

**APACHE INDUSTRIAL
SERVICES – Best
Practice Review**

**Safety Heavy
Hittaz League**

June 20th, 2024

TOGETHER WE GROW

AGENDA

- Program Outline.
- The “Tools”.
- Setting up the program at your jobsite.
- Questions.

PROGRAM OUTLINE

- The name was created from the industry adopted term, “Heavy Hittaz”.
- Crews will be choosing their own team names.
- The program works on a points scale.
- The time-period selection is dependent on the site.

PROGRAM OUTLINE – THE POINTS

- Points will be added or subtracted by the program manager and tracked on a simple excel spreadsheet.
- Each time period starts at 100 points.
- Plus-a-point opportunities.
- Minus-a-point opportunities.
- Ties will require extra creativity.

THE TOOLS – A FLYER

- Posting flyers around the work area help raise awareness and gives individuals an opportunity to reference the point opportunities. Flyers should have:
 - A brief description of the program.
 - The points and how much each opportunity is worth.
 - Reminders about working safe!

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INDUSTRIAL SERVICES

With the goal of improving the Apache safety culture, we present the

Safety “Heavy Hitters” League

Each crew starts with 100 points each month. Crews will be able to gain points by taking charge of the safety culture and making a difference. This will include presenting safety topics in toolbox meetings, conducting valuable safety observations, and overall impressive safety performance. Crews will also lose points based on poor safety performance. This includes any audit findings, complaints, incidents, poor attitude, etc. The crew with the highest points after each month will be recognized.

STAY SAFE!!

Plus-a-point opportunities:

- General outstanding safety performance/recognition. +1
- Outstanding pre-task documentation. +1
- Crew member presents safety topic in toolbox meeting. +5
- Top 3 leading indicators from the previous week are found safe during audit. +3
- Involvement in incident investigation and presentation of incident/corrective action in safety meeting. +6
- Additional Point opportunities may be awarded by the management team as well!

Minus Point Values:

- Unsafe conditions and/or behaviors. -1 per observation
- Negative attitude, unresponsive to coaching. -3
- Incidents. -8
- Failure to report incidents in a timely manner. -20


Tie's may happen... at which point the Management team will discuss a safety related event that the crews will compete in to settle the score. This can be a quiz, game, or other related safety activity where a clear winner can be decided. The goal is to HAVE FUN and be SAFETY MINDED! Teams in second and third place can be rewarded too!

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THE TOOLS – A TRACKER

- The tracker should be something simple to help you keep track of the points. This should be updated daily.
- Points can be shared and listed on a board or TV in a gathering area to give live updates.
- Below is an example of the tracker that is currently used at my project.



					2024																																			
					February							March							April							May							June				July			
Safety Rep	Craft	Crew Name	Foreman	Status	17	24	31	7	14	21	28	6	13	20	27	3	10	17	24	2	8	15	22	29	5	12	19	26	4	11	18									
William Grayden	Scaffold	The Stepdads	Everet Vojags	Active	Weather	103	N/A	116	N/A	106	N/A	102	N/A	107	N/A	101	N/A	107	N/A	Weather	99	N/A	99																	
William Grayden	Scaffold	Los Elementos	William Quintana	Active	Weather	112	N/A	107	N/A	104	N/A	112	N/A	110	N/A	100	N/A	101	N/A	Weather	93	N/A	95																	
William Grayden	Scaffold	The Stros	Sergio Vasquez	Active	Weather	101	N/A	108	N/A	112	N/A	101	N/A	104	N/A	100	N/A	100	N/A	Weather	100	N/A	99																	
William Grayden	Scaffold	Los Mascantas	Willy Rivera	Active	Weather	103	N/A	102	N/A	108	N/A	107	N/A	103	N/A	100	N/A	103	N/A	Weather	103	N/A	106																	
William Grayden	Scaffold	The Governors	Raydell Ramirez	Active	Weather			100	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100	N/A	104	N/A	Weather	94	N/A	98																	
William Grayden	Scaffold	CI	Rubon Cruz	Active											100	N/A	99	N/A	Weather	99	N/A	100																		
William Grayden	Scaffold	SWAAT	Javier Sauceda	Active	Weather	101	N/A	104	N/A	109	N/A	110	N/A	119	N/A	100	N/A	103	N/A	Weather	96	N/A	99																	
William Grayden	Insulation	The all stars	Michel Collado	Active														99	N/A	Weather	92	N/A	99																	
William Grayden	Insulation	Metal Bonders	Rayner Morabolo	Active														100	N/A	Weather	98	N/A	96																	
William Grayden	Insulation	Insulators	Rafael Garza	Active														98	N/A	Weather	92	N/A	97																	
William Grayden	Paint	Los Muñecos Painters	Gilberto Orozco	Active														101	N/A	Weather	104	N/A	100																	
William Grayden	Paint	Team Paint	Allan Garza	Active	Weather	100	N/A	103	N/A	101	N/A	104	N/A	101	N/A	100	N/A	101	N/A	Weather	95	N/A	99																	

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THE TOOLS – A POINTS LOG SHEET

- To help with support from all frontline leadership at the site, these sheets were created to log points awarded or subtracted.
- Safety personnel are also able to use these sheets to log points awarded and subtracted.



Safety Heavy Hitters League Program

This sheet is to be used by company management during job site walks. Ensure to ask for team name and/or supervisor when awarding or taking away points.

Team Name	+ Points	- Points	Comments (A brief description of the observation)
Team: Las Macanitas Foreman: Willy Scaffold		-10	Employee was observed working on identification and not been 100% tie off - Safety Violation. - incident was reported.
Team: Steas Foreman: Sergio Vasquez Scaffold	+3		Outstanding Safety Performance. - THE ENTIRE CREW WAS OBSERVED WORKING WITH GOOD SAFETY PERFORMANCE, PPE WAS ON COMPLIANCE AND JSA.
Team: the Step Dicks Foreman: Garet Valeros	+3		Outstanding Safety Performance and best's/hardening techniques
Team: Point Foreman: Isaac Martinez	+3		Employees were observed working proper PPE for the task assigned.

Observer: Ansel Palacios Date: 10/03/23

THE TOOLS – A BUDGET FOR INCENTIVES

- The most important piece of this program (to the craftsmen) is the incentive for winning.
- This is an opportunity to get creative with the incentives.
- It is important to include this as part of your budget for a project. Though it may seem like just another extra cost, it doesn't cost as much as the first aids and recordables that this helps prevent.

THE SET UP – STARTING AT YOUR SITE

- The first line of business when starting the program is to raise awareness of the program.
- Next, your crews need to select their team's name and you can log these on the tracker.
- Before the kickoff date, spend time discussing the points sheets with your frontline leadership.
- Set your time frame for selecting the winners.
- Finally, kick it off!

THE FUN – A FEW OF MY WINNERS!



**MAY 2022 Safety Heavy Hittaz League
Winners!**





Thank you!

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