

### **Mrs. Pugh – MD of FEM.**

Since joining FEM in 1969, Thelma Pugh has spent the better part of 48 years promoting health and safety in the construction industry. From her humble beginnings as a Retention Fund Clerk, she worked her way up the organisation, which saw her become the CFO and later moved into her current position as MD, after the retirement of the late Cliff Saville. Thelma's personal motto is that "Nobody, in our industry, should be dying for a job".

Mrs. Pugh has initiated the introduction of a special awards evening held all over the country to acknowledge those companies who strive for zero harm. This included four different categories viz. Platinum, Gold, Silver and Bronze, which saw the recipients get up to 100% of their merit rebates back.

Mrs. Pugh is a recognised speaker in forums all over the country with the various health and safety organisations, where she voices her passion for a safer workplace, by raising awareness of health and safety as a benefit giving ROI rather than it being a cost. In addition, she consistently demonstrates the real cost of accidents, both from a moral, and financial perspective.

She has also successfully hosted a health and safety congress in 2011, for the broader industry and supporting associations health and safety conference efforts.

She has successfully used the merit rebate and loading policy to reward those in the industry, with great health and safety records and loaded those who did not comply with health and safety respectively.

In 2015, she took up the challenge of bringing down the excessive motor vehicle accidents we experience by launching the Safetember initiative. This initiative involved getting together industry leaders like MBSA, SAIOSH, SAFCEC as well as government to brainstorm and implement ideas geared to bringing down the accident fatality rate.

Her dedication to the health and safety cause, has seen a reduction in the accident frequency rate amongst policyholders and in the industry as well as improved loss ratios of FEM policyholders. She has successfully managed to grow the organisation to a healthy R7billion asset base.

Because of this significant growth and the efforts by FEM and policyholders, FEM could pay back a staggering R1 billion over the past 10 years, back to the industry in the form of merit rebates. Over and above this, FEM paid back an additional R1.035bn in 2016 as an additional rebate to policyholders with exemplary track records in Health and Safety over a 20-year period.

Mrs. Thelma Pugh was a board member of the Compensation Commission for the past 15 years.

She worked very closely with health and safety organisations, across the country in their effort to make the construction industry a safer place to work in.