EFCOG Best Practice #57
Pollution Prevention/Waste Minimization Awards Program

Facility: East Tennessee Technology Park, Oak Ridge, TN

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Brief Description of Best Practice:

In 2007 Bechtel Jacobs Company (BJC) instituted a P2/WMin awards program based on the DOE-HQ awards program. The purpose was to create an interest and awareness of P2/WMin by using incentives. The program also intended to demonstrate to the employees that they are already implementing many types of P2/WMin efforts for which they should be thanked, recognized, and encouraged to continue and to grow their efforts. Nominations were sought in all categories and six were received in 2007. In 2008 15 nominations were received.

Why the Best Practice was used:

The P2/WMin awards program was established to reinvigorate the program and to encourage people to step up and take credit for the things they were already doing. Due to refocused objectives and very limited funding, the program had not received much attention or interest other than as a strict minimum requirement to comply approach.

What are the benefits of the Best Practice:

People are more aware of the program; they are starting to see things through a P2/WMin lens. The number of award nominations from 2007 to 2008 has more than doubled. The BJC P2/WMin awards are also used to identify projects that will be nominated for DOE HQ awards. Several of the 2007 awards went on to win HQ “Best in Class” awards.

What problems/issues were associated with the Best Practice:

The 2007 program was instituted late in the year and there was a “rush” to get the word out and get nominations in. People did not really understand P2/WMin at the time. The 2007 program did not benefit from awareness briefings that were initiated in 2008. The 2008 briefings gave small groups of employees (either with programs, projects of functions) an opportunity to learn more and to ask questions about P2/WMin in informal settings.

How the success of the Best Practice was measured:

Six nominations were received in 2007, fifteen were received in 2008. The 2007 awards were given to every entrant because we wanted to encourage and reward all efforts. There will be fewer than 15 awards in 2008; the overall pool is already much more competitive and stronger.

Description of process experience using the Best Practice:

The experience is explained above. The role that the practice plays is that it reinforces the relationship between P2/WMin, EMS and ISMS and that P2/WMin, like safety, has to be a part of the corporate culture. By giving people an opportunity to champion their ideas and be recognized for them within the company, BJC has created an investment in future P2/WMin successes.