value-Based Safety Process in order to improve individual employee safety behaviors.

-Employees have taken a lead and developed ownership in generating a "Rules of Life" list that, if violated, would result in disciplinary action.

-Employees were encouraged to report safety hazards and rules violations with a promise of no repercussions for the individual making the report.

-An employee-based observation program was initiated that involved employees selecting a high-risk area for observations and safe behaviors vs. at-risk behaviors were charted for several months.

-70% of at-risk behaviors identified were corrected with no intervention other than the knowledge that fellow employees were observing.

-The new system has achieved a 100% employee participation rate, reinforced by a points system that makes rewards based on observations and actions.

-Communications have improved in safety, as well as in other process areas by encouraging employee interaction and discussion.