



Healthy at work

As an employer, the UoC is legally obliged to take care of its employees. This includes the responsibility to ensure a healthy working environment and to reduce or completely avoid workplace-related stress. The aim is to maintain the health of employees in the long term and at the same time strengthen their performance and motivation. The development and monitoring of processes and measures to promote healthy working conditions is carried out as part of occupational health management (Betriebliches Gesundheitsmanagement - BGM).

Legally binding fields of action: Occupational health and safety and company integration management

The implementation of the requirements of the Occupational Health and Safety Act in conjunction with the Occupational Health and Safety Ordinance and the Occupational Safety Act serves to ensure the safe and healthy design of workplaces. Central components include risk assessment and preventive occupational health care. In addition, the UoC is obliged to offer occupational integration management (Betriebliches Eingliederungsmanagement - BEM) in order to support employees returning to work after a long period of illness.

Optional field of action: Preventative services at the UoC

The guide to services provides information on other services offered by the UoC that support employees with work-related and social problems at an early stage in order to avoid workplace-related health problems. The spectrum ranges from health promotion measures, e.g. ergonomics advice, occupational health advice and sports activities, support and advice in case of psychosocial stress, threatening situations and addiction problems, as well as advice and moderation services for conflicts within the collegial environment and help with balancing work and family life. Internal departments, including Human Resources Development, Occupational Safety and Environmental Protection, the Family Support Center, University Sports and the Occupational Health Service, are providers of support.

Supplementary courses

E-learning courses on health management provided throughout the country can be used for self-learning. They can be accessed at any time via the university account without registration. Online and face-to-face events on the topic are offered as part of the university-wide continuing education program. The usual registration modalities apply to these courses. In order to focus on the topic of "healthy working", theme days are held once a year at which those involved present the courses on offer.

For Further Reading:

Health portal "Healthy working" with a guide to services and e-learning options

https://gesunde.uni-koeln.de/bgm/content/index_ger.html

Betriebliches Gesundheitsmanagement – BGM

https://gesunde.uni-koeln.de/bgm/content/bgm/index_ger.html

Betriebliches Eingliederungsmanagement-BEM

https://pe.uni-koeln.de/gesund_arbeiten/betriebliches_eingliederungsmanagement_bem/index_ger.html

Occupational safety and environmental protection - UoC

https://verwaltung.uni-koeln.de/stabsstelle02.2/content/index_ger.html

Occupational Health Service – UoC

<https://portal.uni-koeln.de/universitaet/beschaefigte/betriebsaerztlicher-dienst>

Occupational Protection Act (Arbeitsschutzgesetz – ArbSchG)

<https://www.gesetze-im-internet.de/arbschg/>

Occupational Safety Act (Arbeitssicherheitsgesetz – AsIG)

<https://www.gesetze-im-internet.de/asig/>

Workplace Regulations (Arbeitsstättenverordnung – ArbStättV)

https://www.gesetze-im-internet.de/arbstaettv_2004/

DGUV-Informationen 210-415 (computer workstation)

<https://publikationen.dguv.de/regelwerk/dguv-informationen/409/bildschirm-und-bueroarbeitsplaetze-leitfaden-fuer-die-gestaltung>

Do you have any questions? Please feel free to contact us!

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