



DGUV

Deutsche Gesetzliche Unfallversicherung
Spitzenverband

Return to Work

- Central Aim of Rehabilitation -

Kassel, March 9, 2017

Dr. jur. Friedrich Mehrhoff | German Social Accident Insurance (DGUV), Berlin

Global Facts „Right to Work“

Around one billion persons with disabilities (pwd) exist worldwide, 20% of the population in each country.

80% of disabilities are not inborn, but developed during life time, mostly during the working age.

Most of them become unemployed and dependent on long-term benefits of social security.

Finding the way back to the working life after injuries or diseases – 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 November 2013)

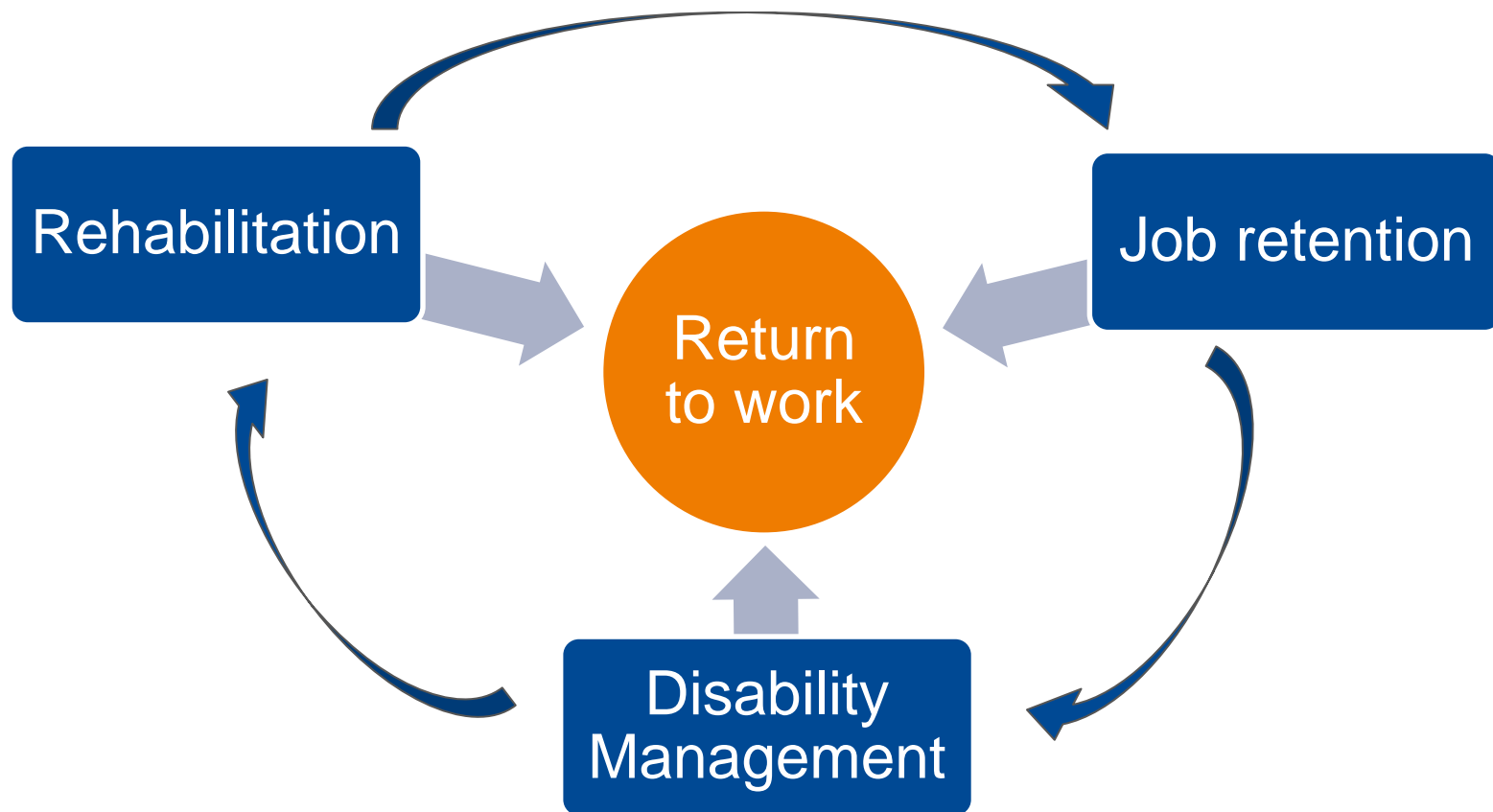
Art. 26, 1 a UN-CRPD **“Habilitation and Rehabilitation“**

“Services and programs begin at the earliest stage and are based on the multidisciplinary assessment of individual needs and strengths ...”

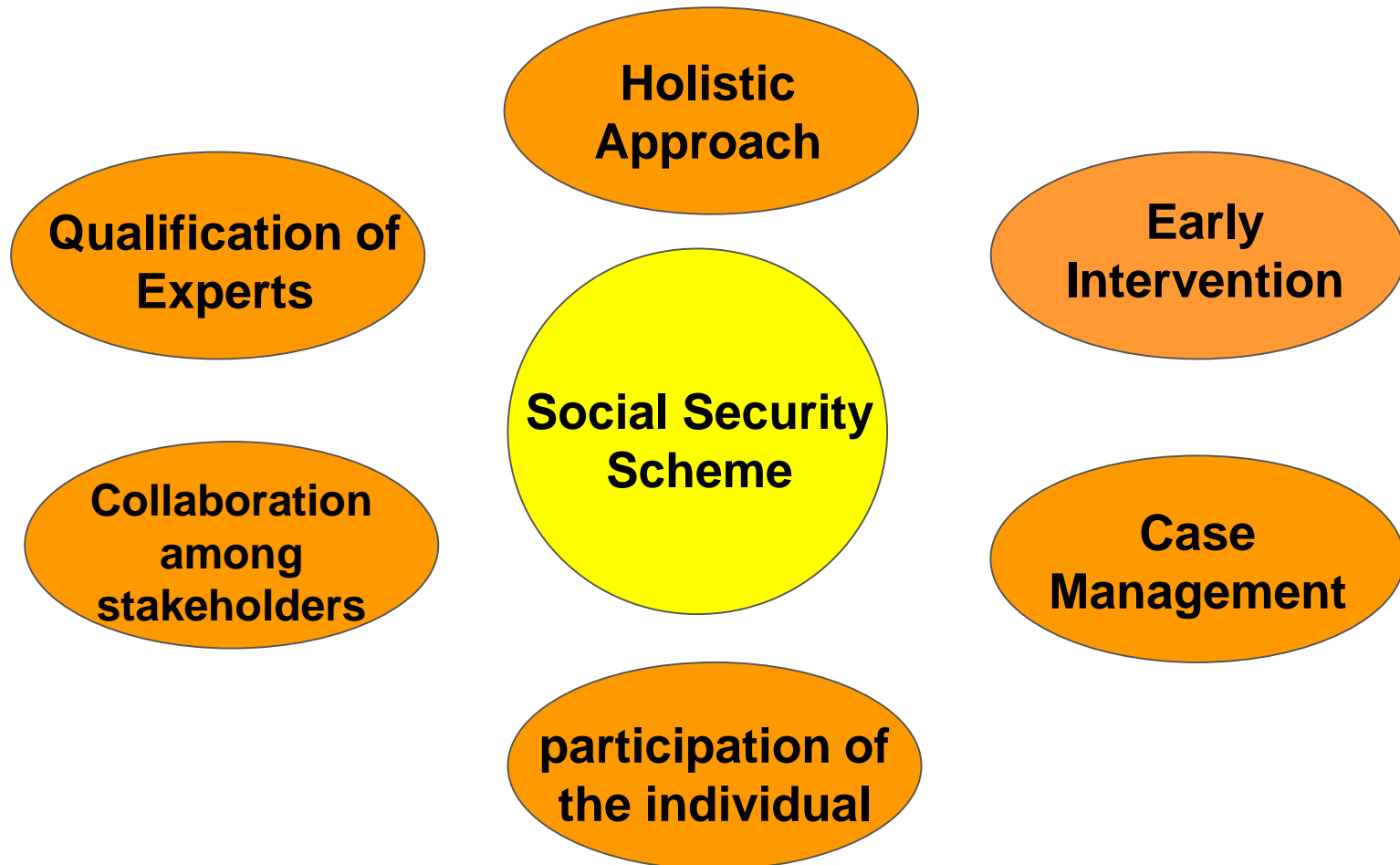
Return to Work – a business case

- The state increases the prosperity of the society that corresponds to its workforce and its working longer and harder (demographic factor).
- Employers need their skilled workers fit for work on a long-term base and want to strengthen their employability.
- Healthcare providers are paid for supporting their clients on their way back to work. This one of main reasons of financing health care professionals!
- Social security institutions, which pay for medical services and for professional and social participation must change the role from a payer to a player: Activating social security!

Terms



Success factors in RTW



International guidelines on RTW

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

(Since November 2013)

Three-step-model

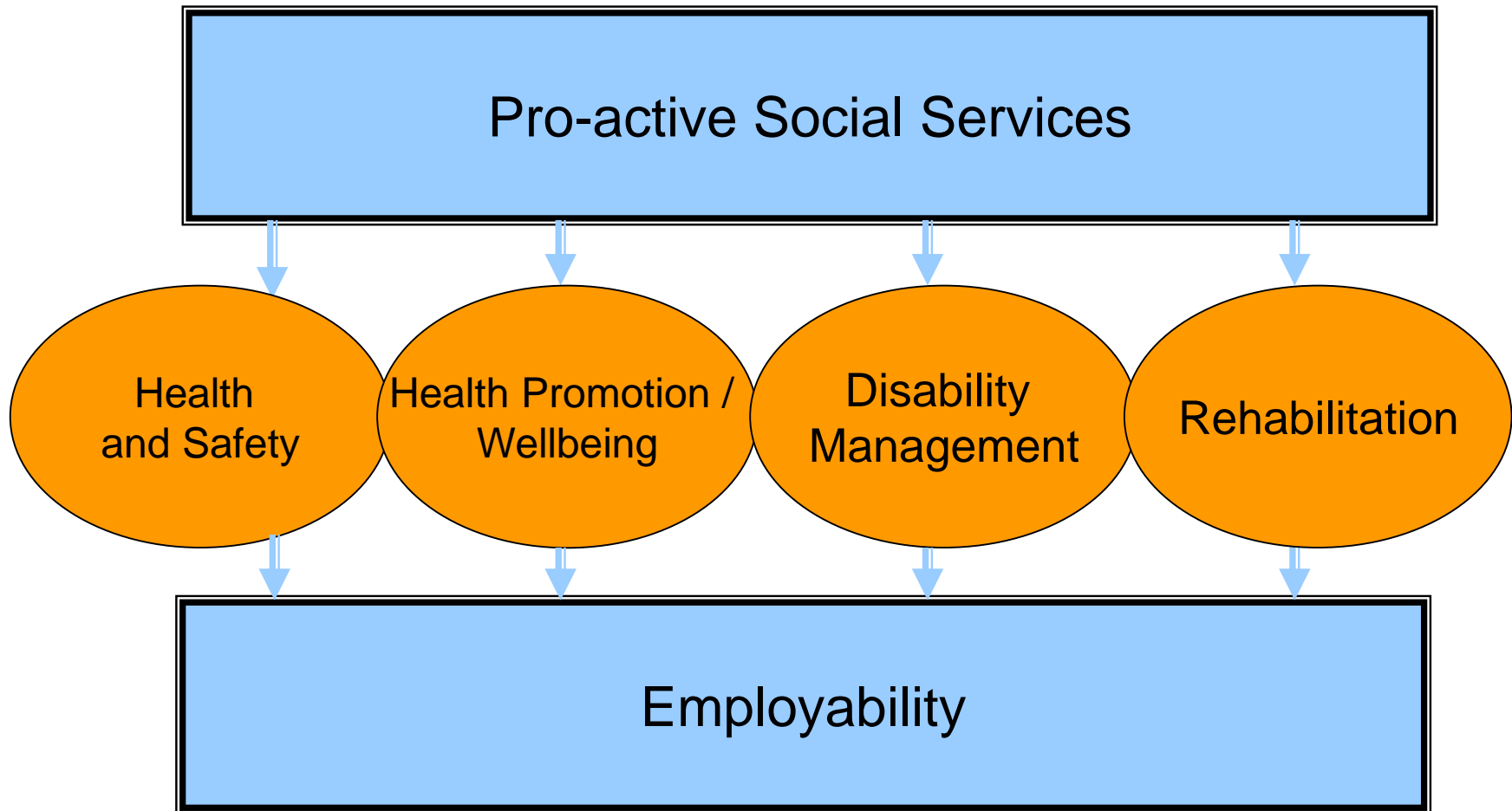
1. Reintegrate employees into the familiar working-place
 2. Maintain the relationship to their employers
 3. Invest in finding and training for new working-areas
- Prevention!

Key elements of success

Holistic Approach

- Bio-psycho-social model (ICF) of the WHO as a tool
- Prevention and rehabilitation
- Liability of the employers

Prevention and Return-to-Work



Preventing employability – German approach

Legal obligation since 2004 – Disability Management (DM)

- Employers have to offer DM procedure if
 - employee is ill more than six weeks per year and
 - 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

Identify complex cases that need additional management



Key elements of success

Case Management

- Paradigm-shift from compensation to an activating management and cooperation between physicians and case-managers.
- 5% of cases need rehabilitation management. These complex cases cause insurers 80% of their costs.
- ICF-oriented indicators of an efficient rehabilitation management close to the needs of pwd.

Key elements of success

Participation of the Individual

- UN-Convention (CRPD) demands to focus on abilities instead of deficits.
- Action plans for implementing participation, inclusion, diversity and individualism.
- New approach: Pwd as peers. Persons with amputations assist other amputees.

Need of coordination



Key elements of success

Collaboration among stakeholders

- Social security institutions must coordinate RTW activities in early detection and case-management.
- Federal approaches by creating an umbrella association of rehabilitation in each country.
- Needs of smaller enterprises give the floor for *Regional Centers together with general practitioners (GP)*.

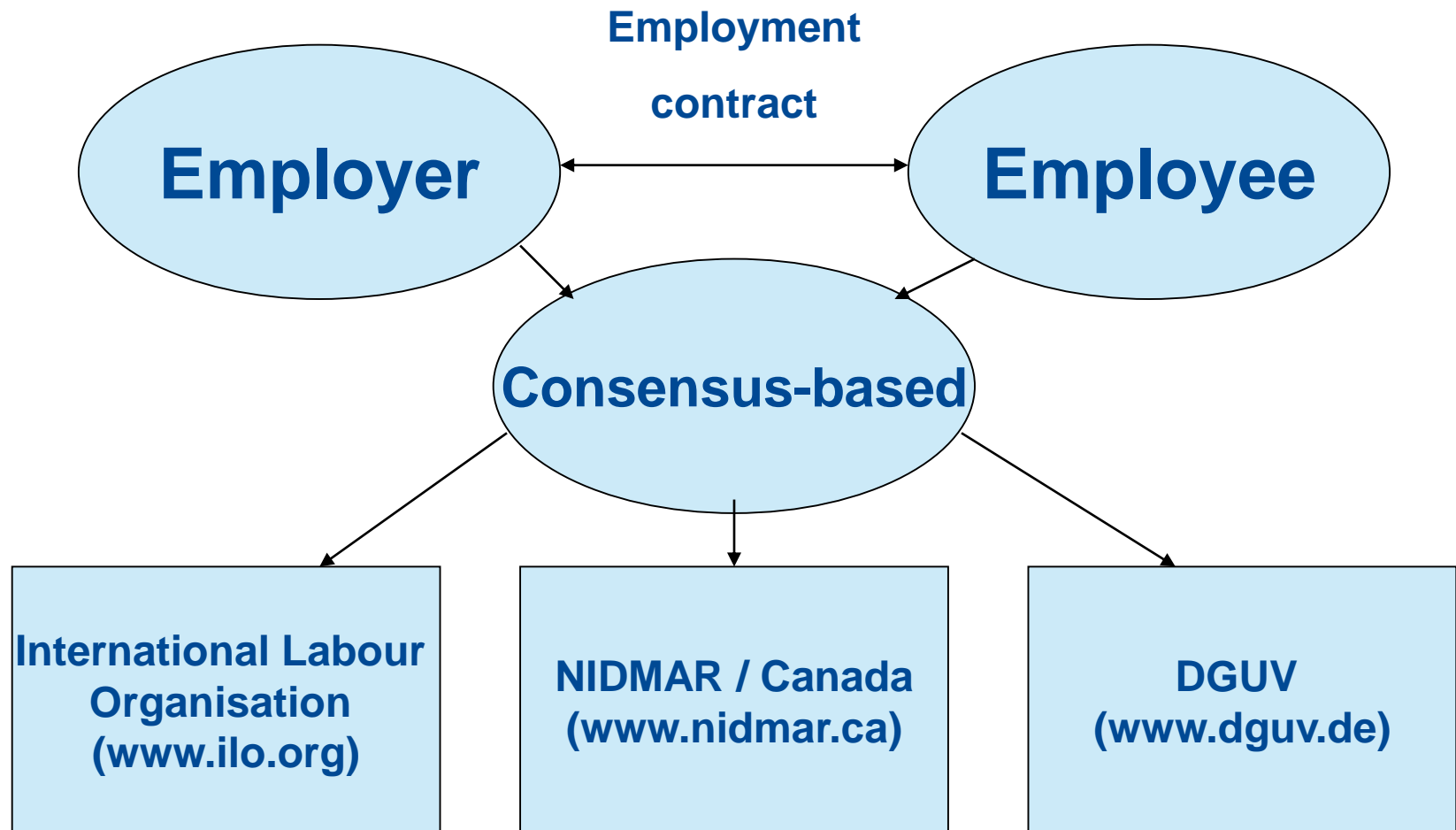
Medical Rehabilitation close to the working-place increases the productivity of a person



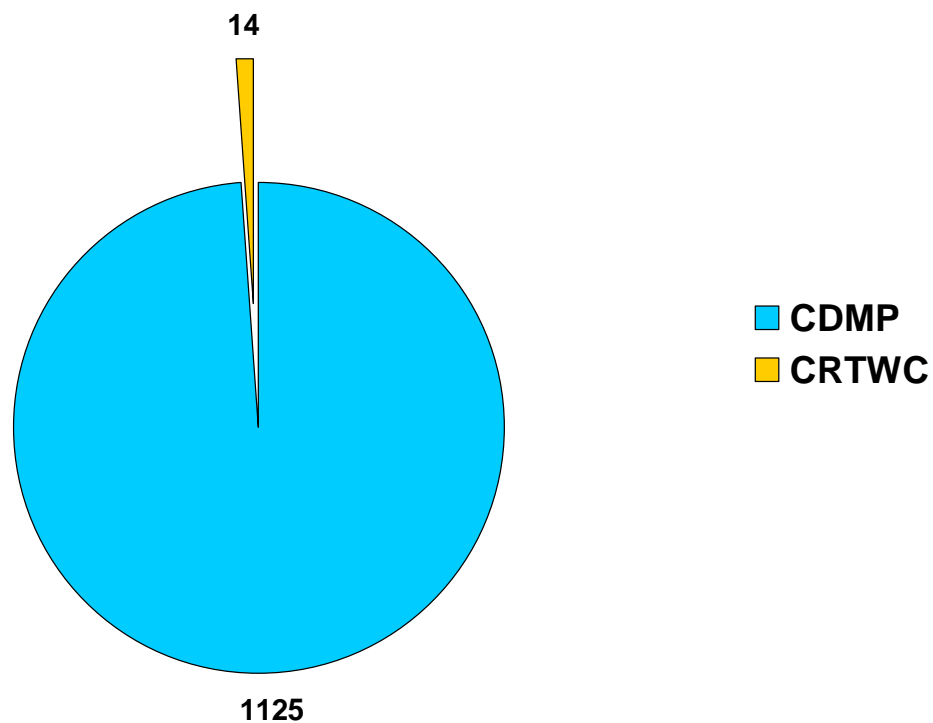
Global Standards for professionals in RTW



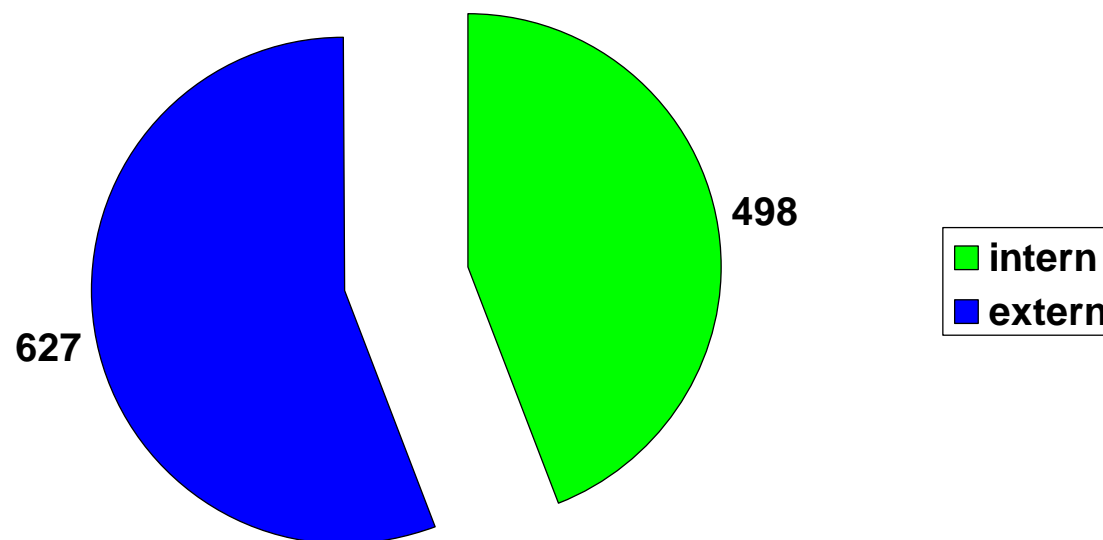
Qualification of experts in RTW Disability Managers



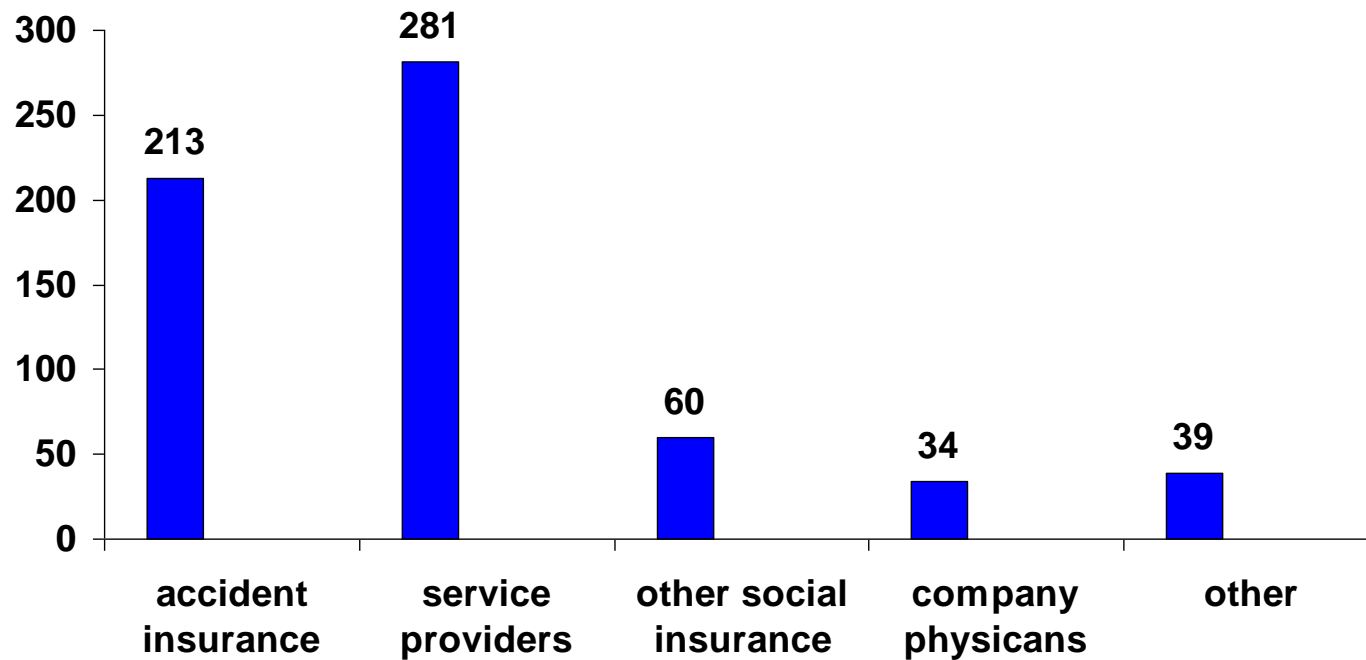
1139 active CDMP / CRTWC



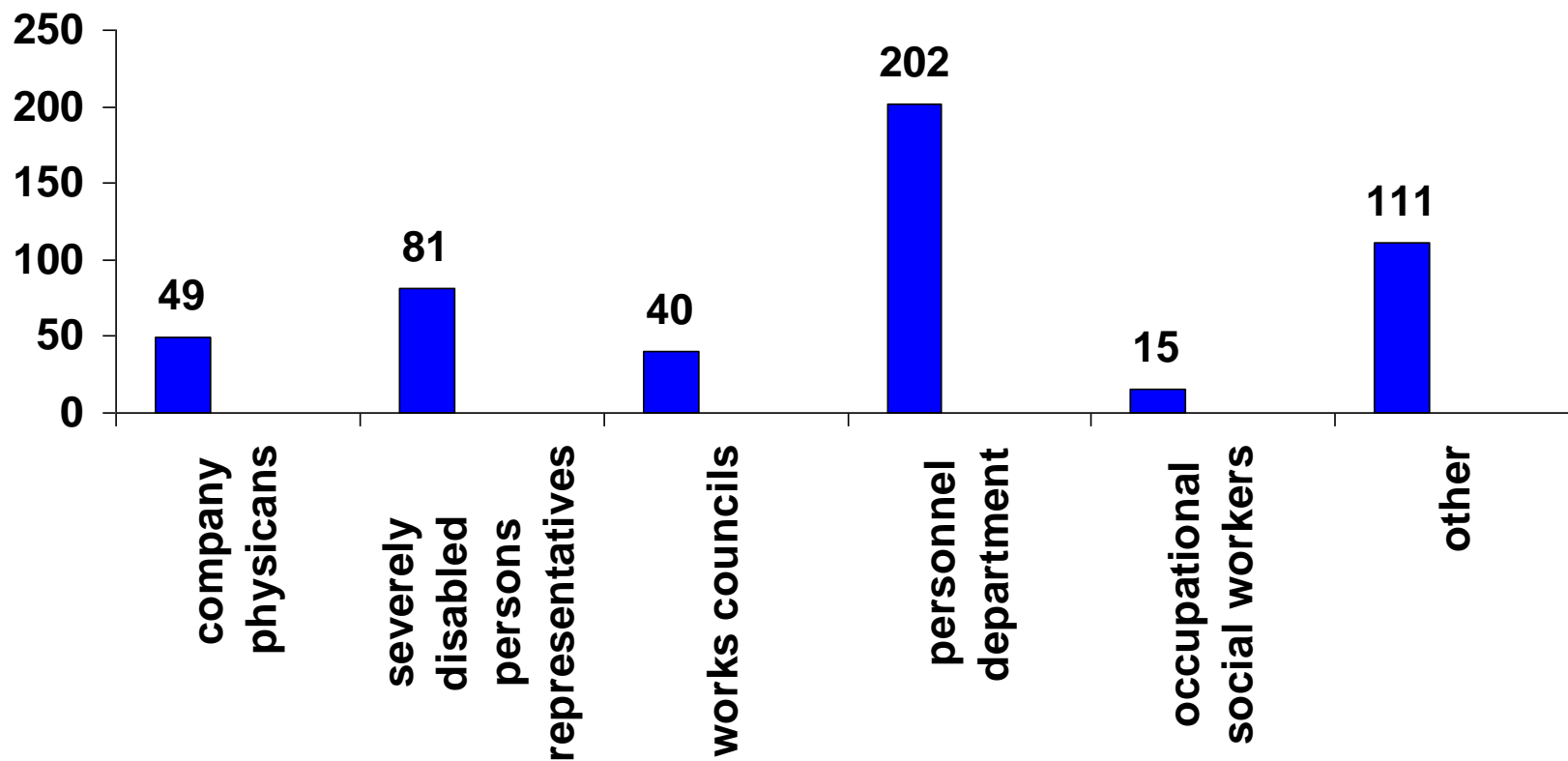
active CDMP working in or for enterprises



CDMP working for enterprises



CDMP working in enterprises





Thank you for your attention!

friedrich.mehrhoff@dguv.de

Useful links

- www.disability-manager.de
- www.ifdm2018.com
- www.dguv.de
- www.issa.int
- www.idmsc.org
- www.riglobal.org