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Dr. Ralf Franke / IVSS Symposium / Düsseldorf / November 2013

Corporate Social Responsibility and return to work

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One world, one life – we care.

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Corporate social responsibility – a long tradition at Siemens

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Corporate social responsibility – a long tradition at Siemens

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"… The prevention of accidents must not be perceived as a statutory directive, but rather as a precept of human obligation and commercial good sense."

Werner v. Siemens, 1880[1]

[1] based on an appraisal of a draft accident prevention law of 1880

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Corporate social responsibility – a long tradition at Siemens

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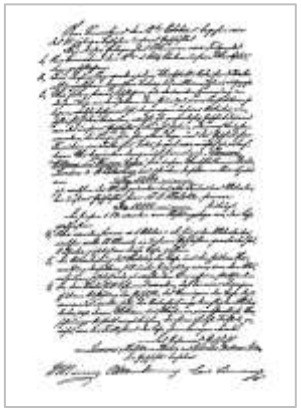
Company pension scheme

Development of the company's welfare services

Global Health Management

1872

Foundation Pension, Widows' and Orphans' Fund



1888

Foundation medical services: First physician Dr. Körte, Berlin

1916

Extension of factory healthcare services by trained nurses

1979

Introduction of "return to work" process

2009

Foundation CHR EHS

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Return to work – reasons for action

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Return to work – reasons for action

Legal requirement

- Ensure compliance: § 84 Abs. 2 SGB IX, Germany

Social responsibility for employees

- Increase health and performance of employees

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Return-to-work interventions have a positive impact on duration and costs of work disability

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Benefits for employer, employees and social security systems

Employer

- Reduce health related costs
- Improve employer reputation
- Increase engagement of employees

Employees

- Preserve working ability
- Secure employment and income
- Sustain self respect and health

Social security systems

- Continue payments into funds
- Reduce cost of insurance and pension payments
- Ensure employability of older workers (demographic change)

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Return to work management in Germany (BEM)

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Return to work Management in Germany (BEM)

BEM process is regulated in a Central Works Council agreement

Target group

- Employees who are unable to work due to illness for more than 6 weeks within a period of 12 months

Objectives

- To overcome inability to work
- To prevent renewed inability
- To retain employment

Key points

- Voluntary nature
- Confidentiality and data protection
- Insight into records related to individual case

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BEM – a defined process with various players

Incapacity for work

First contact

- Personnel Department makes contact with employee

Initial discussion

- Social Counseling / Medical Services conduct initial discussions regarding return to work process

Agreement

- Employee consents to reintegration

Integration-team

- Integration team discusses individual case and advises on appropriate return to work measures

Return to work measures

- Employee consents to return to work measures and actively participates in their implementation

Evaluation & Documentation

- Personnel department documents the process steps and prepares a record of results

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BEM – a defined process with various players

- **Employee** in close collaboration with Integration team

- **Integration team** members:
  - Social counseling
  - Workers council
  - Disabled persons representative
  - Medical service
  - Personnel department

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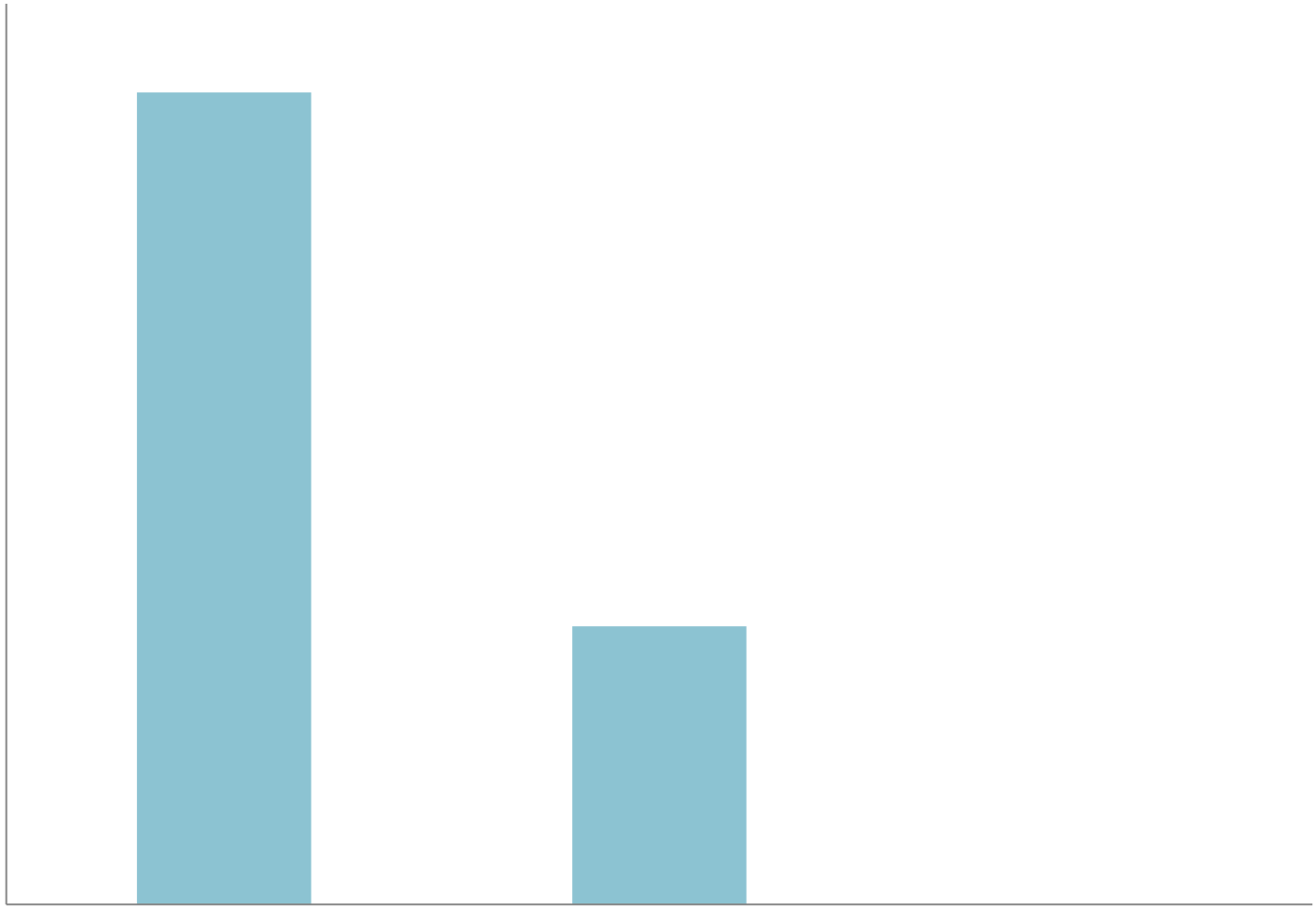
BEM implementation in Germany



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Successful return to work interventions meet individual needs

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Return to work measures - examples

- Stepwise reintegration
- Flexible time models
- Adaptation of workplace (e.g. technical equipment)
- Adjustment of working conditions (e.g. tasks, working hours)
- Internal qualification measures
- Collaboration with external partners if necessary

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Return to work - supportive measures

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„Rehabilitation Network“ supports an effective rehabilitation

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- Cooperation between Siemens AG, Siemens Betriebskrankenkasse and German statutory pension insurance scheme
- Reduced administrative formalities in the event of a rehabilitation application
- Close collaboration between company physician and rehabilitation doctor
- Rehabilitation measure more closely associated to workplace requirements
- Early introduction of necessary measures at the workplace

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Around 2/3 of all Siemens employees worldwide have access to Employee Assistance Programs

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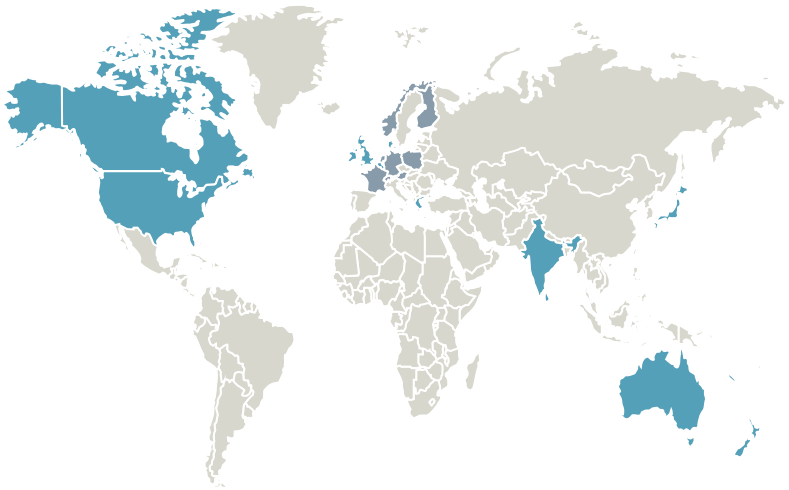

World

- About 96.000 employees in 10 countries[1)] have access to an Employee Assistance Service
- Family members are included in the EAP in 80% of all countries

Germany

- About 120.000 employees in Germany have access to internal social counseling

1) Excluding Germany (internal social counseling

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Successful return to work: Health without borders

At Siemens, employee health and wellbeing at the workplace truly knows no borders, as Franz Gerner, a German Siemens delegate in Dubai, learned. While training for the Ironman in Zurich in 2011 after work, he was struck and seriously injured by a vehicle in a blind curve.

When every second counts

Gerner was rushed to the Dubai City Hospital for emergency surgery, where he remained in critical condition for the next three weeks. Dr. Eberhard Stockmann, Siemens medical officer in Erlangen, Germany, was immediately notified. He helped coordinate logistics and communication with doctors, insurance companies and all relevant organizations.

At your side around the world

Franz Gerner was particularly pleased that his brother and sister were also able to travel to Dubai to be at his side: “Nothing can replace that kind of support.” After an extensive rehabilitation period in Erlangen, he was able to return to work in 2012 – and now looks forward to his next foreign assignment.

“Nobody expects to have a medical emergency while deployed overseas. Only after it’s happened to you are you aware how important fast, professional medical care is.”
Franz Gerner

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