

## Rescue of an inclusive workplace

### Help for companies in the security of employment of employees with severe disability

His hand joint no longer works as before his work accident more than two years ago. Even on the ladder, the 61-year-old can no longer stand. Norbert Harnack, who has been an employee at the cleaning company „Ihre Perle“ in Marburg for five years, is now using a brand new telescopic window cleaning device, which was bought specifically for him. It can be extended to a length of up to six meters. The cleaning rod is light and can be used without a ladder to clean high window fronts. Thanks to a pre-installed filter, which removes all minerals from the water, no residue is left after drying, so that the window panes do not get dirty.

More than two years ago, Atis Jünemann, managing director of the eight-employee cleaning company, contacted the Integration Service (IFD) of Arbeit und Bildung e.V. She was unsure whether Norbert Harnack could fulfill his work tasks after his work accident at the beginning of 2017. In autumn 2017, the professional association announced the completion of the healing process. Nevertheless, doubts remained regarding the loadability of the employee.

As the coordinating body, IFD consultant Uwe Zacharias brought all actors together for the clarification of the loadability and necessary support measures. He contacted the Integration Office Kassel, where a job coaching was agreed.

Ergo therapist André Sorge was commissioned to carry out the job coaching in the company in order to determine the support needs for Norbert Harnack. After an analysis of the abilities and requirements of the different tasks, Sorge made suggestions that should enable further employment. „Here, work processes were optimized, the company and the employee were consulted and clarified. A comprehensive, health-preserving way of working was in the foreground“, explains he. Result of the job coaching: Norbert Harnack can continue his work in principle, if his load is reduced by special work tools, or if he is freed from certain tasks and instead employed more in other areas.

„The purchase of the new window cleaning device is only one of several measures, which contribute to the relief of work for Mr. Harnack and without which he would not have been able to continue his work in the medium term“, says IFD consultant Zacharias.

The financing of IFD consulting, job coaching and 75 % of the purchase costs of the new work tool were taken over by the Integration Office Kassel. In addition, the company is obliged to continue the employment of the employee and to carry out a two-year check of his work situation. Also, a personnel support for Norbert Harnack

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wird vom Integrationsamt finanziell gefördert, damit der behinderungsbedingte zeitliche Mehraufwand für Kollegen oder Anleitenden zumindest teilweise ausgeglichen wird.

Andreas Georgi, Betriebsleiter bei „Ihre Perle“, berichtet: „Die Mitarbeitenden bleiben in der Regel über viele Jahre bei uns. Das ist für alle besser, man kennt die Stärken und Schwächen jedes einzelnen und baut eine persönliche Bindung auf.“ Und Geschäftsleiterin Jünemann ergänzt: „Es ist gut, dass wir Herrn Harnack behalten können.“

Nach Abschluss des Jobcoachings steht der IFD weiterhin als Ansprechpartner für Betrieb und Mitarbeiter zur Verfügung und stellt damit sicher, dass der Arbeitsplatz langfristig erhalten bleibt.

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Bildunterschrift: Der Arbeitsplatz von Norbert Harnack ist dank Spezialarbeitsgerät und Beratung gesichert.



Bildunterschrift: Alle ziehen an einem Strang, um den Arbeitsplatz zu sichern: (v. li.) Betriebsleiter Andreas Georgi und Geschäftsführerin Atis Jünemann von „Ihre Perle“, Mitarbeiter Norbert Harnack, IFD-Berater Uwe Zacharias und Ergotherapeut André Sorge.



Bildunterschrift: Vorführung des neuen Arbeitsgerätes: (v.li.) Betriebsleiter Andreas Georgi von „Ihre Perle“, Mitarbeiter Norbert Harnack und Ergotherapeut André Sorge.

Bildquellen: Kerstin Warnecke

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