

ACC's suggested future incentives				
Product A (ACC's description)	Comment	Product B (ACC's description)	Comment	Service Options – both products. (ACC's description)
<p>Product A will be the default option for most businesses, regardless of their size and H&S maturity. It is also likely to be the best option for previous or existing Workplace Safety Discount and Workplace Safety Management Practices members.</p> <p>This product offers a range of options that will influence the levy you pay.</p> <p>Key Product A features we're exploring include:</p> <ul style="list-style-type: none"> • continuation of the base levy (if your business prefers limited engagement and is happy to be levied based on the average performance levels for your industry) 	<p>Default means this is what you would get? Is there a "do nothing" option? (Status quo).</p> <p>Can opt for this. It may be the "do nothing" option.</p>	<p>Product B is for businesses who:</p> <ul style="list-style-type: none"> • can demonstrate strong, existing H&S performance and • are willing and able to manage rehabilitation and claims management for all their staff themselves, on behalf of ACC. <p>We anticipate these businesses will be large in size with strong H&S practices.</p> <p>Key Product B features we're exploring include:</p> <ul style="list-style-type: none"> • clear entry criteria required to confirm strong H&S performance 	<p>Will this will replace the Accredited Employer Programme?</p> <p>As above</p>	<p>All businesses would have access to a dedicated customer portal containing tailored information, advice and service options. These might include:</p> <p>Performance dashboard A place to view your key Workplace H&S information and keep it up to date, including:</p> <ul style="list-style-type: none"> • goals and targets • key performance activity • information to be shared with ACC.

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<ul style="list-style-type: none"> • the ability to tailor a portion of your levy, based on your business's individual performance (if your business is prepared to share your H&S performance) and have the opportunity to lower your levy based on strong H&S performance. • performance indicators that will allow us to evaluate your individual business's performance. We'll continue to look at your actual claims and cost of claims. But we'll also look to include indicators that recognise the other positive things your business is doing to keep your staff healthy and safe. These might include: <ul style="list-style-type: none"> ○ planned/committed training ○ worker engagement surveys 	<p>What if your performance gets worse? As in a "bad year".</p> <p>Tangibles such as claims and costs would be measured, but also intangibles such as initiatives and systems. "Evaluation" implies some sort of audit or assessment. Who by? Would ACC "own" the measurement of performance indicators <i>and</i> be the compensation provider?</p>	<ul style="list-style-type: none"> • ability to 'self-manage' injury rehabilitation and claims management, but subject to demonstrating strong H&S performance and service outcomes that will include satisfaction of injured employees • completion of a performance assessment to identify any areas requiring targeted injury prevention action and a plan to address these areas • access to a range of performance monitoring tools • access to services, information and advice to help improve H&S performance, via a dedicated customer portal (see service options below) 	<p>Currently, only for Accredited Employer Programme. Who decides if injured employees are satisfied, and to what degree?</p> <p>Some sort of audit? Could that also be a self-assessment?</p> <p>See Industry Performance Tracker at right</p> <p>Possibly online data processing tools. See Performance Dashboard at right and Real Time Alerts/Injury Log Tool</p> <p>See Knowledge Bank and Relationship Management Service at right</p>	<p>Knowledge bank 'One stop shop' access to information on H&S best practice:</p> <ul style="list-style-type: none"> • NZ business case studies • Access to information and advice from agencies. <p>Levy projection calculator Enables your business to calculate the likely future levy impact, based on different actions.</p> <p>Industry performance tracker View the performance of your business against that of your industry.</p> <p>Real time alerts Keep up to date in (near) real time with key rehabilitation and claims management information, eg injury claims, cost information, medical certificate expiry dates, medical specialist appointments.</p>

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<ul style="list-style-type: none"> ○ best practice information shared with other workplaces ○ return to work programmes ○ injury prevention programmes ○ early claims reporting. <ul style="list-style-type: none"> ● access to services, information and advice to help improve your H&S performance, via a dedicated customer portal (see service options below) ● an opportunity to identify and ‘ring fence’ low injury risk areas of a business’s operations in order to shape the final levy calculation ● an opportunity to earn ACC reward points for your positive performance outcomes, which could be used, for example, to: <ul style="list-style-type: none"> ○ access business mentoring and return to work services 	<p>Does this include consultancy services and/or specific answers to specific issues?</p> <p>This may mean an employer can pay less for lower risk areas, maybe higher for riskier areas?</p> <p>This appears to be a different take on levy discounts. The interesting one for accountants and senior people is the idea of offsetting a levy payment. (Below)</p>	<ul style="list-style-type: none"> ● policy renewal periods based on performance ● an opportunity to earn ACC reward points which could be redeemed to access additional services ● certification of businesses and third-party agencies (TPAs) accepted to use this product ● the opportunity to monitor and benchmark your H&S performance against other businesses and communicate the results with your: <ul style="list-style-type: none"> ○ employees ○ supply partners and contractors ○ customers ● an opportunity to help lead and influence H&S best practice. 	<p>Longer terms for improvements? Shorter terms for poor performances?</p> <p>Product A appears to have more choices to spend reward points on, including offsetting levy payments.</p> <p>Appears to be saying that types of accreditation may be accepted for product entry criteria</p> <p>Industry Performance Tracker at right</p> <p>Sharing of information and initiatives</p>	<p>Relationship management service Ability to access different levels of a relationship management service, including:</p> <ul style="list-style-type: none"> ● expert advice and answers to your questions ● online booking format for appointments (face to face or call-backs). <p>Injury log tool</p> <ul style="list-style-type: none"> ● View information about existing injuries. ● Share that information with ACC. ● Contribute to return to work (RTW) planning. ● Quantify optimum vs actual RTW. <p>Advocacy service (Product B only) Ensure your employees are receiving the necessary support around their rights with respect to injury prevention, rehabilitation and claims management</p>

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<ul style="list-style-type: none"> ○ access future targeted incentive products (eg help with accessing selected H&S improvement solutions, such as training or equipment) ○ offset a levy payment. ● ability to monitor and benchmark your H&S performance against other businesses and communicate the results with your: <ul style="list-style-type: none"> ○ employees ○ supply partners and contractors ○ customers. 	<p>Will appeal to employers who like bench-marking. Visibility of other businesses' performance may more readily lead to discontent, due to knowing you "subsidise" others with poorer performance. Currently, you don't really know.</p>			