



# TxSWANA's Jimmy Huff Safety Awards Program

The Texas Lonestar Chapter of the Solid Waste Association of North America (TxSWANA) supports the the Jimmy Huff Safety Awards Program to provide an incentive to employers and employees to maintain a safe and healthful workplace. In addition, the program aims to stimulate interest in accident prevention and promote safety in the workplace.

## Background

Established in 1997, the Jimmy Huff Award recognizes the organization (public or private) that has achieved the most significant improvements in workplace safety from one year to the next. The award is presented annually to the voluntary TxSWANA member participant whose application shows the largest reduction in time lost due to work-related injury or illness from one year to the next.

## Minimum Qualifications

In order to be eligible for Jimmy Huff Award consideration, an organization must fulfill some minimum qualifications. Specifically, each applicant organization must

- (1) Be a current TxSWANA member in good standing;
- (2) Have completed the applicable year without any work-related fatalities; and
- (3) Have achieved a Huff Score that shows a net reduction in time lost due to work-related injury or illness over the year.

## Definitions

Regarding an organization's Jimmy Huff Award application, the following words and phrases have the following meanings:

**Hundred Employee eQuivalent (HEQ):** The size of an organization in units of one hundred (100) full time employees (FTEs), based on the assumption that, on average, 100 FTEs work 200,000 hours in a given year (100 employees x 2,000 hours worked per employee per year)

**Full Time Employees (FTEs):** Employees that occupy positions scheduled to work at least 40 hours per week, on average. Unless records show otherwise, the Huff Award application assumes that an FTE works 2,000 in a year.

**Employee Hours (EH):** The actual number of total hours worked by all employees in the organization in a year

**Number of Incidents that Resulted in Employee Staying Home From Work:** Any work-related injury or illness that resulted in staying home from work.

**Total Number of Days Not Performing Regular Job:** Sum of all days for all days staying home or employee performing anything other than his or her normal job (light duty, restricted duty, limited duty, alternate assignment, etc). Since each Incident must include at least one lost day, this must be larger than Number of Incidents that Resulted in Employee Unable to Perform Normal Job.



**Lost Time Rate Reduction:** The percent reduction from one year to the next in the number of Lost Time Cases per hundred employees.

**Lost Work Day Rate Reduction:** The percent reduction from one year to the next in the number of Days Away from Work per hundred employees.

**Total Huff Score:** The organization’s score that will be compared to other applicant organizations in selecting the Jimmy Huff Award winner.

## Rate Calculations

In order to allow comparison amongst organizations of any size, all rate calculations determine the occurrence rate per hundred employees. Thus, each organization’s must first establish its number of Hundred Employee eQuivalents (HEQs). This is determined by dividing the total Employee Hours (EH) by 200,000 hours (the number of hours worked, on average, by one hundred FTEs in a year).

### Sample HEQ Calculations

Actual EH provided from records:  $HEQs = \frac{EH}{200,000} = \frac{153,370}{200,000} = \mathbf{0.77}$

Actual EH unknown:  $HEQs = \frac{FTEs \times 2,000}{200,000} = \frac{67 \times 2,000}{200,000} = \frac{134,000}{200,000} = \mathbf{0.67}$

### Sample Lost Work Day Rate Calculation

$$Lost\ Work\ Day\ Rate = \frac{Total\ Lost\ Work\ Days}{HEQs} = \frac{37}{0.77} = \mathbf{48.25\ Lost\ Work\ Days\ per\ Hundred\ Employees}$$

## Rate Reduction Calculations

All rate reduction calculations are reported as percent change (decrease or increase) in the particular rate in question. Percent change in any quantity is always determined by subtracting the original value from the final value then dividing by the original value and multiplying the result by 100.

$$\% \text{ Change} = \frac{Final\ Value - Original\ Value}{Original\ Value} \times 100$$

Negative percent changes imply a decreased value; positive percent changes mean the value increased.

Percent Changes for the rates relevant to Jimmy Huff Award consideration compare the Current Year to the Previous Year.

$$\% \text{ Change of Rate} = \frac{Current\ Year\ Rate - Previous\ Year\ Rate}{Previous\ Year\ Rate} \times 100$$



### Sample Percent Change Calculation

*Previous Year Lost Time Rate* = 16.42      *Current Year Lost Time Rate* = 13.04

$$\text{Lost Time Rate \% Change} = \frac{13.04 - 16.42}{16.42} \times 100 = -20.57 \rightarrow 20.57\% \text{ Reduction}$$

### **Total Huff Score Calculation**

The Total Huff Score is the simple equally weight average (mean) of the two calculated rate reduction percentages.

$$\frac{\text{Lost Time Rate Redcution} + \text{Lost Workday Rate Reduciton}}{2}$$

### Sample Total Huff Score Calculation

*Lost Time Rate Reduction* = 25.11%

*Lost Work Day Rate Reduction* = -4.28% (*Increase*)

$$\text{Total Huff Score} = \frac{25.11\% + -4.28\%}{2} = \mathbf{10.42\%}$$

### **Jimmy Huff Award Process**

Determining and awarding the annual Jimmy Huff Safety Award proceeds in three stages.

#### **Application Stage**

During the Application Stage, organizations that wish to be considered for the Jimmy Huff Safety Award submit their completed application to TxSWANA's Safety Management and Resource Team (SMART). Participation in the Jimmy Huff Safety Award Program, including submission of an application, is strictly voluntary.

#### **Selection Stage**

During the Selection Stage, the SMART Committee reviews each submitted application and determines the winning organization.

#### **Presentation Stage**

During the Presentation Stage, the SMART Committee recognizes the winning organization and presents it the Jimmy Huff Safety Award at the TxSWANA Annual Awards Luncheon (at the TxSWANA Annual Conference).