



GOOD PRACTICE GERMANY

Salzgitter AG, BeReKo – the company rehab concept

Contact person (NCO)

Name and organisation

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General information about the MOGP

Name of organisation and short description

Salzgitter AG, Salzgitter

Salzgitter AG is one of the leading steel and technology companies in Europe - with external sales in 2010 of over € 8 billion, a capacity of around 8 million tons of crude steel and 25,000 employees. The Group encompasses nearly 200 national and international subsidiaries and affiliates, and is divided into divisions like Steel, Trading, Tubes, Services and Technology. Salzgitter AG is a member of the MDAX index of the German Stock Exchange.

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Information on the good practice 'BeReKO – the company rehab concept'

Aims

The project "BeReKo" (*Betriebliche Rehakonzept* – company rehab concept) is a modular set up concept for prevention, for rapid recovery and rehabilitation for groups with musculoskeletal disease and mental problems within the Salzgitter Group. It is characterized by its clear focus on the biggest problems in the workforce and a systems approach for networking with all relevant internal and external experts. The focus lies on re-integration, especially at the common workplaces combined with a rigorous case management for each individual. The target of Salzgitter is that all employees should be able to work healthy, motivated and value-adding until retirement.

Target group

The target group in this project are employees with muscular and skeletal disorders, because 1/3 of all sick leave days are allocated to this group. The second focus is on employees with mental problems.

Description

The concept "BeReKo" is a cooperative project of Salzgitter AG, the BKK Salzgitter, the German pension insurance Brunswick / Hanover and other stakeholders with the goal of prompt, comprehensive, job-related and goal-directed care for employees with musculoskeletal disorders as well as mental problems.

The action plan is comprehensive and includes, amongst others, an extensive job description, various tests such as EFL testing (Test for Evaluation of functional capacity for estimation of fitness for work and vocational rehabilitation), Pact-Test and David test for testing muscular and skeletal disorders. In total nearly 20 different actions are offered, depending on the severity of the disease. All measures can be used individually or in combination.

Why is it a good practice?

- The concept involves all employees.
- The smooth cooperation of all stakeholders.
- The focus is on musculoskeletal and mental disorders. An expansion to other disease groups is in preparation. The intervention takes place in the field of muscle and skeleton illnesses:
 - at an early stage for people with mild symptoms;
 - for employees, which are already feeling a substantial pressure and which have already working days losses;
 - for employees with high absenteeism and a threatened work power loss.

For all three groups, there are specific modules for preventing other, perhaps upcoming diseases and for rapid recovery to full rehabilitation. For every action taken there is a case management. All activities take place in quick succession, so there is no waiting time. The interfaces between the different actors are clearly defined and unambiguous; there are no friction losses or delays.



The innovative approach is:

- The narrow and broad networking of the different actors within and outside the enterprise (eg health insurance, German Pension Fund, rehabilitation clinics, etc.); resource losses are avoided.
- The stringent case management from start to completion.
- The focus on return to work (all measures taken are workplace-based).
- Every individual module is evaluated.

Results

Evaluation

All measures are evaluated. For example, due to the module "Occupational therapy training" the sick days from muscular and skeletal disorders fell from an average of 28 days / year (a year before the action) to an average of 10 days / year (one year after intervention). In the area of mental health problems, it can be observed that the related lost days are halved.

However, because some modules have been established only a few months ago, reliable evaluation results are not yet available for all modules.

For the project Mental problems a comprehensive scientific evaluation is in the pipeline.

Incentives for success

All employees have the opportunity to use the company fitness center, in particular there are special (and exclusive) courses for people with chronic diseases. This offer is not part of the project described, but an additional offer in the overall context of corporate health management of the Salzgitter Group.

Barriers for success

Not so far. The goal is to complete rehabilitation with a return to the old job. If this is not possible, an adequate alternative employment is offered.

