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Fit2work Business Consulting

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Healthy Workplaces Summit
Bilbao

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fit2work...

- Is the „return to work“ programme of the Austrian government
- government and ESF funded
- Based on the Labor and Health Act [Arbeits- und Gesundheitsgesetz \(AGG\)](#) since 1.1.2011
- 2017 over 1100 companies are included in the programme



fit2work is financed by:





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OH... OK...



Follow us





What we did... **spinning the thread** for /in companies

- Counsel companies to establish and implement an integration management system to support employees to return to work and reintegrate after longer sick leave periods and to stabilize their work ability (in-house case-management)
- Prepare reintegration plans together with the companies, including adoption of work places, work time models etc.
- Build up knowledge within the company for reintegration and return to work (training of an integration coordinator/representative in company and of integr.-teams)



What we did... **spinning the thread** for /in companies

- Raise awareness to reduce negative stigmatism about sickness /disorders /disability in companies (via workshops, lectures, presentations...)
- Sensitize superiors to support return to work
- To stimulate networks around the companies with backings and support for employees from the Social Insurance, Health Insurances etc., support for applying for rehabilitation, medical therapy, vocational retraining ...
- Advice for the new „reintegration part-time modell“



What we did... **spinning the thread** for employees

- Provide information about possibilities of reintegration – always at best together with the company coordinator
- Prepare reintegration plans together with the companies
- Help in coordinating integration process
- Support via information and networking - when medical examination, medical treatment rehabilitation, retraining etc was needed
- Be a personal integration coach on time if needed
- Advice for the new „reintegration part-time model“

What we achieved



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Achievements and accomplishments

INDIVIDUAL LEVEL

- Increase chances for a good reintegration and stabilization of work ability, maintain work place besides sickness and sick leave

COMPANY LEVEL

- A large number of small, medium-sized and big Companies joining the programme
- Higher sustainable reintegration rate
- Reduction of long term sick leave in companies
- Reduction of taboos to talk about health problems and work ability problems
- Reduction of disability retirement rates in some companies

Achievements and accomplishments

STAKE HOLDERS from INSURANCE...

- Counselling stake holders from health and social insurances to use our experiences for their offerings, improving interfaces between example rehabilitation and reintegration plan in company
- Supporting new developments in connected medical and vocational rehabilitations models

POLICY MAKERS

- Advising government on the new law on „Wiedereingliederungsteilzeit“ (reintegration part time model)



- ✓ It is possible to return to work and to stay in work beside severe/longer health problems or disabilities
- ✓ show /prove that reintegration management works for employees as for employers (win-win)
- ✓ Maintain work ability, productivity, safeguard jobs
- ✓ Increase good reputation for companies /employer branding when dealing with r2w



CHALLENGE





Some Challenges at the beginning

- Too little and sometimes too much (wrong) information in companies and individuals (confusion)
- A lot of interfaces- challenges with different stakeholders in companies and outside (doctors, rehabilitation, insurances)
- Sometimes mistrust on company and individual level, that reintegration process can be really supported well
- Assumption that r2w might be abused by employees for other purposes



What can be transferred



- ✓ the experience of building up in house reintegration model, coordinator and team can be transferred quite easily
- ✓ The knowledge how to make proper reintegration plans (from examination to intervention) can be transferred quite easily
- ✓ The supporting network around the companies will differ from country to country, also the support from the insurance systems will differ



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programme management

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