



Return to work after illness : the role of Industrial relations

29 January 2020



Programme

- Presentation of the Social Employers
- 2 good examples of what can be done through social dialogue to facilitate return to work:
 - National agreement on a reinforced OSH more based on prevention
 - Service created by a national agreement proposing support to return to employment



Presentation of the Social Employers

- Umbrella organisation
 - 28 employer organisations active in social services (Older people, Persons with disabilities, Children and other excluded and disadvantaged persons).
- Actions
 - Impact of Covid-19 on the sector
 - Capacity of social partners in social services
 - Attractiveness
 - OSH : 'Healthy Workplaces-Lighten the Load'

-  -Arbeiter-Samariter-Bund Österreich
-  -BARS
-  -Service Mensch GmbH
-  -Sozialwirtschaft
-  -Volkshilfe Wien
-  -UNIPSO
-  -NASO
-  -APSS CR
-  -Hexopée
-  -Elisfa
-  -Nexem
-  -Hyvinvointialan liitto
-  -AGV AWO
-  -Federsolidarietà
-  Confcooperative
-  -Legacoop Sociali
-  -LARG
-  -Fédération COPAS
-  -CDI
-  -WRZOS
-  -FONSS
-  -SSZ SLO
-  -APSS v SR
-  -CEDDD
-  -FEACEM
-  -Lares
-  -Actiz
-  -European Ageing Network
-  -Social Services Europe






National agreement on a reinforced OSH more based on prevention 1/2

Highlights the importance to work for the wellbeing at work as a tool for prevention and to improve attractiveness. One of its point is professional exclusion prevention

- **Anticipation**

- Early identification of the challenging situations and communication facilitation
- Systematic medical appointments during + 90 days sick leave in view of the return to work
- Mid-career medical appointment to check if the worker's health is suitable with the job
- **Social dialogue employer / employee representatives** and dialogue with key stakeholders (worker himself/management/HR/ doctor/ ergonomist)
- Keeping the employee on the job is a priority






National agreement on a reinforced OSH more based on prevention 2/2

Professional exclusion Prevention cells

- These cells existing in OSH Prevention services creates a “return to work plan” when a risk of professional exclusion occurs
- If not on the same job, after a skills assessment an Internal or external re-employment solution is searched

[Link to the agreement](#)





Service created by a national agreement proposing support to return to employment

- [OETH](#), Association created by a collective agreement in the French health and social care sector
- Financed by the legal contribution for employment of persons with disabilities
- It provides many services to health and social care workers being or becoming disabled
- Among these services it proposes Prevention of professional disinsertion services



The service provided

- Goal : support employees on sick leave of more than 90 days to help them return to work
- Key partnership : OETH signed a national convention with the national Health Insurance cash
- What does it consist in ?
 - A system intending to ensure the employees a return to employment under the best possible conditions:
 - either in their company, at their workstation or at another position;
 - or by a professional reorientation in another sector of activity.
 - This through a strong partnership involving all stakeholders, worker himself/management/HR/ doctor/ ergonomist/employees representatives

Result : In 2019, 150 employees supported, all of them found a solution with the help of the service





The road ahead : the EU strategic Framework on Health on Safety at work

- Focus more on prevention
- Provide such tools to support return to work
- Develop all stakeholders partnership ; social partners to create such agreements and company level





Thanks for your attention

<http://socialemployers.eu/en/>



[@SocialEmployers](https://twitter.com/SocialEmployers)

Federation of European
Social Employers

Handelsstraat/Rue du Commerce 72
1040 Brussel/Bruxelles
+32(0) 2 233 77 20
www.socialemployers.eu



With financial support from
the European Union

