**Most Valuable Asset (MVA)**

**Background**

Safety is one of the five Samet core values, and “Make the Job Safe” is one of the five Fundamentals of the Samet Way. This safety incentive program is designed to reward positive safe behaviors which helps build a sustainable safety culture on our projects

Why

1. Protecting our most valuable asset – The workers on our projects
2. Positive safety reinforcement creates an atmosphere of trust.
3. Promote safe working habits.
4. Builds project moral.

**Performance Expectations / SOPs**

1. Project team members, normally superintendents, while out on the site identify a worker(s) whose safety performance is above standard expectations, hands the worker(s) an MVA card listing the reason, workers’ name and company. Sample criteria for deserving workers.
* A work crew consisting of 5 workers with 3 workers wearing proper PPE – Give cards to the 3 good workers
* A worker who identifies another worker’s unsafe behavior and corrects the situation.
* A worker(s) who removes a guardrail and puts it back.
* A worker(s) who consistently wears his PPE faithfully all the time
* A worker(s) who points out a safety hazard to a project team member.
* Reward a small work crew who demonstrates good safe worker practices.
1. Project team members who observe workers meeting standard expectations should acknowledge the worker’s behavior immediately and praise his/her performance in front of his/her peers and inform his/her supervisor. Rewarding workers meeting standard safety expectations with MVA cards is an option. However, superintendents need to cognizant that over a period of time, giving out cards to everyone may dilute the effectiveness of this recognition program. Sample criteria for deserving workers.
2. A simple thank you or thumbs up for wearing your seat belt in a forklift
3. Acknowledge worker(s) who are tied off properly
4. Acknowledge worker(s) using ladders properly
5. Handing out MVA cards for meeting standard safety expectations
6. During weekly subcontractor’s meetings acknowledge safe working subcontractors and challenge other subcontractors to improve their safety performance.
7. Superintendents collect MVA cards for a specific period.
8. Superintendents at their discretion to determine frequency of drawings (bi-weekly, monthly, quarterly) to be based on scope of work.
9. Worker(s) who receive an award/gift need not be present. Make sure name and company are legible so award can be forwarded to the recipient.

**Recommended Best Practices**

1. Project team members normally superintendents, who hand out MVA cards need determine the criteria for handing out MVA cards to deserving workers and must be consistent.
2. Superintendent(s) purchase gift cards from local restaurants, gift cards from Lowes/Home Depot and etc. Note: Amounts and quantity of cards to be determine by project team. Ask subcontractors or venders to provide gifts i.e. t shirts, tape measures, safety glasses, gloves and etc.
3. Superintendents hold a project wide safety meetings to discuss a pertinent safety topic concluding with the MVA drawing.
4. Organize a project safety lunch and concluding with the MVA drawing.

**Performance Benchmarks / Reporting**

1. Use safety inspections to track effectiveness of the rewards program.