

FOUNDATION FOR  
MEAT & POULTRY  
RESEARCH EDUCATION

Safety Recognition Award Program

For Achievement in  
Workplace Safety

Developed and Administered by



**Foundation for Meat & Poultry Research & Education  
SAFETY RECOGNITION AWARD PROGRAM**

**CONTENTS**

INTRODUCTION	2
ELIGIBILITY	2
BASIS OF THE AWARDS	3
AWARDS	5
DEFINITIONS	5
TABLE OF REQUIREMENTS	7
APPENDIX	8

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Foundation for Meat & Poultry  
Research & Education  
1150 Connecticut Ave., NW, 12<sup>th</sup> Floor Washington  
DC 20036 (202)587-4200

National Safety Council  
1121 Spring Lake Drive  
Itasca, IL 60143-3201  
(630)285-1121

## INTRODUCTION

The Foundation for Meat & Poultry Research & Education sponsors the Safety Recognition Award Program for NAMI members and nonmembers.

The primary goals of this program are to: (a) motivate employers to improve their safety performance through the establishment of sound safety and health programs at the plant level, and (b) to recognize those plants that have achieved a high level of safety performance as part of a continuing effort to reduce occupational injury and illness.

It is hoped that the program will be used to boost employee morale, drastically reduce expenses associated with injuries and illnesses in the workplace and generally enhance the meat industry's overall image regarding employee safety and health.

The National Safety Council, a non-governmental, not-for-profit, public service organization, developed and administers the program for the Foundation for Meat & Poultry Research & Education. The National Safety Council was chosen because of its over 100 years of experience in the field of occupational safety and health.

## ELIGIBILITY

The program is open to members and nonmembers of the North American Meat Institute with facilities primarily operating in the North American Industry Classification System (NAICS) codes as specified below:

- Plants in NAICS code 311611 (includes those formerly in SIC 2011) *and* primarily engaged in the slaughtering for their own use or on a contract basis for the trade, of cattle, hogs, sheep, lambs, and calves for meat to be sold or used on the same premises for further processing.
- Plants in NAICS code 311612 (includes those formerly in SIC 2013) *and* primarily engaged in manufacturing sausages, cured meats, smoked meats, canned meats, frozen meats, and other prepared meats and meat specialties, from purchased carcasses and/or other materials.
- Plants in NAICS code 311615 (includes those formerly in SIC 2015) *and* primarily engaged in slaughtering, dressing, packing, freezing, and canning poultry, rabbits, and other small game, or in manufacturing products from such meats, for their own use or on a contract basis for the trade.

NAMI member and nonmember facilities not classified in the three traditional meat codes above may also participate in the award program provided their proper NAICS code can be established and the Bureau of Labor Statistics (BLS) publishes rates for this code. The analysis for these plants will follow the same two-part analysis of the Total Cases and DART rates and completion of the Safety and Health Program Questionnaire as described under "Basis of the Awards" below.

Each entry must be from an individual plant operation; entries for an entire organization, division, or region will not be accepted. A plant must be organizationally, geographically, and operationally distinct as described below:

**Organizationally distinct** – Each plant must be under separate operating management that reports directly to the head of the organization or the head of a multi-establishment division.

**Geographically distinct** – Each plant must be physically separate from other operations by a definable boundary or distance. Adjacent operations can be geographically distinct, but overlapping ones cannot.

**Operationally distinct** – If an organizationally distinct operation occupies separate space but performs merely an intermediate step in producing the product of another operation, it is not operationally distinct. No process is operationally independent of another process that includes it or that both supplies its input and further processes its output.

Plants that indicate recordable work-related death(s) during the *current award year* will not be eligible for award consideration. Each evaluation form must be completed by the plant manager or other designated *on-site* representative.

## **BASIS OF THE AWARDS**

The various levels of awards that may be earned (see “Awards”) are based on an evaluation of each eligible plant’s actual safety performance as well as its implementation of various key components of an effective safety and health program as measured by the safety program questionnaire.

Of the 1,500 points available, 900 or 60% may be earned based on the outcome of a statistical analysis of the plant’s injury and illness data performed by Council staff. The analysis will include an evaluation of both the Total Recordable Cases rate and the rate for Cases With Days Away From Work, Job Transfer, or Restriction (DART). The two rates will each be worth up to 450 points (one-half) of the total points available for safety performance. Each of the rates will be evaluated using the following categories and point breakdowns:

***Consistently Below the Industry Average With Distinction (450 pts.)*** - Plants may earn the points available in this category if their unit rates for the current and each of the three prior years are less than one-half of the highest BLS incidence rate among the three most recent years’ published rates.

***Consistently Below the Industry Average (325 pts.)*** - Plants may earn the points available in this category if their unit rates for the current and each of the three prior years are below the highest BLS incidence rate among the three most recent years’ published rates.

***Below the Industry Average, Level I (225 pts.)*** - Plants may earn points in this category if their unit rates are less than one-half the highest BLS incidence rate among the three most recent years' published rates for the current year and two of the three previous years.

***Below the Industry Average, Level II (175 pts.)*** - Plants may earn points in this category if their unit rates are less than the highest BLS incidence rate among the three most recent years' published rates for the current year and two of the three previous years.

***Level I Reduction (225 pts.)*** - To earn points in this category, a plant must achieve a reduction in their incidence rates that is 20% higher than the value specified in the table of requirements (see Appendix) for the Level II Reduction. In addition, they must also reduce their days away from work by 30%.

***Level II Reduction (175 pts.)*** - To earn points in this category, a plant must achieve a statistically significant reduction in their incidence rates. Specifically, the percentage reduction in their rates must meet the proper value as specified in the table of requirements in the Appendix. In addition, they must also reduce their days away from work by 10%.

***Continuous Improvement (75 pts.)*** - Plants may earn points in this category if they exhibit a year to year reduction in their incidence rates for all reporting years *and* the sum of the percent reductions for all years is equal to or greater than one-half the percentage reduction required in the table of requirements (see Appendix) for the Level II reduction.

An analysis will be conducted for each plant based upon the data supplied on the occupational injury and illness summary form. A plant's score for each rate will equal the number of points associated with the highest category for which it qualifies and the total score on this portion of the evaluation will equal the sum of the scores for each rate.

To be eligible to receive points based upon the statistical analysis, the occupational injury and illness summary form must be completed in its entirety.

The remaining 600 or 40% of the possible points may be earned by completing the safety program evaluation questionnaire, which has been designed to measure the comprehensiveness of program implementation in each of four areas representing the key components of an effective safety and health program: (1) Management Commitment and Employee Involvement, (2) Worksite Analysis and Hazard Prevention, (3) Safety and Health Training, and (4) Ergonomics. Each component will be equally weighted and will thus be worth a possible 150 pts.

The first instance that a participant qualifies for an award while not earning any points from the Part I Summary of Occupational Injuries and Illnesses will serve as the reference year. If no points are earned from Part I in the subsequent year, 100 points will be deducted from the score on the Safety & Health Program Questionnaire. If no points were again earned on Part I the following year, 200 points will be deducted from the Questionnaire score, thus eliminating the facility from award consideration.

## AWARDS

The levels of awards and the point range for each are indicated below.

Award of Honor	1,250 - 1,500 pts.
Award of Merit	1,000 - 1,249 pts.
Award of Commendation	750 - 999 pts.
Certificate	500 - 749 pts.

## DEFINITIONS

**Annual Employee Hours:** The total hours actually worked by all employees within the site, including management, supervisory, production, maintenance, transportation, clerical, office and sales personnel, etc. (i.e., the number of hours used to compute incidence rates on the OSHA 300A form).

**Total Cases:** The sum of all recordable occupational injuries and illnesses reported on the OSHA 300 log. Include deaths, cases of days away from work, cases of restricted work and nonfatal cases without lost workdays.

**Deaths:** Occupational deaths, regardless of the time between injury and death or the length of illness.

**Total Lost Workday Cases:** The sum of cases involving days away from work and/or days of restricted work. A case which involves both days away from work and restricted work should only be counted once in this category.

**Cases Involving Days Away From Work:** Cases that result in one or more days away from work.

**Days Away From Work:** The number of workdays (consecutive or not) on which the employee would have worked but could not because of an occupational injury or illness. This total should not include the day of injury or onset of illness.

**Days of Restricted Work Activity:** The number of workdays (consecutive or not) on which, due to a work related injury or illness, the employee:

- 1) was assigned to another job on a temporary basis, or
- 2) worked at a permanent job less than full time, or
- 3) worked at a permanently assigned job but could not perform duties normally connected with it.

**Nonfatal Cases Without Lost Workdays:** The sum of cases which involve one or more of the following:

- 1) loss of consciousness
- 2) restriction of work or motion on the day of injury only
- 3) transfer to another job on the day of injury only
- 4) medical treatment other than first aid.

*Note:* Cases that result in restriction of work or motion and/or job transfer beyond the day of injury or onset of illness should be categorized under Total Lost Workday Cases and the number of days recorded as Restricted Work Activity.

# TABLE OF REQUIREMENTS

Percentage reduction in Total Cases incidence rate or DART rate necessary to satisfy the requirement for the Level II Reduction: the percentage requirement for each unit is found by finding the range in the PAR Rate column which includes the unit par rate and locating the entry in that row under the appropriate exposure value for the current award year. For the Level I Reduction requirement add 20 to the Level II requirement.

PAR RATE	EXPOSURE IN CURRENT PERIOD (Millions of Employee-Hours)																										
	¼- ½	½- ¾	¾- 1	1- 1¼	1¼- 1½	1½- 1¾	1¾- 2	2- 2¼	2¼- 2½	2½- 2¾	2¾- 3	3- 3½	3½- 4	4- 4½	4½- 5	5- 6	6- 7	7- 8	8- 10	10- 12	12- 16	16- 20	20- 25	25- 30	30- 40	40- 60	60+ Over
16.00- over	-38%	-33%	-30%	-28%	-26%	-25%	-24%	-23%	-23%	-22%	-22%	-21%	-20%	-19%	-19%	-18%	-18%	-17%	-16%	-16%	-15%	-14%	-14%	-14%	-13%	-13%	-12%
12.00- 15.99	42	36	32	30	28	27	26	25	24	23	23	22	21	21	20	19	18	18	17	16	16	15	14	14	14	13	12
10.00- 11.99	47	40	36	33	31	30	28	27	26	26	25	24	23	22	22	21	20	19	18	17	16	16	15	15	14	13	13
8.00- 9.99	50	43	38	35	33	31	30	29	28	27	26	25	24	23	23	22	21	20	19	18	17	16	16	15	14	14	13
7.00- 7.99	55	47	42	38	36	34	32	31	30	29	28	27	26	25	24	23	22	21	20	19	18	17	16	16	15	14	13
6.00- 6.99	58	49	44	40	38	36	34	33	31	30	30	28	27	26	25	24	23	22	21	20	18	18	17	16	15	14	13
5.00- 5.99	62	52	47	43	40	38	36	34	33	32	31	30	28	27	26	25	24	23	22	21	19	18	17	17	16	15	14
4.25- 4.99	66	56	50	46	43	40	38	37	35	34	33	31	30	29	28	26	25	24	23	22	20	19	18	17	16	15	14
3.60- 4.24	72	60	54	49	46	43	41	39	38	36	35	33	32	31	30	28	26	25	24	23	21	20	19	18	17	16	14
3.20- 3.59	77	64	57	52	49	46	43	41	40	38	37	35	34	32	31	29	28	27	25	24	22	21	19	19	17	16	15
2.80- 3.19	81	68	60	55	51	48	45	43	42	40	39	37	35	34	32	30	29	28	26	24	23	21	20	19	18	16	15
2.40- 2.79	86	72	63	58	54	50	48	46	44	42	41	39	37	35	34	32	30	29	27	25	23	22	21	20	18	17	15
2.20- 2.39	92	77	68	62	57	54	51	49	47	45	43	41	39	37	36	34	32	30	28	27	24	23	22	21	19	17	16
2.00- 2.19	95	79	70	64	59	55	53	50	48	46	45	42	40	38	37	35	33	31	29	27	25	23	22	21	20	18	16
1.80- 1.99	100	83	73	66	62	58	55	52	50	48	47	44	42	40	38	36	34	32	30	28	26	24	23	22	20	18	16
1.70- 1.79		87	77	69	64	60	57	54	52	50	49	46	43	41	40	37	35	34	31	29	27	25	23	22	21	19	17
1.60- 1.69		89	78	71	66	62	58	56	53	51	50	47	44	42	41	38	36	34	32	30	27	25	24	23	21	19	17
1.50- 1.59		92	81	73	68	63	60	57	55	53	51	48	45	43	42	39	37	35	32	30	28	26	24	23	21	19	17
1.40- 1.49		95	83	75	69	65	62	59	56	54	52	49	47	44	43	40	38	36	33	31	28	26	25	23	22	19	17
1.30- 1.39		97	86	78	72	67	63	60	58	55	54	50	48	46	44	41	39	37	34	32	29	27	25	24	22	20	18
1.20- 1.29		100	88	80	74	69	66	62	60	57	55	52	49	47	45	42	40	38	35	33	30	28	26	24	22	20	18
1.13- 1.19			92	83	77	72	68	64	62	59	57	54	51	49	47	43	41	39	36	34	30	28	26	25	23	21	18
1.07- 1.12			94	85	78	74	69	66	63	61	58	54	52	50	48	44	42	40	37	34	31	29	27	25	23	21	18
1.00- 1.06			97	87	81	76	71	68	65	62	60	56	53	51	49	45	43	41	37	35	32	29	27	26	24	21	19
.93- .99			100	90	83	78	73	69	66	64	62	58	55	52	50	47	44	42	38	36	32	30	28	26	24	22	19
.87- .92				93	86	80	76	72	68	66	63	60	56	54	51	48	45	43	39	37	33	31	29	27	25	22	19
.80- .86				96	88	83	78	74	71	68	66	61	58	55	53	49	46	44	40	38	34	31	29	28	25	22	20
.73- .79				100	93	86	81	77	73	70	68	63	60	57	55	51	48	45	42	39	35	32	30	28	26	23	20
.67- .72					95	89	84	80	76	73	70	66	62	59	57	53	50	47	43	40	36	33	31	29	27	23	20
.60- .66					100	92	87	83	79	76	73	66	65	62	59	55	51	49	45	42	37	35	32	30	27	24	21
.55- .59						100	92	87	83	79	77	70	68	64	62	57	54	51	47	43	39	36	33	31	28	25	22
.50- .54							95	90	86	83	79	74	70	67	64	59	55	53	48	45	40	37	34	32	29	26	22
.45- .49							100	95	90	86	83	77	73	69	66	62	58	55	50	47	42	38	35	33	30	26	23
.40- .44								100	95	90	87	81	77	73	69	64	60	57	52	49	43	40	37	34	31	27	23
.35- .39									100	95	92	86	81	77	73	68	63	60	55	51	45	42	38	36	32	28	24
.30- .34										100	100	92	86	81	78	72	67	63	58	54	48	44	40	38	34	30	25
.25- .29			For all combinations of rate and size which fall in this blank area, the PAR number of cases is so small that even a reduction to zero does not meet these minimum requirements for the award.									100	92	87	83	77	72	68	62	57	51	47	43	40	36	31	26
.20- .24													100	100	90	83	78	73	66	62	55	50	46	43	38	33	28
.15- .19														100	100	86	81	73	68	60	55	50	47	42	36	30	
.10- .14															100	100	83	77	68	62	56	52	47	40	33		
.00- .09																	100	100	81	73	66	62	55	47	38		



## APPENDIX Method for Reduction Evaluation

	1 Total Recordable Cases	2 Total Cases With Days Away From Work, Transfer, or Restriction	3 Days Away From Work
1. Unit rates for current calendar year			
2. Unit rates for three prior years (or two if three are not available)			
3. Industry rates for three prior years The industry rate used for evaluation is the highest of the three prior years' BLS rates for the NAICS code in which the unit is classified.			
4. Unit PAR rates (1/2 the sum of lines 2 and 3)			
5. Percent change of unit current rates (line 1) from unit PAR rates (line 4)  Percent change = $\frac{\text{Unit current rate} \times 100}{\text{Unit PAR rate}} - 100$  Round percent change to nearest whole number If current rate exceeds PAR rate, change will be + (plus) If current rate is less than PAR rate, change will be - (minus) If current rate is zero, change will be - 100%	%	%	%
6. Percentage change required to qualify for:	LEVEL II REDUCTION	-%	-%
	LEVEL I REDUCTION	-%	-10%
Columns 1-2. For Level II Reduction the required percentage is found in the Table of Requirements. For Level I Reduction add 20 to the Level II requirement. Column 3. The requirements are fixed at -10% for the Level II Reduction and -30% for the Level I Reduction			