



## Ford Germany achieves IDMSC Certified award



*Posing in front of a 1925-vintage Model T Ford at the Cologne plant, from left: Rainer Ludwig, managing director, Ford Germany; Heiko Nigmann, deputy chairman, Central Works Council; Petra Zink, CDMP, disability manager, Ford Europe; Wolfgang Zimmermann, NIDMAR executive director; Dr. Erich Knülle, CDMP, Disability Management and Health & Safety Systems, Ford Germany; Franz Thönnies, MdB, parliamentary state secretary in the federal Ministry of Labour and Social Affairs; Dr. Joachim Breuer, managing director of the Federation of Workers Compensation Boards (HVBG).*

**COLOGNE:** On June 8, the Ford Company, Germany became the first company in Europe to successfully achieve the International Disability Management Standards Council's IDMSC Certified award.

This means that the company passed the consensus based disability management audit (CBDMA) with a score of more than 80 per cent.

Ford now joins Canadian Pacific Railway and the City of St. John's in having achieved the IDMSC Certified standard.

Attending the presentation were senior executives from Ford Germany and Ford Europe, as well as trade union representatives. The event was also supported by Franz Thönnies, MdB, parliamentary state secretary in the federal Ministry of Labour and Social Affairs and Dr. Joachim Breuer, managing director of the Federation of German Workers Compensation Boards (HVBG).

The event also recognized the leadership of three key individuals whose commitment, dedication and vision have been critical to the success of disability management in Germany: Dr. Hartmut Haines, ministerial director, federal Ministry of Labour and Social Affairs, who has been supportive of disability management initiatives since the early 1990's; Dr. Erich Knülle, Disability Management and Health & Safety Systems, Ford Germany, whose personal engagement led to the development and success of the Ford Germany program; and Dr. Joachim Breuer, whose organization saw the value of international comparisons for German industry and obtained the license rights for the CBDMA in Germany.

Ford implemented a company-wide (Ford Germany) disability management program, which was first recognized in 2003 when its disability manager achieved the first CDMP professional certification in Europe. Recently, Ford's disability management program was placed within the top 10 out of 200 of Germany's largest corporations.

Ford values the disability management process not only as an expression of its social responsibility, but also as a result of the direct economic savings which accrue to the organization by maintaining, in many cases, highly qualified and trained individuals in a productive capacity. ■