

POLICY NO:	SA 009
POLICY TITLE:	SAFETY POINTS PROGRAM
DEPARTMENT:	SAFETY
APPROVAL DATE:	20-03-02 (March 2002)
REVISION DATE:	45-08-08; 47-02-15 (February 24, 2015)
REVIEW DATE:	

Purpose:

The purpose of this policy is to provide awards to employees of the County of Vermilion River who have safe work habits

Policy:

A. Full Time Employees - 200 Hours per Month Basis

0.05 per Hour Worked

- Points for every hour worked including overtime
- .05 Points earned for hours worked
- No points for sick, holidays, lieu time etc.
- Points deducted on lost time incident, after incident investigation is complete
- Number of points deducted will be determined on the seriousness of the incident
- Points can be deducted from more than one employee for an incident depending on investigation. According to investigation policy/directive (P-10)
- All other incidents will be according to general safety rules in safety manual page GSR – 4 rule #28
- Safety awards after 240, 600, 840, 1200, accumulated points.
- Upon termination points are lost or if seasonal workers do no return the next full season points are also lost
- Awards to be handed out at Spring BBQ

B. Casual Employees

- Casual employees have to work a minimum of 300 hours to receive an award, E.g.. Stainless steel coffee mug with County Logo and Safety Award on it.
- Upon termination points are lost, or if seasonal workers do no return the next full season; points are also lost

Awards to be handed out at Spring BBQ

Demerit System

- Warning Level 1 – 10 Points (Minor)
 - E.g.. PPE, Smoking at fuel tank, Speeding, Failure to respect near miss
- Warning Level 2 – 20 Points (Moderate)
 - E.g.. Safety Guards, 3 Minor Warnings, Performing unsafe act, incidents pertaining to Policy P-10
- Warning Level 3 – 60 Points (Serious)
 - E.g.. Last time incident as reviewed through investigation & safety committee, Miss use of County property, third party incident through investigation & safety committee
- Warning Level 4 – Lose all Points
 - E.g.. All points & job

Warnings are decided by the Safety Committee to determine how many points are lost after investigation is done.

Budget

Split between all departments to cover cost based generally on # of employees and hazards in that department.

Awards

- 240 Points .05 Points x 4800 Hours = 240Points
 - Value \$150 E.g.
- 600 Points .05 Points x 12000 Hours = 600 Points
 - Value \$300 E.g.
- 840 Points .05 Points x 16800 Hours = 840 Points
 - Value \$450 E.g.
- 1200 Points .05 Points x 24000 Hours = 1200 Points
 - Value \$600 E.g.
- 1560 Points .05 Points x 31200 Hours = 1560 Points
 - Value \$750 E.g.

WCB Rebate to be put in reserve to cover cost of awards and Barbecues

To be reviewed yearly for possible adjustments to the budget.

Awards to be updated, as prices subject to change