

GOOD PRACTICE AUSTRIA

Fit2work

Contact person (NCO)

Name and organisation

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General information about the MOGP

Name of organisation and short description

Bundessozialamt (BSB)

Contact person

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Website

www.fit2work.at

Information on the good practice 'Fit2work'

Aims

Fit2work coaches people, whose work ability is at risk because of illness or people, who have not been able to work for a long time and need help in returning to work or finding another workplace.

Target group

- People who are unemployed or absent from work because of sickness or a bad health condition.
- Employees in general.



Description

- Fit2work is not an offer for companies but for workers. Workers with disability are compelled to contact Fit2work on their own. In addition, Fit2work supports workers in finding solutions. Workers have to be proactive and make their own decisions, since the Fit2work-coaches are supposed to serve as consultants only.
- Fit2work is not necessarily an early intervention because it depends on how fast affected employees contact the coaches.
- The setting of the activities of Fit2work is not necessarily the workplace. In many cases a new workplace has to be found. Alternatively occupational health practitioners help to adopt Fit2work in the workplace.

Why is it a good practice?

Fit2Work is a cooperation of many institutions. It focuses on people, who are absent from work due to chronic illness. Until 2013, Fit2work will be offered in Austria. Up to now it has started in three federal states.

Results

Evaluation

The Fit2work-program started in 2010 because of the rising number of people who had retired due to chronic illnesses. The following data of participants were collected: demographic, socioeconomic items, activities and measures, health condition and outcome. Costs have not yet been estimated. The evaluation will start by the end of 2013.

Incentives for success

- Fit2work organises funding of the offered activities. Public institutions have a special budget for this.
- The main incentive or benefits for companies is the retention of the workability of the employees.

Barriers for success

There is a lack of suitable jobs for persons with chronic illness. In addition to this, many companies have doubts if employment of persons with chronic illness will pay off. For example, regarding cost benefits of workplace adaptations.

