



GEMS

The Defence Ideas Scheme

*GEMS AWARENESS PRESENTATION -
May 2009*

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Why Have An Ideas Scheme ?

- **Workforce is key to product improvement - unique position to spot opportunities.**
- **Often best placed to find solution.**
- **In return, employer needs to demonstrate recognition (reward).**

Direction from Government

- **Modernising Government White Paper (Cm 4310):**

“The Government will foster innovation and continuous improvement of services in the public sector by rewarding staff who suggest ideas that lead to savings or better services”.

- **Paper singles out GEMS as example to other departments**

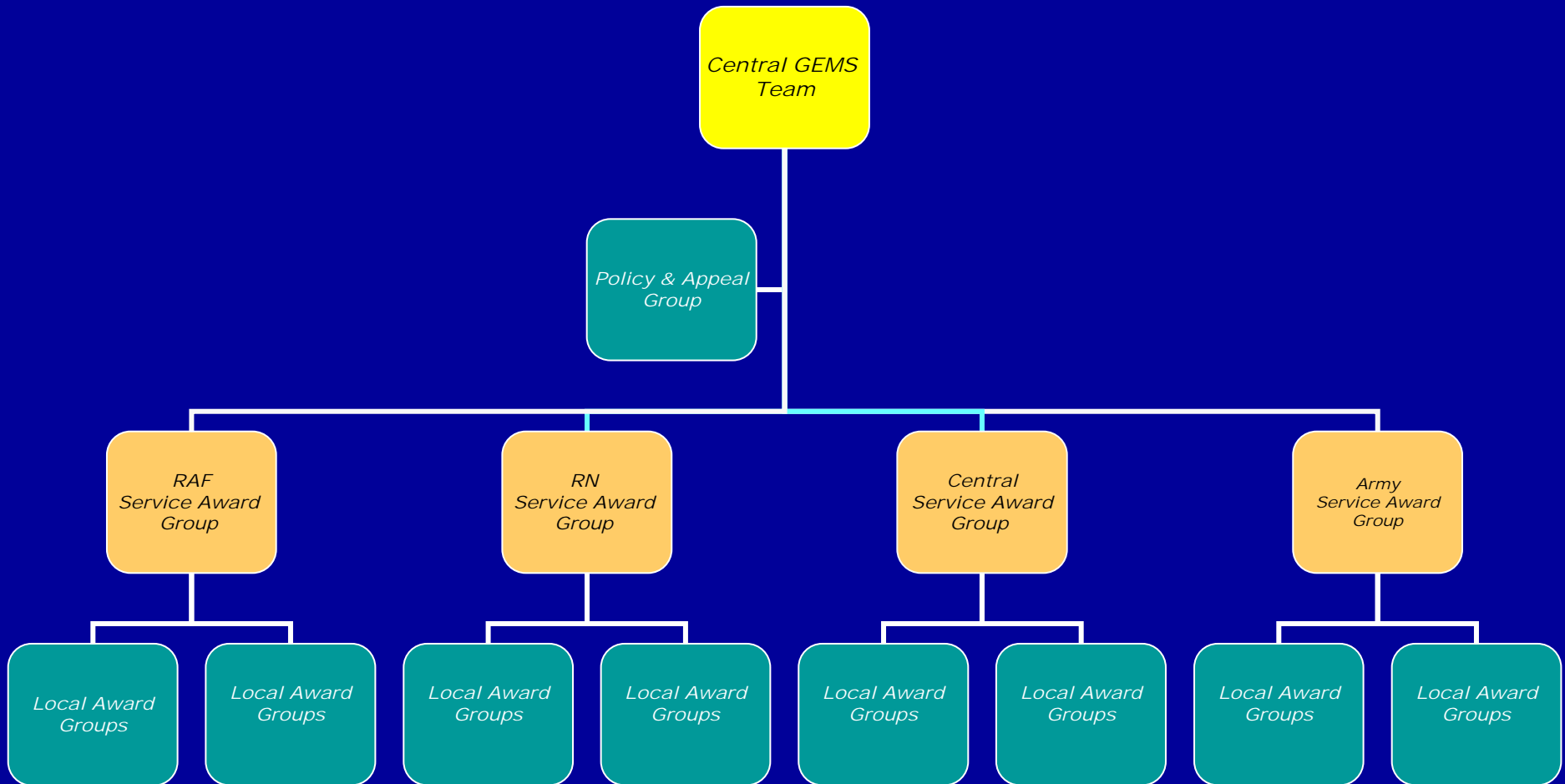
Key Elements of 'GEMS' Scheme

- **Defence-wide.**
- **Local focus - decisions devolved to over 200 'local award groups'.**
- **Centrally funded, but savings stay locally.**
- **Cash awards based on corporate benefit.
(derived from savings or points score)**

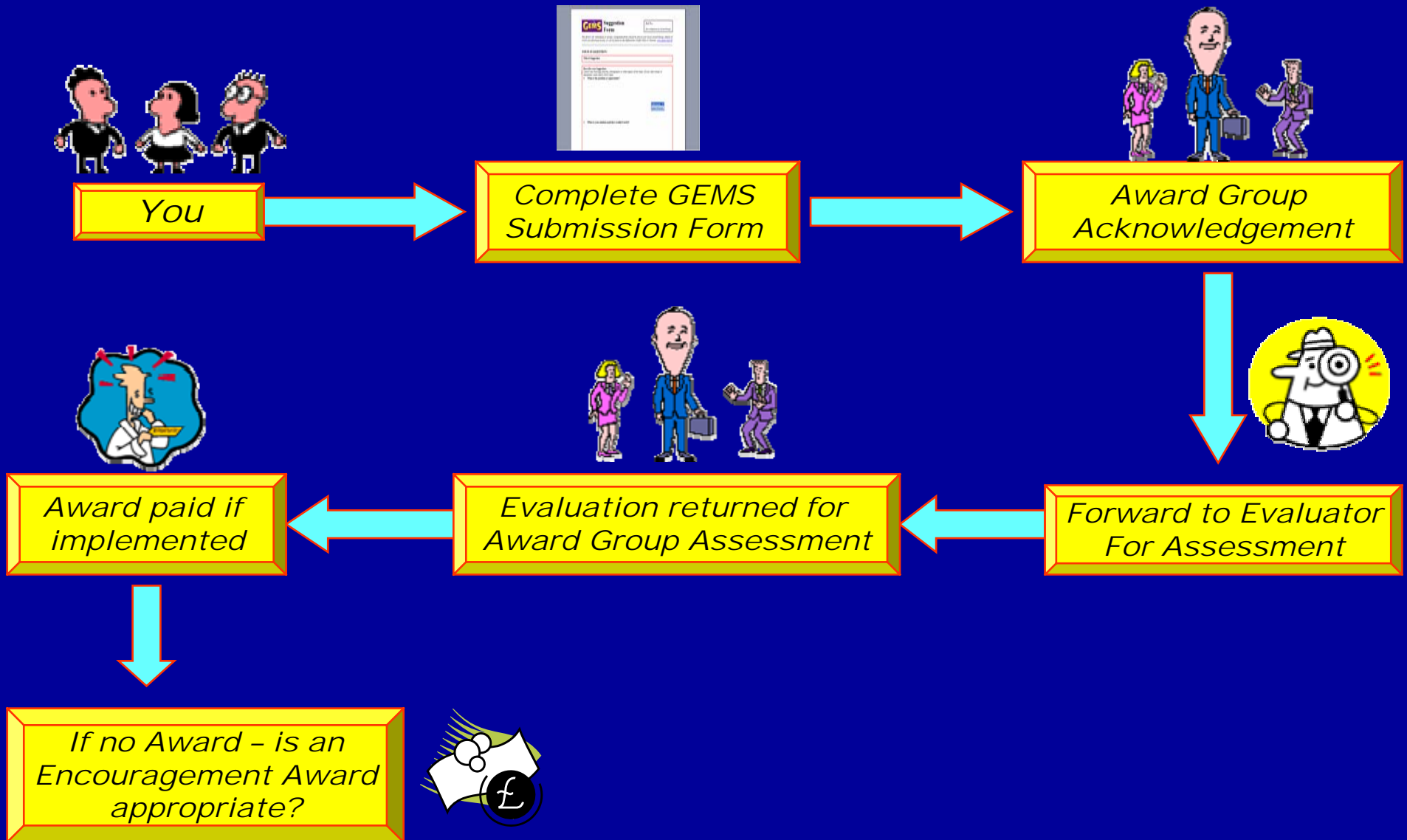
Eligibility

- **For everyone.**
 - *individuals and teams*
- **Any innovative idea that improves the organisation, management and delivery of services by the Ministry of Defence and Armed Forces.**

GEMS Awards Group Hierarchy



How the scheme works



So how are we doing?

GEMS statistics for FY 2007/2008:

- **Number of suggestions: 2,741**
- **Number of awards: 407**
- **Amount awarded: £291,325**
- **Amount saved: £16,367,419**

GEMS Statistics for FY 2008/2009:

- **Number of suggestions: xxx**
- **Number of Awards: xxx**
- **Amount Awarded: £**
- **Amount Saved: £xx,xxx,xxx**
- **Since the scheme was introduced in 1996 an average of £10,000,000 savings per year have been attributed to implemented GEMS Suggestions.**

Comparisons with other UK Schemes

- **Among the largest of any UK organisation.**
- **Award levels are currently the most generous of any UK based scheme (public and private industry).**
- **Quality of ideas & award rate is high.**
- **Participation rate is low (1%).**
- **Evaluation time is slow (up to 2 years)**

Gems Annual Awards - 2008



National Recognition – Enhanced Vehicle Protection System



ideasUK
Idea of the Year 2008

GEMS Scheme – Today & Tomorrow

- **Recent Reviews**
 - **Business Process Review**
 - **Award Group Review**
 - **Financial Audit**
- **GEMS Conference**
- **Changes to the Scheme**
 - **Phase 1**
 - **New Suggestion Form**
 - **Refreshed Instructions & Policy**
 - **Improved Information Management**
 - **Phase 2**
 - **Revised Award Group Structure**
 - **Formalised Award Groups**



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Any Questions?