

Occupational Health Management

Elke Dörner



Elke Dörner joined the DMT Group 15 years ago with the task of setting up a corporate health management system. has since been steadily expanded to include numerous tasks. With her goal-oriented manner, extensive experience and constant focus on the wellbeing of our employees, she contributes to the success of the group and is always very close to the concerns of the workforce.

How does DMT help employees achieve a healthy balance between private and professional responsibilities? What do we offer in the context of occupational health management?

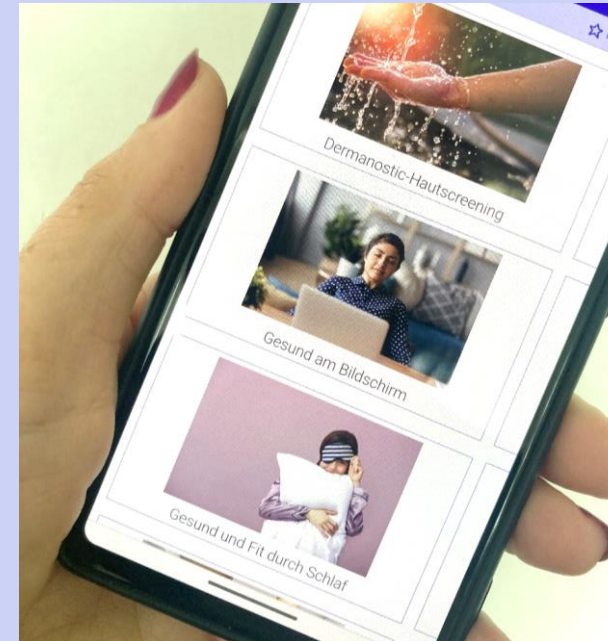
We have been pursuing the topic of "work-life balance" very intensively since 2009, the year in which we were certified for the first time by the German "Beruf und Familie" audit (Work and Family audit). Since then, the measures have been constantly developed further. For example, we have selected a new service provider as an all-in-one solution for a better work-life balance that supports employees with quality-tested services and easily accessible offers. The current satisfaction rate of participants is 95%. The offered services target all phases of life and take into account the situation of families as well as singles.

In addition to family activities, childcare support, learning and tutoring, sports and health options, coaching, support during crises and challenges, and much more, additional services are available at certain times of the year, such as help with income tax or offers that fit the season. We offer numerous services within the framework of occupational health management, such as workplace health promotion, social counseling, workplace integration management, cooperation with the occupational health service, and psychological coaching. We subsidize childcare and regular attendance at fitness centers and also back strengthening courses.

Employees working at the three main sites in Germany (Essen, Hanover and Hamburg) can take advantage of the wide range of options on offer in the company restaurants. In addition to the classic menu with mainly regional products, there are always vegetarian and vegan options and a varied salad bar.

How are the different needs of employees taken into account?

The Group-wide health program is reviewed annually to ensure that it is up to date, with the Occupational Health Management steering committee asking HR managers about their needs. Expertise and experience are brought together in this process so that an up-to-date package can be developed that also takes individual topics into account. The employees can use the group-wide health offers of TÜV NORD GROUP, which are made available on the intranet. New offers are constantly being added, such as skin screening via a cell phone app, resilience training, or healthy and fit through sleep.



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The goal is to offer current and appropriate health options that are relevant for a large part of the workforce. On the subject of work-life balance, for example, we have monthly meetings, some of which are also attended by providers who present their services. This keeps us up to date and optimizes our portfolio.

Are there flexible working hours or the option of home office work to promote a healthy work-life balance?

Yes, there certainly are. DMT offers trust-based working hours or arrangements for flexible working hours, occasional location-flexible working and home office working. This is very valuable, as there are mothers and fathers who can then, for example, take their children to kindergarten or school without stress, or simply schedule a doctor's appointment more flexibly. I personally value this trust-based working time very much.

In the areas where the job allows it, DMT enables a great deal of flexibility. Depending on the occasion and the situation, a temporary or permanent reduction in working hours is also possible after consultation with superiors. If, for example, someone is under additional strain due to increased child-rearing responsibilities or caring for relatives, then this simply does not fit in with the working hours at the moment. DMT always strives to find a solution for this.

What projects are in the pipeline?

Into parental leave and back to work: We want to provide parents with better information about what will change for them, where they can find support, and what offers the company can make use of during parental leave. It's also about better integration and keeping in touch with the company and colleagues, making use of further training, and about the various models for reconnecting parents with their professional activities as and when needed - even if earlier than originally planned.

Revising the executive work-life webinar: This online training has been offered to executives since 2020 and more than 200 senior managers across the group have already attended it. We also want to establish HR development programs in the area of remote leadership.

What are the biggest changes in occupational health management since you've been in the job?

In the past work-life balance didn't have the status it does today. The common model was that the man went to work and the woman took care of the children and other tasks. I also come from the "child or career" generation. I decided against having a child because I didn't believe I could manage both. And there wasn't that support and understanding from companies in the past.

In 2009, we wanted the "Beruf und Familie" (Work and Family) certification with the associated audit. This gave us the opportunity to set up and implement the associated processes and measures in a structured way and to develop the topic further over the years. And the process includes meeting targets in the relevant fields of action and ensuring that the management is also on board. The latter supports the measures and target agreements and thus supports the success of the implementation.

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Nowadays, it is essential that a company takes care of the work-life balance of its employees. We are therefore pleased today that we have more diversity and that everyone can be given the opportunity to fulfill their professional potential.



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One example is our work-life balance and wellbeing service provider voio. voio is an all-in-one solution for a better work-life balance that supports employees with quality-tested services and needs-based offerings. It provides a wide range of services for all situations and phases of life, including online courses and webinars, consulting and coaching, childcare, homework help, tutoring, training, video tutorials, self-study programs, home office yoga, family activities and vacation camps. Everyone benefits from this relief and support in their private lives, because increased personal well-being and satisfaction also promote productivity on the job.

How long have you been with DMT? What makes DMT so special to you?

I joined DMT in 2008. For me, the possibility of flexible working, such as trust-based working hours and the use of home office work, is very valuable. It helps to ease time bottlenecks and, if necessary, to work without disruptions and with peace of mind.

My job is very varied and diverse. On the one hand, I love the range of interesting topics, and on the other, the satisfaction of contributing directly or indirectly to ensuring that employees and businesses benefit from my work.

My work means that I am in contact with multiple different colleagues because of the many interfaces. I find this interaction and good cooperation particularly valuable.

Elke Dörner, Occupational Health Management