

**Bundesarbeitsgemeinschaft für Rehabilitation (BAR)  
e.V. - Federal Rehabilitation Council -, Frankfurt am  
Main**



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Frankfurt am Main, den 4. Oktober  
2010

Ass. jur. Marcus Schian

## **Collaborating for Success**

**– International Forum on Disability Management 2010 –**  
(Los Angeles, 20th - 23rd September 2010)

**“Successful Return to Work by Collaboration Between Insurers”**

*Marcus Schian*

*Bundesarbeitsgemeinschaft für Rehabilitation – BAR – e.V.*  
*(Federal Rehabilitation Council)*

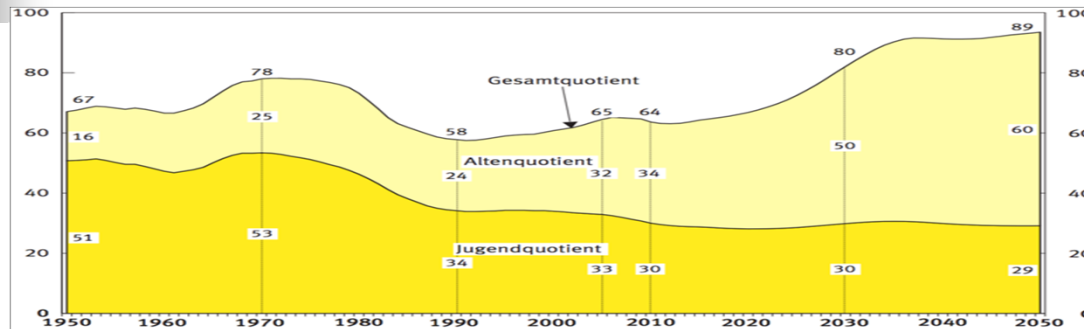
**(Session: “The Importance of Coordination among Stakeholders in RTW“,  
Monday, 20th September 2010, 15:30 – 17:00)**



# Agenda

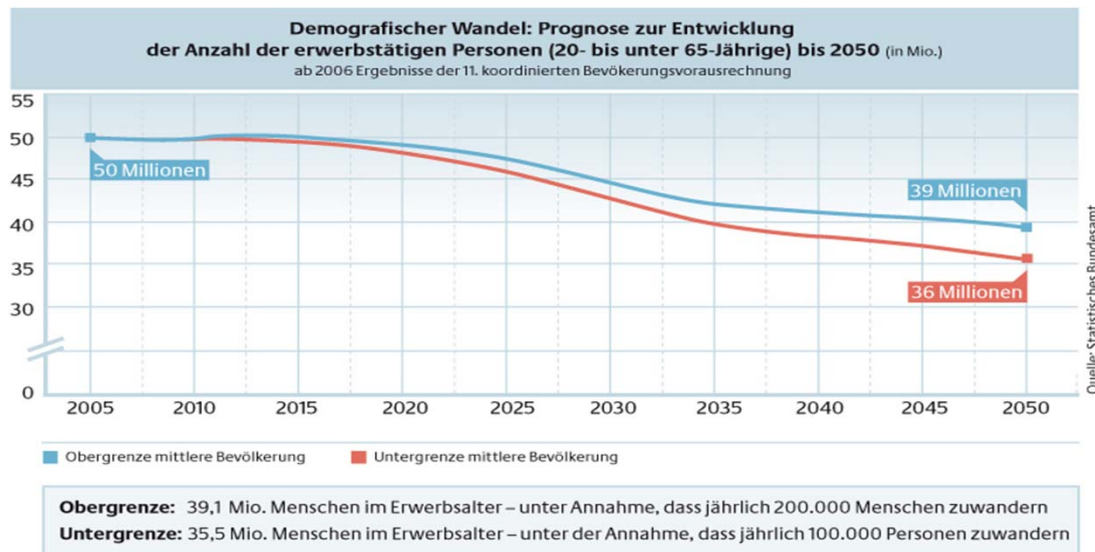
- background of RTW – demographic change and personal rights
- meeting the Challenge – the System of statutory social insurers/ Rehabilitation Carriers
- specific needs concerning the RTW-process
- approaches for the solution
- To Dos for improved collaboration
- conclusion

# Background of RTW in Germany – Demographic Change –



Anmerkung: Jugendquotient = Anzahl unter 20-jähriger je 100 20-64-jährige; Altenquotient = Anzahl 65+ / je 100 20-64-jährige; zugrunde gelegt wurden: konstante Geburtenrate bei 1,4, Anstieg Lebenserwartung bei Geburt um 7,6 Jahre (Jungen) u. 6,5 Jahre (Mädchen), Einwanderung: 200 Tsd./Jahr.

Quelle: Statistisches Bundesamt 2006, [www.destatis.de](http://www.destatis.de)





## ***Background of RTW in Germany – personal rights –***



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- German Social Code states social rights
- among these: support in ensuring participation in working life
- UN-Convention On The Rights Of People With Disabilities
  - stipulates improved participation of people with disabilities in working life



## ***Meeting the challenge*** ***– the german social security system –***



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- for economic and legal reasons, the demographic change calls for securing the working capacity of a decreasing and ageing workforce
- in Germany, one main column to meet these challenges is the system of public social insurance carriers
- each of these carriers insures a certain life risk
- the carriers are mostly financed by compulsory contributions of employers and employees in equal measure



## ***Meeting the challenge*** ***– the german social security system –***




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- social insurance carriers provide – inter alia – a wide range of rehabilitative benefits
- in this respect, the social security carriers are labeled as „Rehabilitation Carriers“
- many rehabilitative benefits aim at ensuring the workplace or support the RTW-Process
- this system provides a highly competent way of dealing with the insured life risks



## ***Specific needs concerning the RTW- Process***

### **Specific needs within the social security system**

- the need for RTW-activities can be related to different life risks simultaneously
  - sometimes different Rehabilitation Carriers are responsible subsequently / at the same time
-  cooperation between the carriers is needed

# *Specific needs concerning the RTW- Process*

## **Need of coordination with other crucial Rehabilitation stakeholders**

- Specific personal situation of the employee
- rehabilitation benefits are realized by specialized service providers
- Support for RTW is a legal obligation for each employer in Germany
- RTW-related Functions / obligations of other company stakeholders (company physician, works council etc.)

 need for coordination with many other stakeholders

# *Solutions on the BAR-Level*

## *– general aspects –*



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## **The Federal Rehabilitation Council (BAR)**

- association of the Rehabilitation Carriers on the federal level
- main platform to ensure collaboration between the Rehabilitation Carriers on a federal level
- helps to improve the possibilities for the other stakeholders to coordinate their efforts with the possible benefits of the Rehabilitation Carriers
- especially incorporates organizations of people with disabilities

# *Solutions on the BAR-level*

## *– Some instruments of collaboration –*



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- **Joint Recommendations of the BAR**
  - specific administrative agreements between the Rehabilitation Carriers, negotiated on the BAR-level
  - some consist of special provisions concerning RTW
- **Joint Service Points of the Rehabilitation Carriers**
  - Joint facilities of all Rehabilitation Carriers in every German county
  - serve as a front office for the coordination with other rehabilitation stakeholders, with special respect to RTW
  - supported by the BAR
- **Rehabilitation Manuals and Informations of the BAR**
  - provide every stakeholder with detailed information on specific Rehabilitation Topics, especially on RTW, see [www.bar-frankfurt.de](http://www.bar-frankfurt.de)



## ***Basic Results***

- Joint Recommendations facilitate the coordination between Rehabilitation Carriers, especially concerning RTW
- Joint Service Points offer the possibility to accelerate the RTW-Process
- Rehabilitation Manuals are widely used as a reference for quality rehabilitation
  - example: stepwise occupational reintegration



## *To Dos - examples of remaining challenges*

- Joint Recommendations are being readjusted according to experiences and legal developments
- Joint Service Points still need more support in comprehensive solutions for their customers
- incorporation of other aspects related to health at the workplace (for example: workplace health promotion) can still be improved

## Conclusion

- collaboration of the different stakeholders is the key to successful RTW
- the system of statutory specialized Insurers / Rehabilitation Carriers provides for a highly competent way of dealing with specific life risks
- it may also lead to special challenges in collaboration
- the BAR facilitates the overall coordination of all RTW stakeholders by collaboration between the Rehabilitation Carriers