

Return to work after illness : the role of Industrial relations 29 January 2020

Federation of European Social Employers Handelsstraat/Rue du Commerce 72 1040 Brussel/Bruxelles +32(0) 2 233 77 20 België/Belgique







Programme

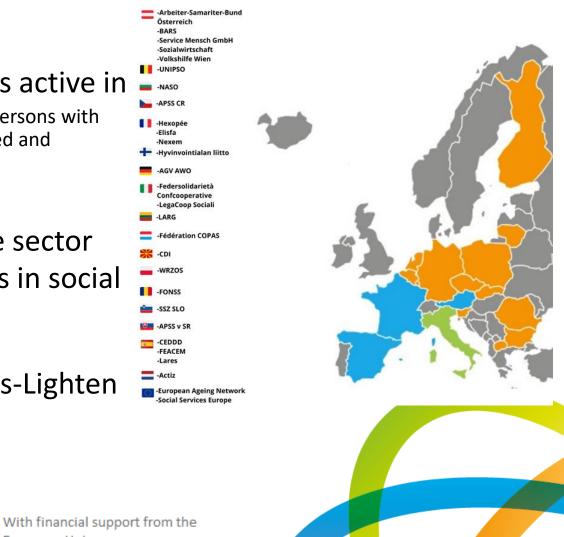
- Presentation of the Social Employers
- 2 good examples of what can be done through social dialogue to facilitate return to work:
 - National agreement on a reinforced OSH more based on prevention
 - Service created by a national agreement proposing support to return to employment

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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'



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European Union



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

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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

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

- <u>OETH</u>, 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

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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

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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

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Thanks for your attention

http://socialemployers.eu/en/



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