

GOOD PRACTICE GERMANY

Ford Werke – Disability Management

Contact person (NCO)

Name and organisation

BKK-Bundesverband

E-mail address and website

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www.bkk.de

General information about the MOGP

Name of organisation and short description

Ford Werke GmbH, Köln

The American Ford Motor Company is one of the oldest car makers in the world. Production began in 1913 with the first Ford Model T and extends today in the field of cars at the Ford and Lincoln brands (luxury segment). The activities are divided into the divisions Vehicles, Parts, Accessories & Owner Services, Ford Credit and Global Merchandise. Number of employees: worldwide 164.000, within Germany 24.000.

Contact person

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Website

www.ford.de

Information on the good practice 'Disability Management'

Aims

The primary goal of the Disability Management by Ford is the permanent preservation of the employability of all employees in order to fight against the demographic change and to increase the stands in a competitive environment.

Target group

There is no specific target group; the process is open to everyone.



Description

Interdisciplinary teams (consisting of operational managers, a representative of the Human Resources, the Severely Handicapped representative or occupational health professional and a member of the central Disability case management) consult employees with medical, physical or mental problems. The teams care as much about non-medical problems, as about medical problems with the claim that all persons within the company get re-integrated while working in value-adding activities.

Existing capabilities in direct comparison with specific job requirements filtered by using standardized instruments are important at Ford. If the employability is compromised by disease or by an accident, it is common to do everything to restore or stabilize the health of the affected employee. Differences between employees are considered as an opportunity for the company. Ford considers disability from a wide perspective: it's about the prevention of disabilities and the integration of employees with visible and invisible disabilities.

Why is it a good practice?

Ford Werke (Germany) was honored several times for their outstanding diversity programme. The company has an individual ability-oriented approach. Responsibility is transferred to operational managers, with the support of the Disability Management Team. Priority in all measures is given to the individuality of the Ford employees and their right to self-determination.

Results

Evaluation

Customer satisfaction surveys of reintegrated employees and their supervisors are carried out regularly and are assessed by relevant management, as well as the involved strategic parties. Furthermore, Ford developed a cost approach on the basis of relevant data. Thus, it was determined that the cost of the bridge and replacement of a temporarily vacant position can be fixed with approximately € 60,000.

The recognized tangible costs such as sick pay in absenteeism, bridging by overtime or temporary personnel training and supervision of temporary workers, finding adequate permanent replacement, interviews, decision making, training and familiarization of the new force and additional personnel administration were nearly covered by the this figure, the intangible costs, were identified as: lack of experience, expertise and know-how, possible non-profitability of investment in education and training, lost continuous loyalty to the company and possible loss of orders and customers.

With 500 employees throughout the company, who for health reasons can no longer do their work, this makes € 30 million. To reduce this, Ford uses the remaining abilities and potential of its employees and saves costs. After all, almost half of the 500 employees could return to 100 percent when being integrated.



Incentives for success

- Consensus among the social partners is a fundamental success factor.
- Fitness Studio, a large recreational organization, part time jobs, job sharing, telecommuting. Cost sharing of individual preventive measures with BKK (Statutory Health Insurance).
- Through a special rehabilitation procedure the German Pension Fund Rheinland supports the entrepreneurial measures to maintain employment skills. For more than 100 employees per year the German Pension Fund Rheinland approved stays in rehabilitation facilities to counteract against chronicity and to improve skills again.

Barriers for success

- Especially in the normal production there are not an infinite number of jobs that are suitable for people with more severe loss of their abilities.
- Barriers from outside the company: in a company that consciously perceives its social responsibility and is aware of the economic advantage generated by promoting a successful health management such obstacles and boundaries are hardly visible.

