

What's the role of DGUV job? To celebrate the 25-year anniversary, DGUV Kompakt spoke to project coordinator Thomas Schramm.

Hospital reform: ensuring healthcare provision

The comprehensive reform of hospital care also has significant implications for the German social accident insurance institutions. They must guarantee for their insured persons that effective structures are in place nationwide for inpatient treatment. The current draft legislation takes these specific requirements into account.

The federal government is planning a comprehensive reform of hospital care. The aim is to improve the quality of treatment, to guarantee healthcare provision nationwide and to increase efficiency. In order to achieve this, services are to be concentrated in specialised hospitals and their approval and remuneration linked to defined structures and uniform quality criteria. "The German social accident insurance welcomes this approach," explains Dr Edlyn Höller, Deputy Director General of the DGUV, adding that it did so especially since, for decades, when providing care following accidents at work, they had led the way in an exemplary fashion in terms of quality-based specialization.

Accident insurance network

The injury type procedure (VAV) used by the social accident insurance has successfully established a system of different care levels dependent on structure and competence. According to this, specified injuries can only be treated by hospitals at the higher or highest level of competence. Therefore, within



People who have suffered serious accidents are supported back to work and into their everyday lives at the BG hospitals.

the system of social accident insurance, a network consisting of 105 hospitals participating in the severe injury type procedure (SAV) and 461 hospitals participating in the VAV is available for medical treatment and rehabilitation.

The respective requirements placed on hospitals for ensuring quality are closely coordinated with the relevant medical society – the German Society for Trauma Surgery (DGU). "This universally accepted and respected system contributes to a key aim of the reform: concentration on fewer hospitals but on hospitals that are specifically suited to the provision of the care required," explains Höller. "The introduction of the 'specialist traumatology' service group and the quality criteria set out here take account of the specific requirements in the treatment of patients with severe injuries. The relevant service groups are also assigned to the BG hospitals, for which the German social accident insurance institutions make resources available based on the statutory mandate. This ensures that, as part of the system of social accident insurance, the BG hospitals

will continue to be able to care for severely injured patients in a tried and tested way."

BG hospitals with specific expertise

The 13 BG hospitals which specialise in the acute care and rehabilitation of the severely injured and people suffering from occupational diseases not only have a key role to play in the system of social accident insurance, but are also fundamental to the general healthcare environment. They are some of the largest trauma centres in Germany and have special expertise in surgery and rehabilitation. Here, acute care and rehabilitation are provided from a single source – unique in this form in Germany. Because 60 to 70 per cent of the approximately 550,000 patients treated each year are also covered by statutory and private health insurance, the BG clinics make an important contribution to the healthcare of the population as a whole. "The draft hospital reform legislation acknowledges the specific legal mandate and the specific role of BG hospitals and this, in itself, is an endorsement of our approach," says Höller.



Fair play on and off the pitch

The 2024 European Football Championship is just around the corner. This fantastic event not only brings together the continent's best teams but also millions of fans passionately supporting their team. During these exciting weeks, we have the unique opportunity not just to enjoy outstanding football but also to set an example for peaceful and respectful coexistence.

Football has the power to unite people from a wide range of different cultures and backgrounds. We should use this to build bridges. We all have a responsibility to make this celebration a safe and joyful event. There is no place for violence in our stadiums or on our streets.

In particular, we call on all fans to treat security and service personnel with the respect they deserve. These people work hard to ensure the event runs smoothly and that everyone can enjoy the games safely. Violence or aggression shown towards those in supporting roles is unacceptable and is contrary to the values of sport. For me and those of us representing the system of social accident insurance, one thing is 100% clear: violence must not be used as a means of engagement with others. We want to see fair play!

Here's to an unforgettable and peaceful European Football Championship 2024!

Yours Dr Stefan Hussy
Director General of the DGUV

What causes non-melanoma skin cancer? DGUV funds research

Increasing exposure to the sun is causing a rise in skin cancer diseases such as non-melanoma skin cancer. Employees who work outdoors for much of their time are particularly at risk. Together with the Institute for Prevention and Occupational Medicine of the German Social Accident Insurance (IPA), an Institute of the Ruhr University Bochum the Clinic for Dermatology at St. Joseph Hospital in Bochum has launched a study. They are investigating the development of non-melanoma skin cancer from the precancerous stage of actinic keratosis. The DGUV is funding the project.

In the study, 300 patients with an actinic keratosis will be monitored for five years. The aim is to identify factors which

predict the development of skin cancer from an actinic keratosis. This should help to optimise therapies, care and prevention on an individual basis.

Since 2015, it has been possible for specific forms of skin cancer caused by natural UV radiation to be officially diagnosed as an occupational disease. In 2022, 3,073 cases of squamous cell carcinoma or multiple actinic keratoses were recognised as occupational diseases. Those affected receive wide-ranging benefits, such as medical treatment or services supporting participation in working life from German social accident insurance.



Fact CHECK: People with a migration background at work

What opportunities and challenges does migration present in terms of health and safety at work? Is work needed in the area of prevention? The Institute for Work and Health of the DGUV (IAG) has conducted a survey on this and on other questions among labour inspectors and prevention staff at the German social accident insurance institutions. The practical aid "Fact CHECK – Migration in the context of safety and health at work" ("Fakten-CHECK – Migration im Kontext von Sicherheit und Gesundheit bei der Arbeit") was produced from the findings. It presents the statistics, clarifies the key issues relating to migration and highlights potential approaches for prevention.

In the coming decades, the European Union is anticipating net immigration from third countries of up to 40 million people. More than ever, therefore, prevention con-



Cultural differences can have an impact on safety behaviour at work

cepts are needed for employees with a migration background and for dealing with migration in the workplace. The practical guide can serve as a basis for preventive measures for better protecting immigrants from dangers in the workplace.

→ www.dguv.de > Webcode: p022577 (German only)

Good to know!

The **BG hospitals** are German Social Accident Insurance medical facilities. Their unique concept involves providing comprehensive care – from acute treatment through to rehabilitation – for people following accidents at work or suffering from occupational diseases. The hospitals always develop an individual therapy concept and support patients gradually back into work and into their everyday lives. At their 13 locations, the BG hospitals are also responsible for the healthcare of the entire population.

→ www.bg-kliniken.de/en

We owe people a new opportunity

For 25 years, on behalf of the German social accident insurance institutions, DGUV job has been placing people in new jobs following an accident at work or occupational disease. **To mark the anniversary, DGUV Kompakt spoke to DGUV job coordinator Thomas Schramm.**



Mr Schramm, who is DGUV job intended for?

For all people no longer able to do their job after an accident at work or an occupational disease. No matter what restrictions this entails. These might be severe disabilities or slight health impairments which then impact the person concerned such that they can no longer carry out their work. We also support people forced to give up their jobs in order to prevent them suffering from an occupational disease. From young to old, from language problems to social barriers, whatever is going on for people in their lives – we create a possible solution. Nobody is rejected because we might find a case too difficult or too demanding. We owe people a new opportunity. After all, that's the whole purpose of the system of social accident insurance.

How do employees come to DGUV job?

Basically, people undergo rehabilitation management following an accident at work or occupational disease rehabilitation management. If it becomes apparent that a person needs a new career opportunity, then the German social accident insurance institutions ask DGUV job to help them placing the individual.

How does the placement process work and what do you do in particular?

We do the consultation at the person's location – there are lots of advantages to doing this. We establish a basis of trust and start with the issues people are currently facing. At the same time, we get a quick overview in terms of infrastructure and of their personal and family circumstances and we have quick access to information and documents. In application management, we optimise the documents and develop a personalised strategy. This varies widely depending on the individual and on the part of the labour market being targeted. We develop a positive talent profile and potential profile focussing on what the person wants and what they can do. Employers will always

appoint people according to their potential and the benefits a person brings, not according to their limitations. We shift the focus of how things are seen and presented. We then transfer all of the information into our IT application and send the person suitable job offers. Alternatively, the job seekers can also use an app which we have had since 2023.



Whatever is going on for people in their lives – we create a possible solution."

What are the biggest challenges when placing people?

It is very individual. However, one challenge we consistently face is having to encourage and motivate people, and to support them in letting go of their old job. This letting go is what people generally find difficult.

Can DGUV job help to tackle the shortage of skilled workers?

Definitely. Our role is not just to look at the previous job, but at the entire career history. I most recently looked after a man who was working in furniture removals and suffered an injury. When he told me that 20 years ago, he had qualified as a freight forwarding clerk, our idea was then to focus on this. We did in fact help him to find a job in this profession.

How is your work linked to the UN Convention on the Rights of Persons with Disabilities (UNCRPD)?

The concept of inclusion is fundamental to the UNCRPD and the aspects of life it covers:

People with disabilities belong at the centre of society right from the start. And that is precisely our focus at DGUV job: What do you want to do and what can you do? We consider people's strengths and their goals. This is exactly how we work.

What has changed over 25 years and what will always remain the same?

What has stayed the same and will always remain so is people's desire for help, advice and understanding. Understanding people's problems and showing humility – that was and remains what the system of social accident insurance exists for day to day. Changes have occurred mainly in communication and digitalisation, in some cases with rapid changes taking place in the labour markets. We have seen fragmentation of job portals, innovations in recruitment and amendments to the legal framework resulting from changes to the German Social Code. This job is a process which must continually be adapted to the social challenges of our time.

➔ www.dguv.de/job (German only)

DGUV job is a recruitment and employment service for the German social accident insurance institutions. They task DGUV job with placing the workers and in doing so fulfil their legal mandate. Since 1999, the project has helped over 22,000 people return to working life. Nationally, more than 700 jobseekers were placed in new jobs in 2023. On average, people are supported for eight months.

Desk sharing – not the best solution for everyone

Desk sharing is gaining in popularity but is not welcomed everywhere. A survey of almost 2,000 employees and managers who use desk sharing conducted by the Institute for Work and Health of the DGUV (IAG) reveals a mixed picture: While around a quarter of respondents prefer desk sharing, half prefer having their own permanent desk.

The survey was not able to conclusively answer the question of whether desk sharing improves collaboration and networking among employees. Over 40 percent of respondents said that working together had not become easier as a result of desk sharing. Just under 50 percent stated they had not spoken more than usual with other employees as a result of desk sharing, but a quarter of respondents definitely saw this as an advantage.

Overall, almost 60 percent of respondents are satisfied with desk sharing in their organisation, but just under 20 percent are dissatisfied or very dissatisfied. This indicates that while desk sharing has potential, it must also be carefully planned and adapted to the needs of employees. To help with this, the IAG has developed a CHECK UP with organisational recommendations for the introduction and implementation of desk sharing in an organisation.

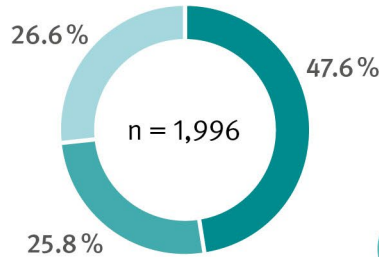
→ To the survey: www.dguv.de >
Webcode: p022566 (German only)

The desk sharing CHECK-UP provides recommendations on how companies can introduce desk sharing

→ www.dguv.de >
Webcode: p022565 (German only)



Would you prefer having your own permanent desk to desk sharing?

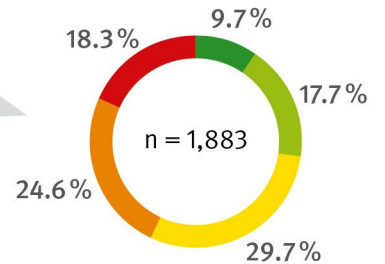


- Yes, I would prefer having my own permanent desk.
- No, I would prefer desk sharing.
- I have no preference.

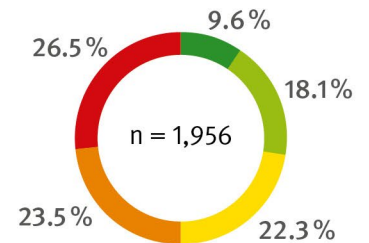


Almost half of respondents would prefer their own permanent desk to desk sharing. A quarter prefer desk sharing. A further quarter have no preference.

Desk sharing makes it easier to work with my colleagues (e.g. coordination, completing tasks together).



- Strongly agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly disagree



Desk sharing means I talk more with colleagues from other departments?

Source: © IAG

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