



# BG BAU

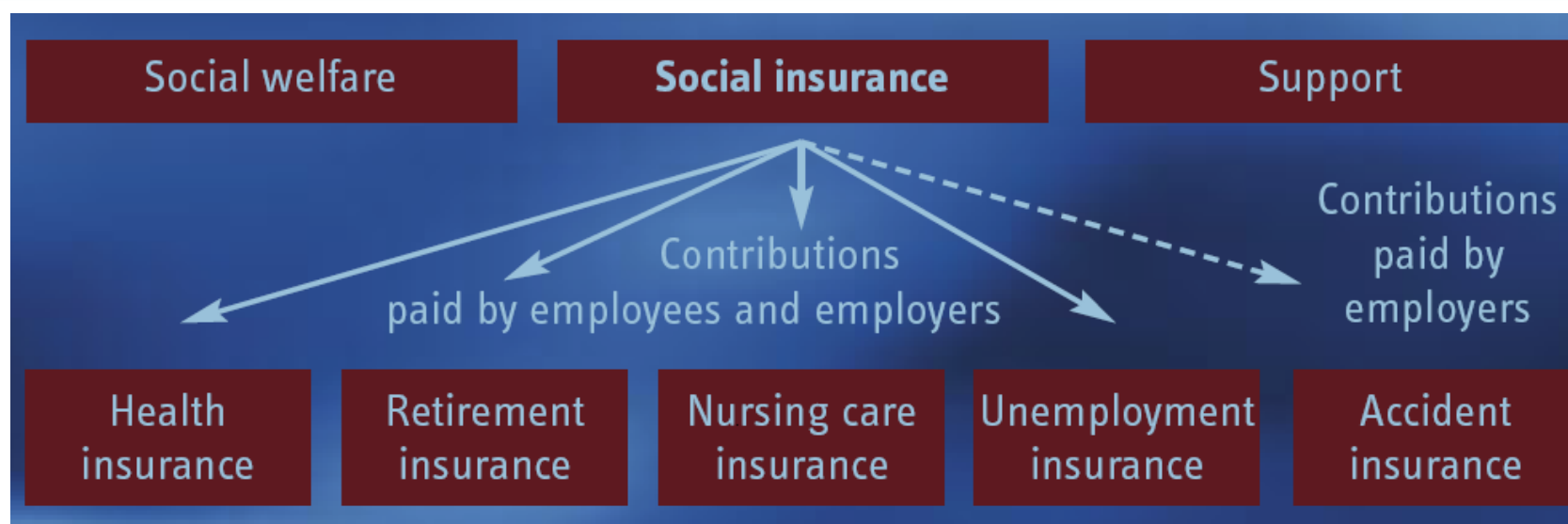
Berufsgenossenschaft  
der Bauwirtschaft

Caisse d'assurance et de prévention des accidents  
du travail et des maladies professionnelles - industrie  
du bâtiment

Institution for statutory accident insurance and  
prevention – building and construction industry

**Bernd Merz**

## The German social security system



The statutory accident insurance institutions (industrial and public sector) assume responsibility for people who have suffered:

- An occupational accident
- A commuting accident
- An accident at school, nursery school, after-school care centre or institute of higher education
- An occupational disease

Over 70 million insured individuals (of these, 17.3 million children and students); BG BAU: 2,7 million  
 Financed by 3 million businesses, 450,000 public institutions & 120,000 schools; BG BAU: 0,4 + 0,06 million

## The Tasks of the Social Insurance (§ 1 SGB VII)

### **prevention**

Prevent occupational accidents, occupational diseases and work-related health hazards

### **rehabilitation**

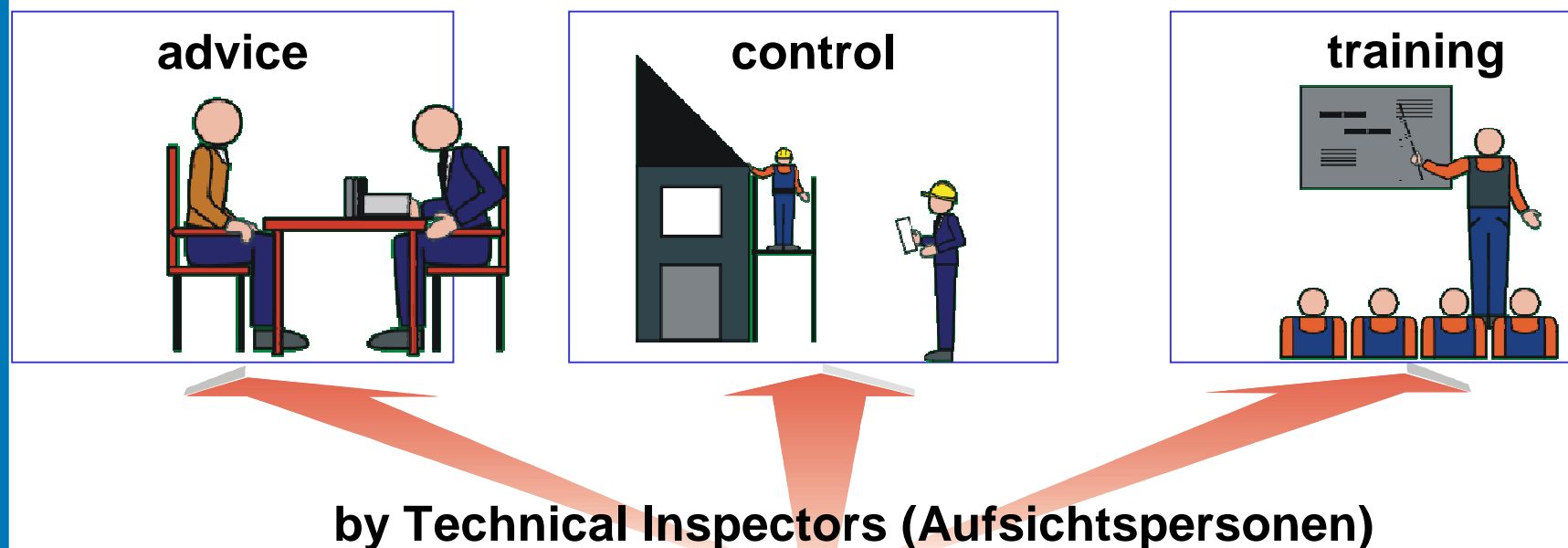
Occupational and social rehabilitation, medical benefit

### **compensation**

for insured persons and/ or surviving dependants

with all appropriate means

### Prevention with all appropriable means



### prevention means:

**Prevent occupational accidents, commuting accidents, occupational diseases and work-related health hazards**



### AMS BAU consists of:

- questionnaire for current status analysis
- procedure guidelines in 11 steps
- implementation support
- appendix

### Your benefits:

- easy implementation
- legal compliance
- reduced numbers of working hours lost
- competitive advantages
- improved image for your company

AMS BAU certificate



### Your input

Contact  
BG BAU

Current status analysis  
and implementation  
of AMS BAU

Implementation  
and documentation

### Our service

Information and  
AMS BAU folder  
with CD

Support  
and advice

Assessment  
and certification

**A cost-neutral service  
from BG BAU.**

[www.ams-bau.de](http://www.ams-bau.de)

- Unsere Unternehmer, Versicherte und private Bauherren betrachten wir als Kunden. Bei uns steht der Mensch im Mittelpunkt.
- Kundenorientiertes und freundliches Verhalten ist für uns selbstverständlich. Durch dezentrale Standorte arbeiten wir kundennah.
- Wir steigern konsequent die Qualität unserer Arbeit und reagieren flexibel auf sich verändernde Rahmenbedingungen.
- Durch wirtschaftliches, verantwortungsbewusstes und zielorientiertes Handeln senken wir die Kosten.
- Kompetente Mitarbeiter treffen schnelle, richtige und verständliche Entscheidungen.
- Wir fördern Eigeninitiative und Übernahme von Verantwortung durch Delegation und gezielte Personalentwicklung. Leistung wird anerkannt.
- Wir arbeiten auf allen Ebenen vertrauensvoll zusammen und leben einen kooperativen Führungsstil. Führungskräfte und Mitarbeiter informieren sich gegenseitig.
- Unsere Zusammenarbeit ist geprägt von Respekt, Fairness und Kollegialität. Durch Vereinbarung von Zielen und konstruktiver Rückmeldung fördern wir die Motivation und das Engagement aller Mitarbeiter.
- Ein gutes Arbeitsklima und die Zufriedenheit unserer Mitarbeiter sichern die Leistungsfähigkeit gegenüber unseren Kunden. Alle Führungskräfte tragen hierfür eine besondere Verantwortung und haben eine Vorbildfunktion.

## **Managers who get the best from their teams inspire a positive workplace culture:**

- | Fair and equal treatment of all employees;**
- | Achievements recognised and rewarded;**
- | Open management style**
- | Regular feedback**
- | OPEN and HONEST COMMUNICATION**
- | Clear goals set out**
- | Regular training**
- | Equal opportunities for all employees**

- | **Since job and workplace stress increase in times of economic crisis, it's important to learn ways of coping with the pressure.**
- | **Demographic change is transforming workplaces, it's important to learn ways of coping with the challenges.**
  - | Ageing is accompanied by typical changes which can be observed to a greater or lesser degree in all individuals. These include impairment of the senses, or general reduction in agility and physical strength.
  - | These changes are accompanied by others by which the deficits are compensated for or which give older employees other advantages, such as greater experience or social competence.

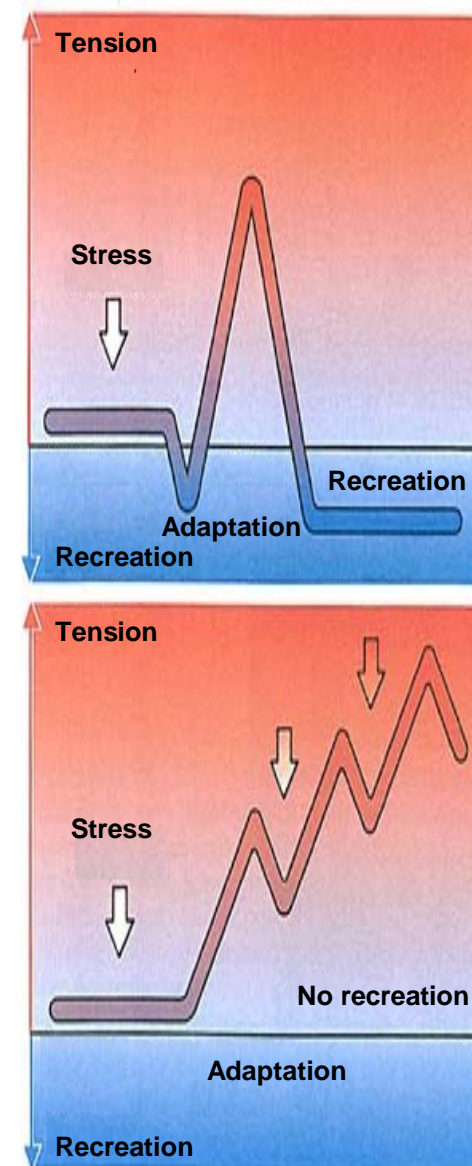


## Work-related Stress

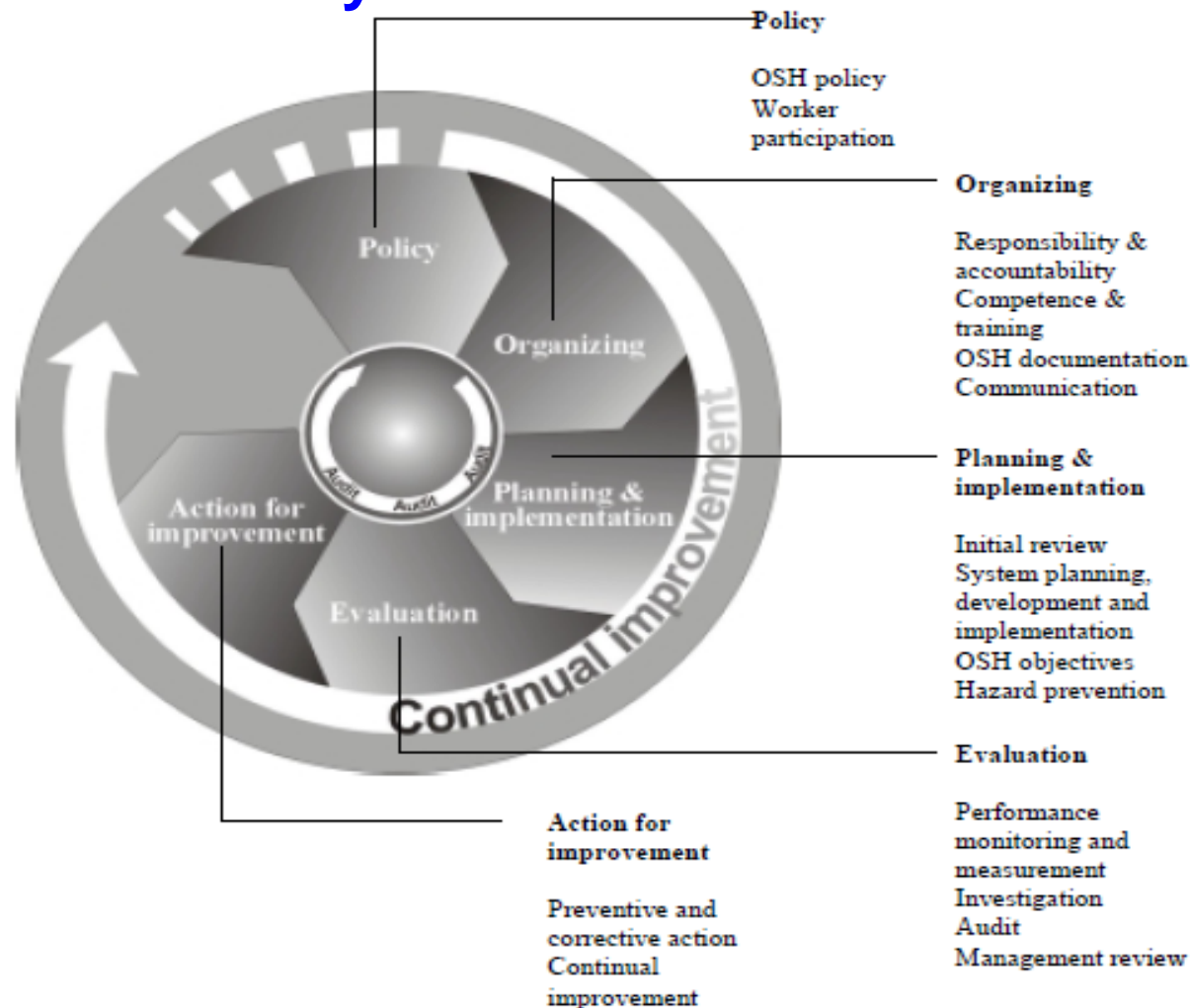
Reactions to the same circumstances vary between individuals. Some people can cope better with high demands, than others.

Short-term stress – for instance when meeting a deadline - isn't usually a problem: indeed it can help people perform to the best of their ability.

Stress becomes a risk to safety and health when it is protracted!



**The good news is that work-related stress can be dealt with in the same logical and systematic way as other health and safety issues:**



## Work related stress – Factors involved:

- | Work organisation and processes;
- | Working conditions and environment;
- | Communication and
- | Subjective factors (emotional and social issues)
- | ...

## Reminder:

Under framework directive 89/391, all employers have a legal obligation to protect the occupational safety and health of workers.

All workers have a general duty to comply with protective measures determined by the employer.

***“Happiness is not in the  
mere possession of money;  
it lies in the joy of achievement,  
in the thrill of creative effort.”***

**Franklin D. Roosevelt**