Safety Incentives, Motivation and Discipline: Balancing Legal and Practical Considerations to Boost Engagement and Drive Safety Culture

written by Lauri Moon | July 29, 2019

Employee engagement in safety is a frequent pain point among employers, and many employers turn to safety incentive programs in an effort to gain buy-in and motivate employees to prioritize safety on the job. When done well, such programs can make a positive contribution to an organization's safety culture. However, poorly designed incentive programs are not only ineffective and harmful to safety culture—in some cases, they can even provoke scrutiny and citations from OSHA.

Similarly, although disciplinary policies are an essential component of an effective safety program, an overreliance on discipline to manage safety or a disciplinary policy that is inconsistently applied can harm employee engagement and morale, deter injury and illness reporting, and even trigger retaliation claims from OSHA. Therefore, it's critical for organizations to carefully design and implement both incentives and discipline, balancing practical and legal considerations with effective strategies that motivate employees and contribute to a strong culture of safety.

Join us for an informative webinar on August 22 that will provide guidance on developing effective, compliant incentives and disciplinary strategies that strengthen safety, boost engagement, and stay on the right side of the law. You'll learn:

- The impact of OSHA's evolving guidance on rate-based incentive programs and how to adjust your programs in response
- Which incentives and disciplinary strategies can raise red flags with OSHA and how to avoid them

- How to strike the right balance between incentives and discipline to boost employee engagement in safety without deterring reporting
- Strategies to identify and implement effective incentives that strengthen your safety culture
- And much more!

Speaker

 Emily Scace, Senior Content Specialist, Safety, BLR

Emily Scace is a Senior Content Specialist for BLR's safety publications. She writes and edits detailed regulatory analysis, newsletters, training content, special reports, white papers, news articles, and other materials to help businesses understand and follow OSHA and DOT compliance obligations. Emily also researches and writes about occupational safety and health regulations, enforcement trends, safety-related best practices, and safety culture; delivers webinars and presentations on a variety of workplace safety topics; and more.

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