



# **IGO GROUP SAFETY STANDARD 38 - SAFETY AWARDS**

## **INDEPENDENCE GROUP NL**





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## 1. INTENT

The purpose of this Standard is to define IGO's requirements regarding Safety Awards.

## 2. APPLICATION

This standard shall apply to all IGO employees on IGO sites and projects (exploration, construction and development).

## 3. OVERVIEW

IGO seeks to acknowledge and encourage both positive safety behaviours and innovations that improve workplace safety.

IGO expects, in accord with our values, that high levels of performance among our people is recognized by means of direct and genuine positive feedback from the individual's supervisor.

To supplement such acknowledgement, IGO sites and projects may elect to develop a Safety Awards system. This decision is at the discretion of the site or project Registered Manager.

## 4. AWARD SYSTEMS

Where a site or project elects to establish a Safety Awards system, the system must be approved by the site or project Registered Manager.

When developing a Safety Awards system, the following factors should be considered:

- Awards should be for genuine contributions ... not simply because someone is doing their job. A good test is the assessment of contribution by the individual's peers.
- Awards should take the form of 'public' acknowledgement. For example, the person should be publicly acknowledged in a team meeting or similar.
- Awards should occur frequently enough to maintain the profile of the Safety Award system whilst not occurring so often as to rob the award of its value as means for line management to communicate the business' commitment to the safety of its people.
- Awards that involve a gift of some type are permitted. Careful consideration should be given as to the type of gift given so as to not create cynicism.
- As a general principle, safety awards should not be given to large groups. (History has demonstrated that, for example, giving an entire mine site workforce a cup or similar because they've collectively achieved some safety KPI does little or nothing to improve a safety culture). It is better to target individuals or small teams.
- Safety award gifts must be limited to an item of no greater than \$100 in value.

## 5. DOCUMENT CONTROL

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