Comprehensive incentive system for the German food and horeca sector

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Interactive voting I

Which incentive system do you assume to be most effective?

a) Bonus – malus/experience voting?
b) Prevention award?
c) Funding of concrete prevention measures?
d) Financing of programmes and projects?
Existing incentive systems at BGN

- **funding programme** for all companies of all sizes
  - annually

- prevention award
  - every 2 years

- medal of honour
  - any time as appropriate

- bonus-malus-system
  - annually
Experience with the funding programme in the meat industry

Achievements after 10 years

- skin protection
- traffic safety
- protection against falls and slips
- protection against cutting risks
- training more than legally required
- protection at VDU work
- ergonomics
- protection against cold
- safety of machines

degree of target fulfilment in %

2011
2002
Which topic would you focus on with an incentive system?

a) Occupational Safety and Health management?
b) Training on OSH topics?
c) Concrete measures to improve health and ergonomics?
d) Concrete measures to improve safety?
Pillars of the comprehensive incentive system

- accessible for all companies of the German food and Horeca sector
- implementation of concrete prevention measures
- six different questionnaires
- five topic categories
- ≥ 80% of points
Examples of concrete prevention measures

- Audited OSH management system
- Successful participation in online seminar on noise reduction
- Training in traffic safety
- Physical training/back exercises
- Purchasing of machines that have been tested
- Participation in prevention award
The owner of a small company (up to 10 employees) could be motivated by a financial incentive of

a) € 50 €
b) € 100 €
c) € 250 €
d) € 1.000 €
How to get the financial incentive

- Whole year 2014:
  - planning and implementation of measures

- As of October 2014:
  - requesting the sector specific questionnaire

- 01.01. – 31.03.2015:
  - Submission of filled in questionnaires
    - in paper form
    - via extranet
  - if successful → money transfer on account

- As of May 2015: