

Prevention and Rehabilitation

a twin-track approach in Return to Work (RTW)

IFDM 2018, Vancouver (Canada)

German Social Statutory Insurance

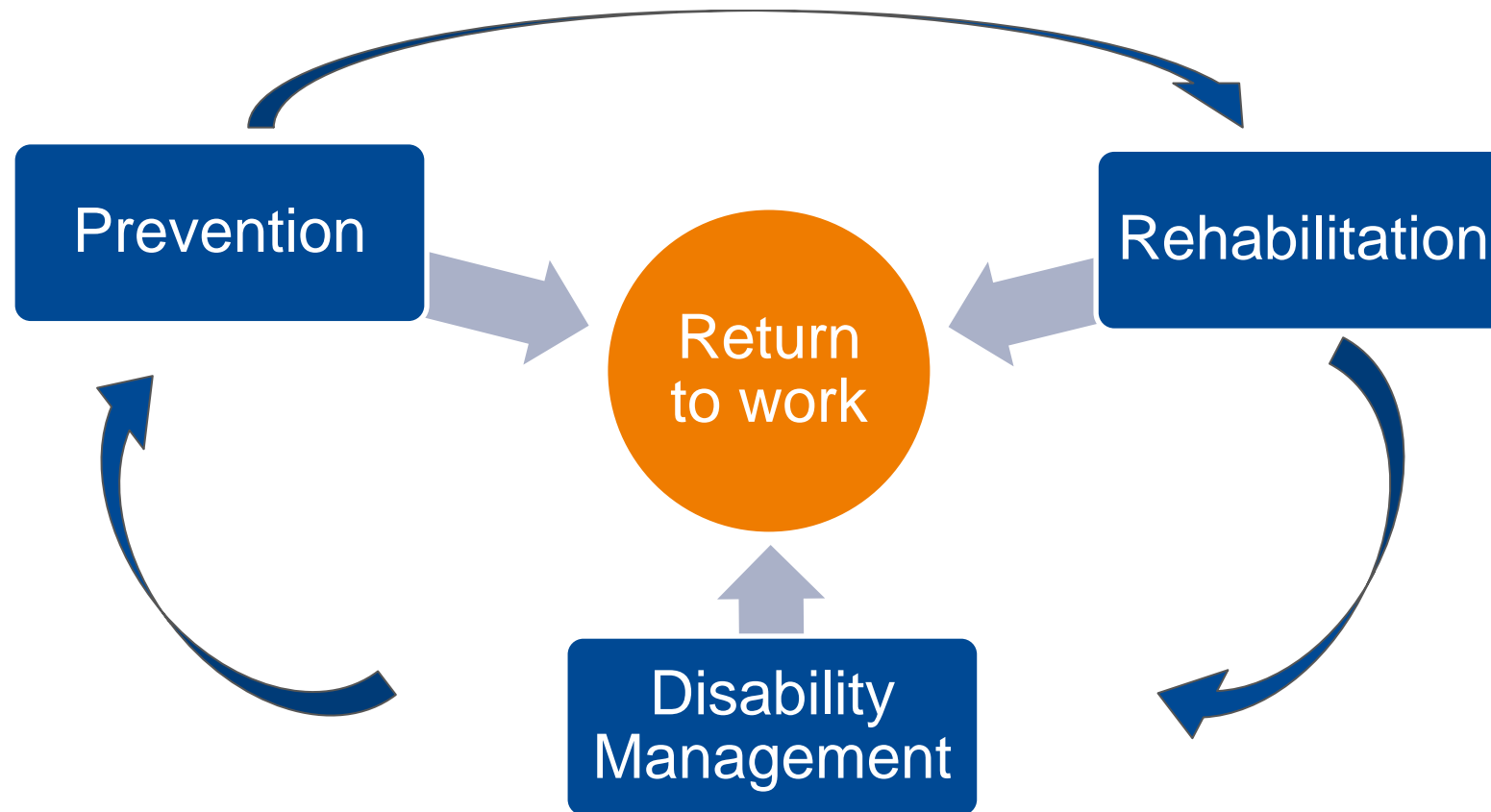
- Accident Insurance
- Health Insurance
- Long-Termin Care Insurance
- Pension Insurance
- Unemployment Insurance

www.deutsche-sozialversicherung.de
(English version)

German Social Accident Insurance

- Back to work after work accident and occupational diseases in social partnership.
- Close contact to 3,3 Mio. enterprises as their members paid by contributions of employers.
- Occupational safety and health (OSH) and benefits in rehabilitation and compensation.
- „Rehabilitation“ comprises acute treatment, medical rehabilitation and social participation.

Terms



Global Trend: Activating Social Security

1. Social Security Schemes respect the paradigm-shift from only compensating claims and paying pensions to creating structures and processes towards pro-active rehabilitation programs.
2. Return-to-work (RTW) strategies attract personal-centred management programs to the state, the enterprises, insurers and service providers by using preventive measures close to the worksite.

But: Return to Work is also a human right!



Convention of the Rights of Persons with Disability (CRPD), Art. 27 „Work and Employment“

- „(1) States parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:
- (k) Promote vocational and professional rehabilitation, job retention and **return to work** programmes for persons with disabilities.

International guidelines on RTW

- International Social Security Association (ISSA), Geneva
- Rehabilitation International (RI), New York
- International Disability Management Standard Council (IDMSC)
- (Since update 2018)

Target group

- Return to work and rehabilitation programmes are part of a pro-active approach of fundamental importance to social security institutions.
- Social security institutions are payers of health care, pensions, unemployment benefits in cases of injuries and diseases and act within a political and legal framework.
- RTW guidelines are addressed to the senior management for providing appropriate structures and processes in social security institutions.

Traditional model of segregation

- Technical Inspectors Experts for Occupational Safety and Health (OSH) in enterprises
- Disability Managers Experts for Return to Work (RTW) of employes with disabilities

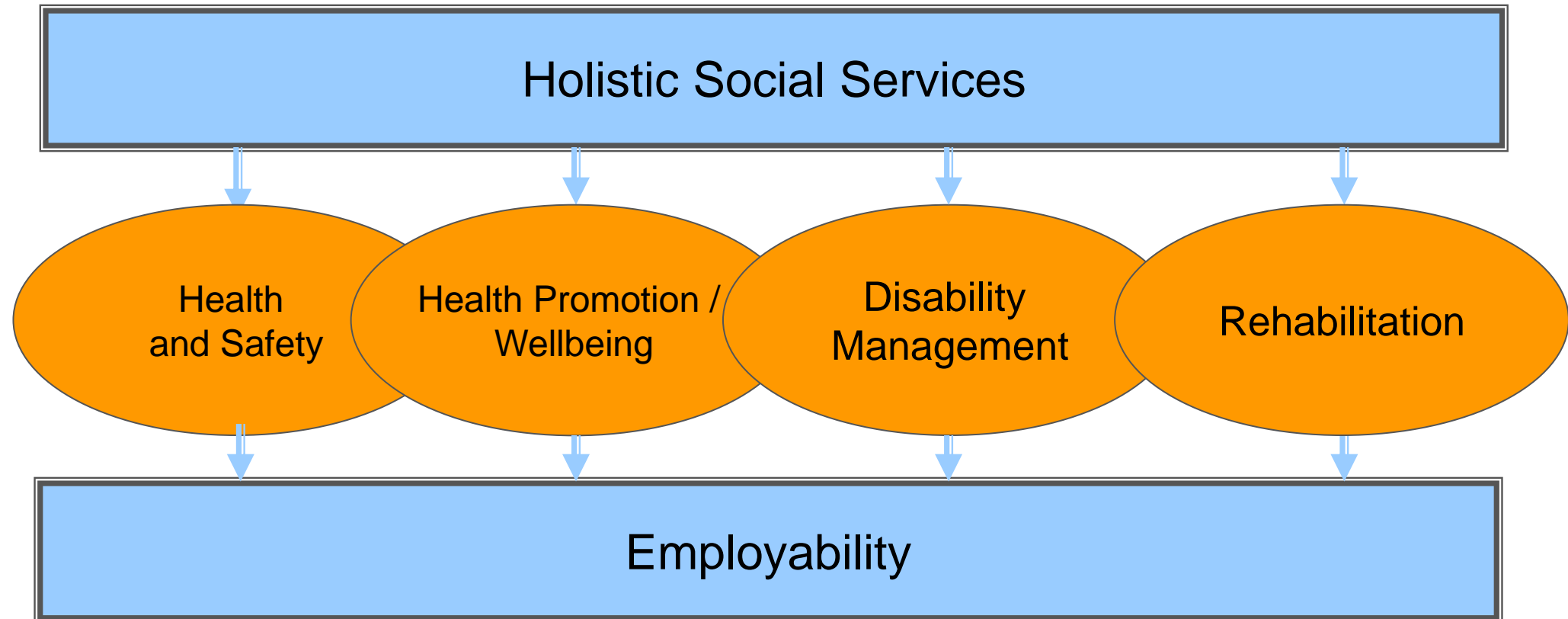


Technical Inspectors



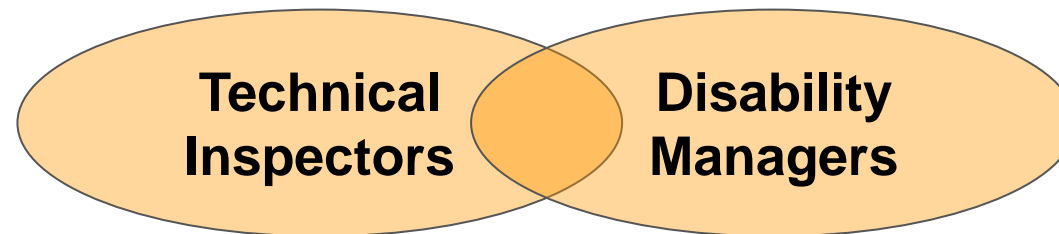
Disability Managers

Prevention and Return-to-Work: Both sides of one coin!



Advantages of a twin-track approach

- Enterprises ask for holistic services offered by social security institutions mostly offered by state-run OSH agencies and RTW activities by social security institutions.
- Social security institutions profit from experiences of both expertises, because work-accidents, chronic diseases and early retirement have been avoided.



Efficiency of collaboration from the RTW perspective

- Investments of medical and vocational rehabilitation paid for workers with injuries or chronic diseases are not sustainable, if the working-conditions have not been changed. After a while the rehabilitation process must be restarted again.
- RTW Specialists must use risk-assessments of work-places designed and offered by OSH experts in order to reintegrate an employee with disabilities in the working life properly. These assessments also include medical check-ups provided by company-doctors.

Efficiency of collaboration from the OSH perspective

- Learning from RTW experts based on single cases how the accidents occurred and chronic diseases caused in order to start OSH programs for preventing sorrow and costs in comparable cases.
- OSH experts get access to enterprises with preventive needs opened by a RTW experts and based on the interest of companies to be supplied by a „one-stop-shop“ service in prevention and rehabilitation focussing on the employability of their staff.

Facilitating methods

- Co-operation between ministries within a government for initiating collaboration between OSH and RTW experts
- Federal umbrella organisation for the coordination of OSH and RTW activities focusses on interests of enterprises
- Mutual Conferences for making the awareness-raising of collaboration between IFDM 20p18 OSH and RTW easier
- Paying for vice-versa reports among OSH and RTW experts as part of an information system
- Financial Incentives for private service providers if they offer a holistic services of OSH and RTW to the SME
- Legal liabilities for the employers to manage OSH and RTW with appropriate consequences

Disability Management approach in Germany

Legal obligation since 2004

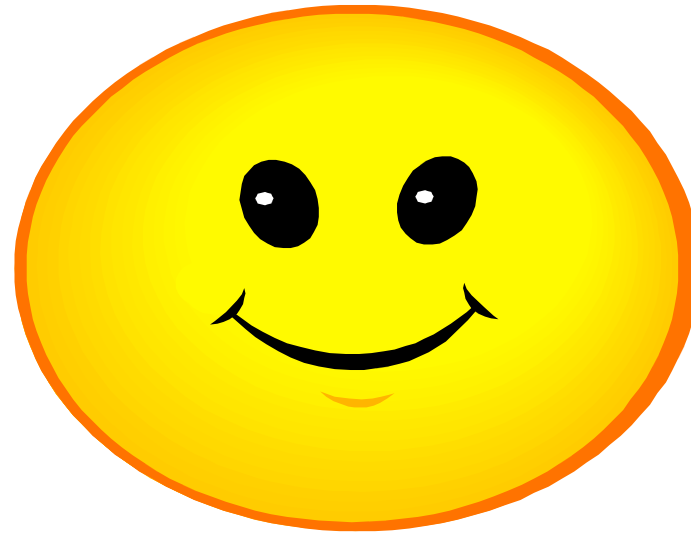
- Employers have to offer DM
- employee is ill more than six weeks per year
- frequently or in time intervals of absence from work

Federal Labor Court decision 2007:

- if employers do not provide evidence that they have offered a disability management program they may not dismiss the employee because of illness

Useful links

- www.dguv.de
- www.issa.int
- www.riglobal.org
- www.riworldcongress2020.com
- www.issa.int



Thank you for your attention!

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