

BEYOND REIMBURSEMENT

Spotlighting the Superiority of a
Managed Safety Footwear Program



RED WING
FOR BUSINESS



IS “THE WAY IT’S ALWAYS BEEN DONE” STILL WORKING FOR YOU?

Equipping your workers with high-quality, compliant safety footwear is crucial for ensuring their protection, comfort, satisfaction, and well-being.

To ensure that workers purchase and wear the proper safety footwear for the job, most companies offer a program to assist workers in their footwear purchase. This benefits companies as it eliminates the need to allocate space and time for inventory management of footwear. Moreover, it helps companies to establish a fixed budget for footwear reimbursement, thereby effectively managing their operating expenses. Depending on the safety footwear program offered, there can be additional benefits for both the company and its employees.

Typically, there are two main approaches to providing this assistance: Reimbursement or Managed Safety Footwear programs. While reimbursement is the more common option, is it truly the optimal solution? This guide highlights the differences and explains why a managed safety footwear program may be a smarter choice for you and your employees.

REIMBURSEMENT

VS

MANAGED

A REIMBURSEMENT PROGRAM

In a reimbursement program, employees are responsible for purchasing their own footwear that meets the safety standards set by the company. After purchasing the footwear, employees can submit their receipts for reimbursement. The company then reimburses the employee for the cost of their footwear, up to a predetermined dollar amount.

ADVANTAGES

+ Purchase Options

Employees have autonomy to purchase safety footwear from any preferred retailer or supplier they choose.

DISADVANTAGES

– No Negotiated Discounts

Employees will pay the full cost of footwear at retail.

– Lack of Standardization

When employees individually purchase safety footwear, it introduces the risk of inconsistent product quality and compliance with safety regulations, posing challenges for the company in maintaining consistent protection and ensuring adherence with safety standards.

– Administrative Hassle

The review, verification and processing of receipts for reimbursement payments can consume substantial time and resources, particularly when dealing with a large number of employees.

– Potential Financial Burden for Employees

Reimbursement programs can create a financial strain for employees who are required to bear the out-of-pocket cost of footwear before being reimbursed by the company.

– Potential Disputes

The potential for human error in reimbursement amounts can lead to disputes between the company and employees, which could result in negative working relationships.

– Risk of Fraud

Without comprehensive company oversight, there is a possibility for an employee to purchase footwear, obtain reimbursement, and subsequently return the boots to the retail store, thereby keeping the refund while continuing to wear their old worn-out footwear.



A MANAGED PROGRAM

Through the implementation of a managed safety footwear program, the company takes proactive measures to ensure the provision and management of safety footwear for its employees. By collaborating with a reliable safety footwear provider, the company carefully selects a diverse variety of work shoe options that adhere to their safety standards and cater to specific job requirements.

Additionally, a managed program should also incorporate the use of digital administrative tools to streamline company operations, enhancing employee retention, company efficiency, and overall effectiveness in managing the safety footwear program.

ADVANTAGES

+ **Negotiated Discounts**

Managed programs can leverage efficiencies to secure employee discounts or company rebates with leading footwear brands, resulting in cost savings for both the company and employees.

+ **Standardization**

Employees can purchase safety footwear from a carefully chosen, company-approved selection. The company can have confidence that employees are equipped with footwear that precisely meets the demands of the job, ensuring proper outfitting, analytics, reporting, and adherence to necessary safety requirements.

+ **Streamlined Administration**

A managed program eliminates the need to invest time and resources in reviewing, verifying, and processing receipts, thus offering significant efficiency gains. Additionally, it may provide streamlined tools for program administration, such as automated invoicing and other functions, saving valuable time and resources.

+ **No Compliance Risk**

Working with a knowledgeable provider, the company offers footwear that precisely meets the safety requirements of the job, thereby mitigating the risk of non-compliance and ensuring a safe working environment.

+ **No Out-of-Pocket Expense for Employees**

Employees don't have to wait days or weeks for reimbursement after purchasing footwear.

+ **No Risk of Fraud**

In a managed program, if an employee chooses to return footwear to the retailer, the refunded amount is automatically credited back to the company, ensuring that the funds can once again be used for the intended purpose.

+ **Partnership and Industry Expertise**

Companies can benefit from dedicated experts to ensure they stay updated on regulations and safety requirements, providing invaluable guidance and support in maintaining compliance.

+ **Real-time Eligibility**

In a managed program, employees are issued footwear vouchers, either in a paper or digital format, which can be redeemed for company-approved footwear. These vouchers offer the company real-time visibility by tracking their redemption location and timing. Additionally, they can be deactivated to align with employee turnover, ensuring efficient management and control of the program.

+ **Purchase Options**

The most effective managed programs provide employees with a variety of options to access company-approved footwear, including retail stores, onsite mobile stores, or online platforms available 24/7. This flexibility ensures convenient and seamless access to the footwear they need, whenever and wherever it is most convenient for them.

DISADVANTAGES

- **Limited accessibility**

One potential drawback is that there can be limitations for certain employees, particularly those in remote areas, who may encounter challenges in accessing their company-approved footwear. Despite the availability of retail stores, onsite mobile stores, and online purchasing options, there may be some employees, in very remote locations that may still find it relatively difficult to obtain their required footwear.

KNOWING THE DIFFERENCE

WHY A MANAGED PROGRAM IS A BETTER SOLUTION.

The distinction between the two approaches centers around the responsibility for selecting, procuring, and maintaining safety footwear. As a safety professional, why leave the choice of safety footwear to chance?

In a reimbursement program, employees are responsible for acquiring their own safety footwear, while in a managed program, such as Red Wing for Business, safety professionals collaborate with footwear experts to prioritize worker safety, ensure consistency and promote compliance across the organization.

	Reimbursement Program	Managed Program
Inventory Control	✓	✓
Standardization		✓
Streamlined Administration		✓
No Compliance Risk		✓
No Risk of Fraud		✓
Footwear Discounts		✓
Purchase Options	✓	✓
Additional Red Wing for Business Advantages		
Footwear Expertise		✓
Ultimate Fit Experience		✓
Lifetime Tune Up		✓
Digital Solutions		✓
Analytics Solutions		✓
Service and Support		✓

MANAGED SAFETY PROGRAM + PAYROLL DEDUCTION = MAXIMIZED SAFETY

Based on our extensive experience, Red Wing recommends offering employees the option of payroll deduction along with a set footwear allowance as part of a comprehensive managed program. This combination prioritizes worker safety by empowering employees to focus on selecting footwear that fits well, delivers optimal performance and maximizes their well-being. By alleviating the upfront financial burden at the time of purchase and enabling employees to cover the additional cost as a deduction from future paychecks, they are more likely to make choices based on their individual preferences for fit, comfort and safety.

A MANAGED SAFETY PROGRAM BUILT AROUND YOU.



At Red Wing for Business, we understand that nothing boosts the morale of hard-working employees like showcasing a commitment to investing in their safety. We are proud to offer a comprehensive managed safety program tailored around your needs. Explore everything we can provide, including:

Industry Experience and Expertise

With our extensive industry experience and expertise, we have a proven track record of delivering top-quality safety footwear specifically designed for your particular industry.

Service and Support

Experience a true partnership with Red Wing for Business. We pride ourselves on excellent customer service, reliable support, and responsive communication channels to address your needs promptly and effectively.

Wide Product Range and Quality

Choose from our extensive selection of over 350+ safety footwear options for both men and women, ensuring that you find the perfect fit and style to meet your safety requirements.

Tailored Fit

Experience our tech-driven Ultimate Fit Experience™ with 3D scanning for personalized, best-fitting safety footwear from company-approved styles.

Technology and Digital Solutions

Benefit from our cutting-edge technology solutions, such as online ordering platforms, inventory management systems, and reporting and analytics capabilities, to streamline your safety footwear program and enhance operational efficiency.

Product Longevity

Red Wing boots are tough and reliable. Our Lifetime Tune-Up Service® offers free checkups, replacement laces, and cleaning/conditioning to maintain your workers' boots at their best.

Investing in the safety of your employees demonstrates your dedication to their well-being and helps create a positive work environment. Contact us today to learn more about how Red Wing for Business can provide industry-leading solutions that prioritize safety, enhance employee morale and retention, and contribute to the success of your organization.

Red Wing for Business can help you see how easy managing and implementing a safety footwear program can be. Learn more at redwingsafety.com.

THE ONLY SAFETY PPE PROGRAM YOU NEED.

At Red Wing for Business, we are dedicated to staying informed about safety trends. As your trusted partner, we provide streamlined head-to-toe safety programs that save you time and money.

With the nation's largest distribution network, we ensure convenient access to PPE for your workers, no matter their location.



IN-STORE



ON-SITE



ONLINE

Contact our team to learn how Red Wing for Business can support your workplace safety.

redwingsafety.com



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