



QBE

Forum
for risk managers

Charity incentive scheme



Charity Incentive Scheme

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Incentive schemes – the debate

PRO'S

Dramatically improve accident figures

Increase worker participation
in safety management

Increase near miss reporting

CON'S

Encourage under reporting

Allow workplace hazards
to go unchecked

Bribery & buying of safe behaviour

NWL Incentive Scheme

- Launched April 2004 as part of 5 year plan to improve H&S
- Objectives
 - Raising profile of H&S
 - Improving standard of accident / incident reporting
 - Increase near miss reporting
 - Reduce HSE reportable accidents
- Target
 - 20% year on year reduction in HSE reportable accidents

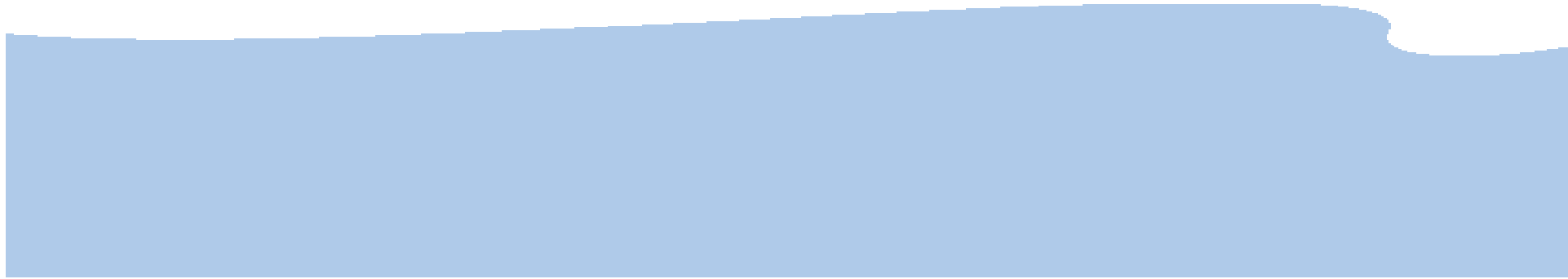
Care for Safety Challenge Charity Incentive Scheme

- **Maximum £100k / annum contributions**

- £6k / month x 12 £72k

- Quarterly & annual bonuses £28k


- (Payable if 20% improvement targets met)



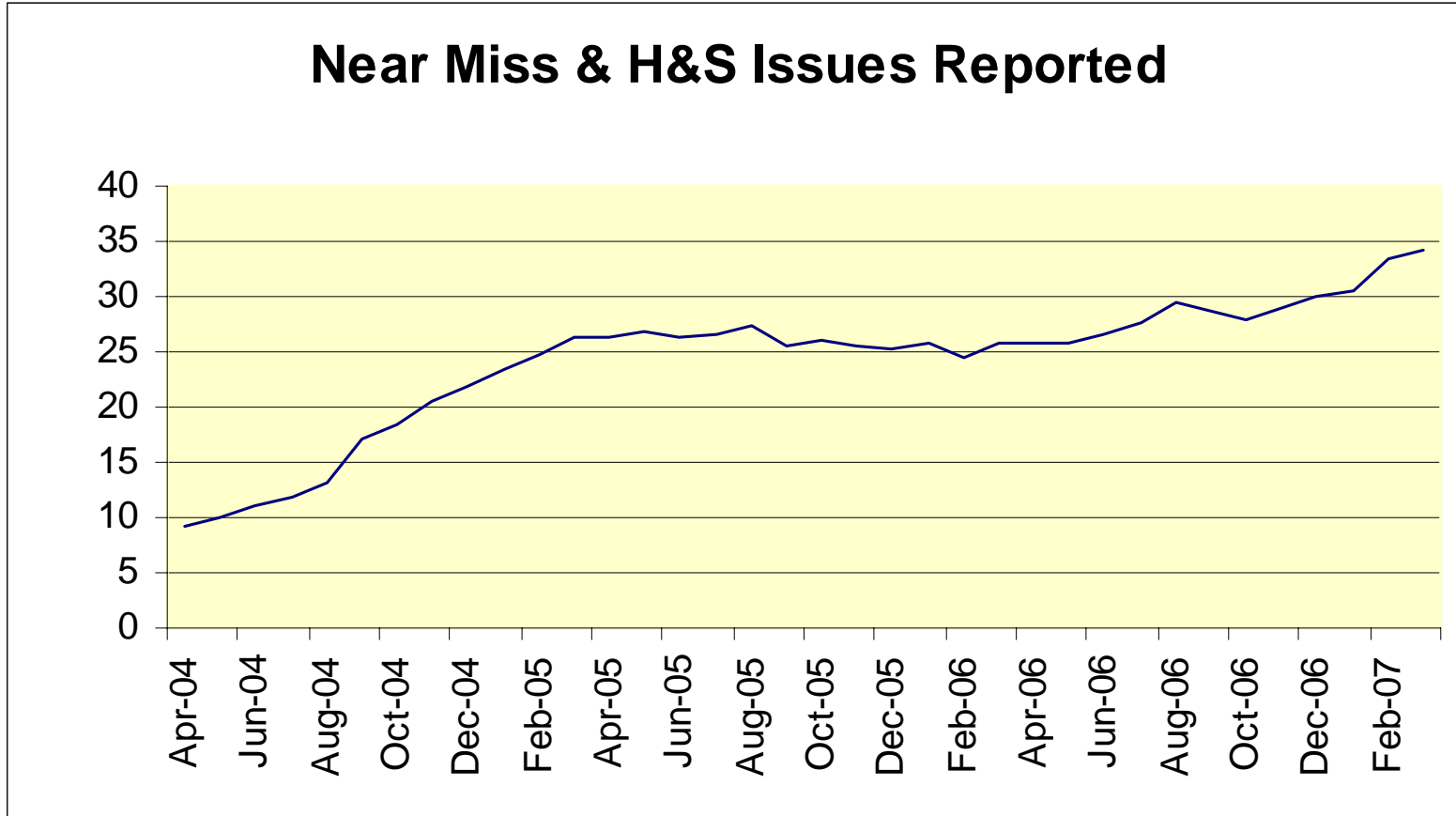
Care for Safety Challenge

- Monthly charity contribution breakdown: -
- Maximum H&S issues / near misses reported
(max £1000 / month)
- Good standard of accident / incident reports
(max £500 / month)
- Minimum number of HSE reportable accidents
(max £3,000 / month)
- Minimum number of days lost due to accidents
(max £1,500 / month)

Benefits - NWL

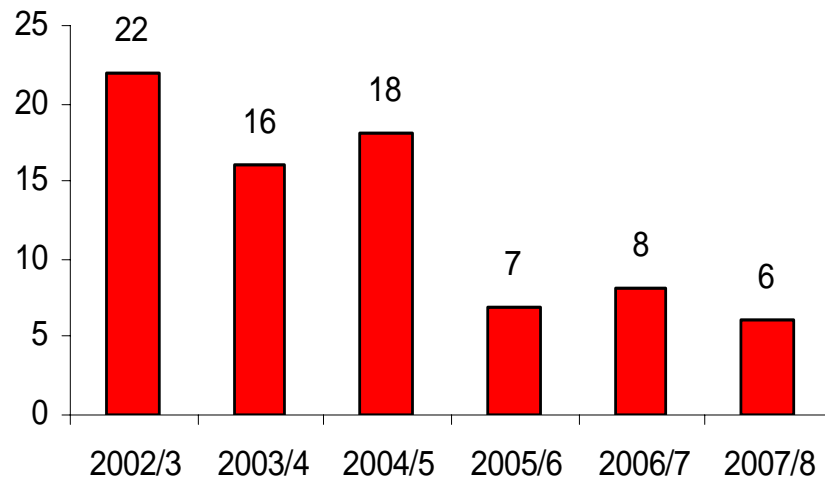
- Near miss / H&S issue reporting increased
 - Standard of accident/incident reports improved
 - H&S performance improved
 - H&S profile raised – internal & external
 - Team building
- 

Benefits - NWL

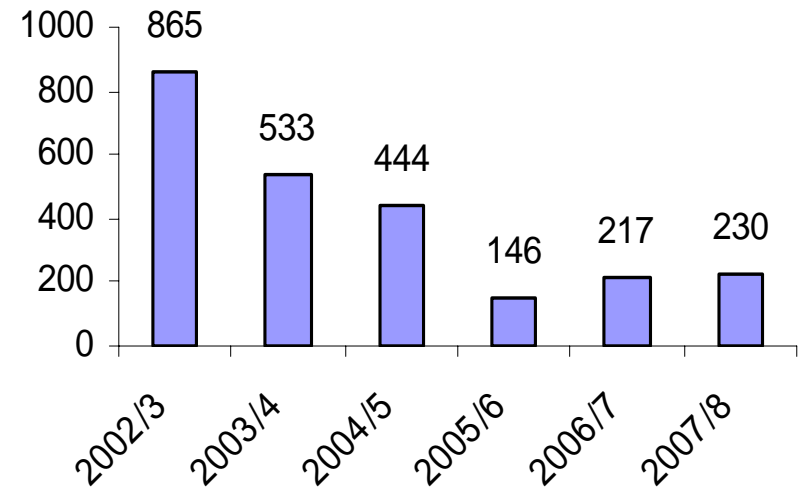


Benefits - NWL

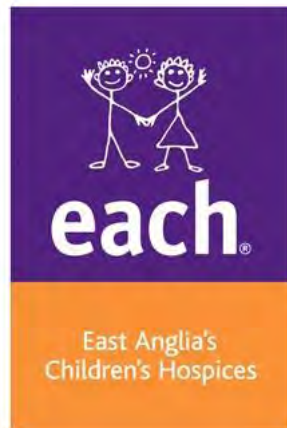
**HSE Reportable Accidents
per 1000 employees
(12 month rolling average)**



**Days Lost through Accidents
per 1000 employees
(12 month rolling average)**



Benefits - Charities



£175,350



St Teresa's Hospice – Giving to LIFE



Thank you



ESSEX & SUFFOLK
WATER