

**APPENDIX B**  
**CFO/061/12 IRMP SCRUTINY 8 MAY**

**OPTION 2:**

Would see Members supporting the following revised Scheme:

1. The Service cut all the main Incentive Award monetary prizes by 50%, and that the Attendance Incentive Scheme is reviewed again in twelve months.
2. The main Car prize is replaced with Holiday Vouchers redeemable at Co-operative Travel totalling £2,500. This change would be effective for the Attendance Incentive Prize Evening 2012. The Co-operative has been chosen as the partner for this Incentive Award Prize due to their ethical investment position and history. The eligibility for entry into this prize draw would remain at 12 months.
3. The runners up in the main prize draw at the Attendance Incentive Prize Evening would see the consolation £200 reduced to nil.
4. The £1,000 Monthly Prize will be reduced to £250, with the options for cash, John Lewis Partnership or Co-operative Vouchers for employees to choose their preferred option. This reduction will also reduce the tax liability on the Service for those staff who opt for Vouchers. The eligibility for entry into this prize draw should be extended from 3 months to a rolling 12 months.
5. Approve formally the provision for the purchase of a gift for those staff who achieve in excess of 15 years without sickness to be awarded at the Attendance Incentive Prize Draw Evening. These prizes gifts would to the value of between £200 - £250 purchased from Jeeves the Jewellers, from whom the Service receive 10% discount. This prize is slightly increased in value to recognise the achievement of a significant number of years without sickness.
6. Consider the long term incentives within the existing Scheme, those staff without sickness for 12 months are eligible for a days leave and £50, and approve that the Service pay out to all employees the £50 they have accrued to date. This would result in the majority of employees seeing a payment of up to £300 in their wages. Following this we would then seek to cease the accrual of the £50 each year.
7. That the Service bank the accrued entitlement to a days annual leave per year granting the accrued days to employees on their leaving the Service and from the existing financial year ceasing further accruals.

- 8 Introducing an incentive that utilises the money set aside for the long term incentive of £50 each year, circa £40,000 and divide this equally between all staff who are entered in to the main prize draw for the holiday vouchers. This sum would be paid out each year to employees and would therefore not accrue a future liability for the Service.
- 9 The benefits of the revised Attendance Incentive Scheme would be:
  - 9.1 The proposed revised Scheme would re-invigorate the Incentive Scheme with the potential for staff to win Coop Travel Vouchers offering the opportunity of a positive break from work rather than taking a period of sickness absence.
  - 9.2 The new Scheme is an affordable alternative in these more stringent financial times.
  - 9.3 The alternative Scheme will save £20,000 from the Occupational Health Revenue Budget
  - 9.4 This proposal does not include any long term incentives and therefore the Service is not accruing a future liability, and saving the set aside of £120,000 for the annual leave day each year.
10. The potential problems that there may be with this option are:
  - 10.1 The Scheme will still cost the Authority - including Occupational Health Budget - £16,000 and the £40,000 for the replacement option for the £50 that is currently drawn from reserves.
  - 10.2 The potential is for any Incentive Scheme to have a more limited impact as the Service has become blasé with the concept and even this new alternative Scheme may have a limited impact.