



**“Healthy Workplaces Campaign 2020-22
LIGHTEN THE LOAD”
at Boehringer Ingelheim
The Health Navigator Program**



Boehringer Ingelheim in brief



Boehringer Ingelheim Center

Our headquarter
in Ingelheim

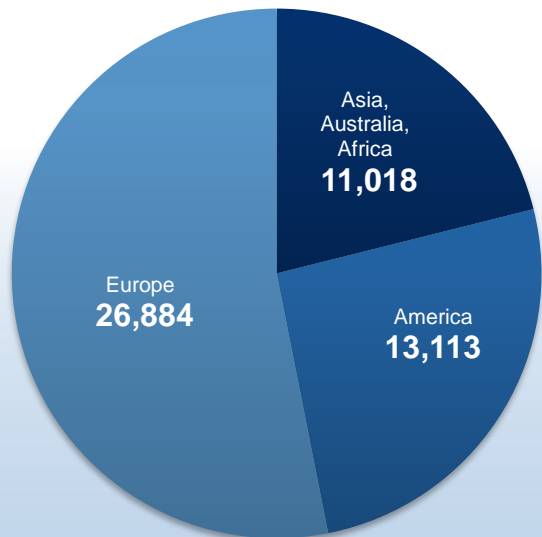
- Family-owned pharmaceutical company
- Founded 1885 in Ingelheim, Germany
- Focus on Human Pharma, Animal Health and Biopharmaceutical Contract Manufacturing
- Around 51,000 employees worldwide
- R&D expenses of almost EUR 3.5 billion
- 28 R&D sites worldwide for Human pharmaceuticals and Animal Health
- Net sales of EUR 19.6 billion
- 175 affiliated companies worldwide
- Investment in tangible assets: EUR 1,073 million

Status:

31.12.2020

Our employees

by region: 51,015



by function:



51,015

Ø number of employees worldwide, 2020

What We Do

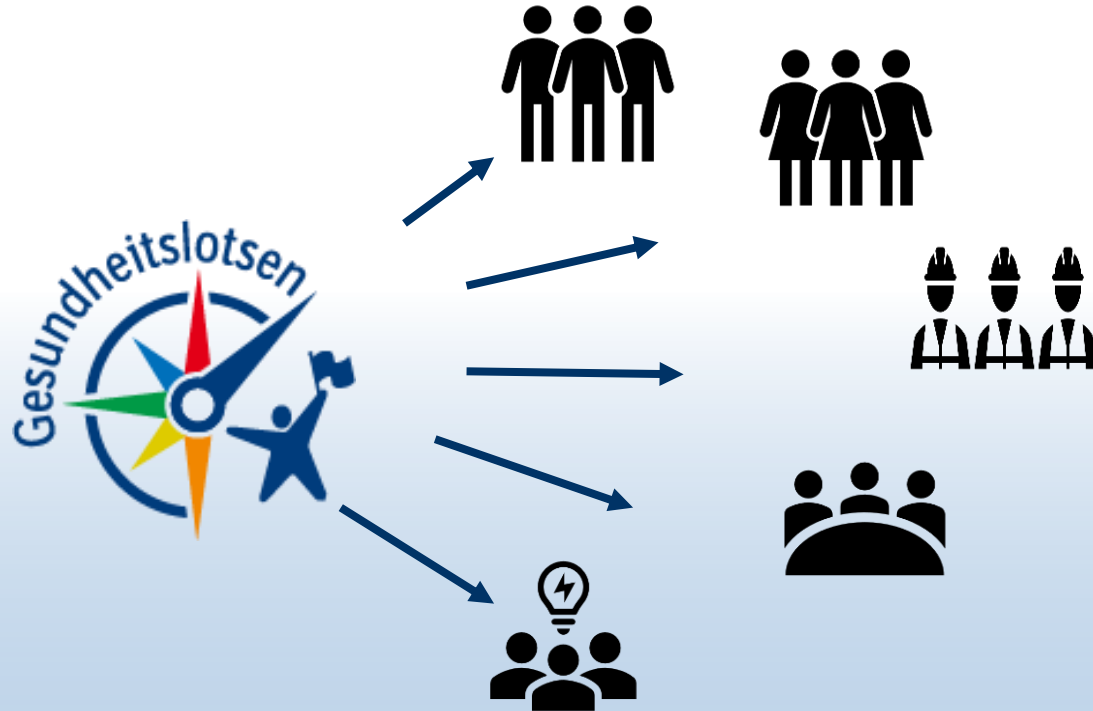
“We see ourselves as the patient’s partner, providing innovative medications for better health.”

- Investments in research and development in 2019: 17.8 % of the revenues (more than 3.5 Billion €)
- Our corporate vision: Value through innovation
- Main areas of research:
 - Cardiometabolic diseases
 - Central nervous system diseases
 - Immunology
 - Oncology
 - Respiratory Diseases
 - Retinal Health



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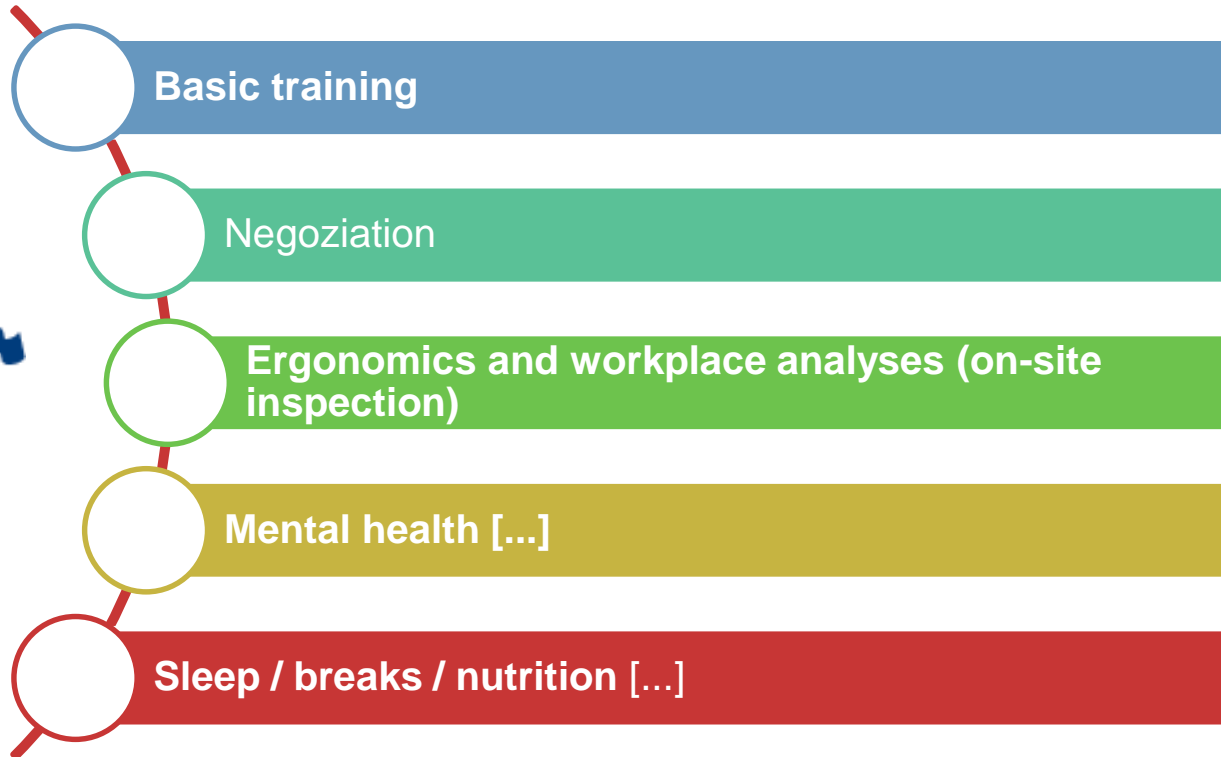
The Health Navigator Concept at Boehringer Ingelheim



Passionate staff gets sensitised to promote health topics in their teams

Education and training

5 full-day company-related / company-specific training, structured as follows:



Education and training

Participation of all **modules** are a **prerequisite** for the activity as a Health Navigators

→ Certificate of attendance will be issued

→ Upon completion of the last module, the certificate for appointment as a Health Navigators issued

If individual qualification modules with **same content have already been attended in other institutions**, these can **be credited** to the qualification.

After qualification, the Health Navigators **regularly receive offers for further training and exchange of experience.**

Where and how are the framework conditions



defined? "Guideline to Health Navigators" - Attachment to the EHS Management Manual/
Works Council Agreement [LINK Leitfaden Stand042021](#)

Contents

- Aim of deployment of Health Navigators
- **Role of the Health Navigators**
- Embedding of role within the company's health management system
- Exemplary tasks of the Health Navigators
- **Education and further training**
- **Requirements for qualification as Health Navigator**
- **Time requirements and regulations on area of responsibility**
- **Appointment**
- Attachments

“Guideline Health Navigators”

Excerpt: **Role** of the Health Navigators



[...] as **multipliers for health issues** in their individual areas, they provide important contribution to the healthy design of new forms of work and **the sustainable integration** of health into the corporate and management culture.

As **collegial companions**, they know the processes and working conditions on site. They cultivate a relationship of trust with their colleagues and as a link between employees and management can support managers in their task of "leading healthily".



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“Guideline Health Navigators”

Excerpt: **Role** of the Health Navigators



In this role, they **impart know-how**, motivate employees to internalize behavior-related health measures and help improve working conditions.

The basis is qualification by and close networking with the players in corporate health management. The Health Navigator support the company health management as well as the professional advisors within the company (Individual Employee Counseling, Center for Occupational Medicine, Occupational Safety, etc.) in maintaining/restoring the mental, physical and social health of the employees.



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Interested persons **must have been working in assigned area for at least one year and in a permanent, non-terminated employment relationship.**

The activity ... is always voluntary. **Prerequisite for appointment is a discussion between line manager and employee.** Participation in training only possible once the appointment has been made.

If more applications than places available, preference will be given to those persons who are registered for the qualification via the area specific EHS implementation plan.



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The line manager regularly discusses **actions, implementation and support requirements** with his/her Health Navigators , at least once a year. From this, agreements and free spaces for the activity of the Health Navigators are derived. These are recorded in the **checklist "Orientation Health Navigators "**.

The time frame granted for the performance of their activities is based on the **individual needs within the care area** and **to be determined in discussion with the line manager.**

This should also include time for further training and education or for regular exchanges of experience organized by the company health management team.

Key areas of activity can be defined in order form.



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Excerpt from Guideline Appointment

Within scope of the appointment, **the area of responsibility of the Health Navigators will be specified.** The time scope is clarified in discussion between the line manager and employee. With the signature both sides give their consent.

Should the Health Navigators change his/her organizational unit, the Health Navigators must also inform the Health Management.

The assignment as Health Navigators as well as a coordinator **in the new organizational unit** must be coordinated with the new line manager.

A new **appointment is required, the qualification retains its validity.**

Boehringer Ingelheim Pharma GmbH & Co. KG, 55226 Ingelheim am Rhein

Herrn
Vorname Nachname
Abteilung

Hauspost

Boehringer Ingelheim
Pharma GmbH & Co. KG

21. Dezember 2020

Bestellung zum / zur Gesundheitslots*in

Sehr geehrte Frau / geehrter Herr xxx,

auf Antrag Ihrer Führungskraft und in Abstimmung mit dem Betrieblichen Gesundheitsmanagements / Arbeitssicherheit Deutschland werden Sie hiermit gemäß des „Leitfadens Gesundheitslots*in“ zum / zur Gesundheitslots*in bestellt.

Ihre Zuständigkeit als Gesundheitslots*in beginnt ab xxx für den Bereich

xxx
innerhalb der Abteilung xxx.

In Ihrem Zuständigkeitsbereich betreuen Sie ca. xxx Mitarbeitende.

Sie unterstützen Ihre Kolleg*innen in einer gesundheitsförderlichen Arbeits- und Verhaltensweise und sind als Multiplikator für Gesundheitsthemen, Schulungs- und Beratungsangebote des Betrieblichen Gesundheitsmanagements und dessen Handlungsfelder tätig | Eventuell vorhandene Fachexpertisen bringen Sie in Abstimmung mit dem Betrieblichen Gesundheitsmanagements mit ein. Ihr genauer Handlungsspielraum richtet sich nach den Bedarfen innerhalb Ihres Betreuungsbereiches und ist mit Ihrer Führungskraft abzustimmen. Hierzu stehen Sie im regelmäßigen Austausch mit Ihrer Führungskraft und definieren gemeinsam Schwerpunkte, Bedarfe und Erwartungen – gemäß der „Checkliste Orientierung Gesundheitslots*in“.

Die zu besuchenden Pflichtschulungen für Gesundheitslots*innen werden Ihnen über LOS zugewiesen und sind in Ihrem Schulungsplan zu finden.

Caroline Dostler
Telefon +49 (0)130 71-6679
Telefax +49 (0)130 72-6679
E-Mail
caroline.dostler@boehringer-
ingelheim.com

Binger Straße 173
55226 Ingelheim am Rhein
Telefon 06382 71-0
Telefax 06382 72-0
www.boehringer-ingelheim.de

Sitz Ingelheim am Rhein
Registergericht Mainz
HR-B 23206

Deutsche Bank AG
BIC: DEUTDE33HAN
IBAN:
0545 5507 0540 0011 0320 00

Konjunkturstadl
Boehringer Ingelheim
Deutschland GmbH
Geschäftsführung
Stefan Rinn
(Vorstand)
Ursula Függe-Hahn
Ralf Gornitzki
Dr. Douglas Khoo
Michael Klein

Vorsitzender des Aufsichtsrates
Dr. Joachim Hasenmaier
Sitz Ingelheim am Rhein
Registergericht Mainz
HR-B 23206

Abteilung / Bereich
Führungskraft

Betriebliches Gesundheitsmanagement /
Arbeitssicherheit Deutschland

Figures



2019

Pilot in
Research
department
(f2f)

12 Health
Navigators in
Research
2 in Logistics

2020

Pilot in further
(mainly virtual)

12 Health
Navigators -
Mixed group

2021

2 courses
started (March)
BC - ING
3rd course to
be started
Sept./Oct.

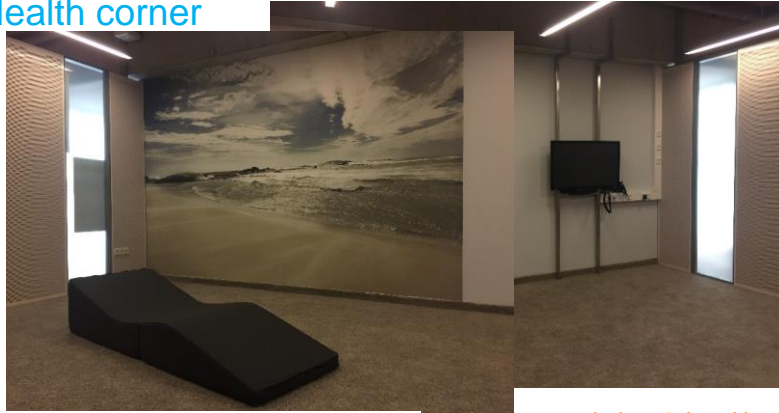
15 (16) Health
Navigators
3rd course
almost filled

What is the **response** from **stakeholders** ?

- RESEARCH management recommends the concept
- Health insurance covers 50% of the costs
 - + Short seminars executed by health insurance
- Best practice point in EHS certification audit (ISO 45 001), EHS Award 2020
- "Active break" dates & newsletter are "passed on"
- International Pilot in Europe (BE SAFE International)
- Qualification offer communicated in area-specific EHS implementation plans
- Health Psychology master thesis on the Health Navigators concept in cooperation with Hochschule Furthwagen

What has already been achieved?

Health corner



Arbeitsplatzanalyse



Health Impulses

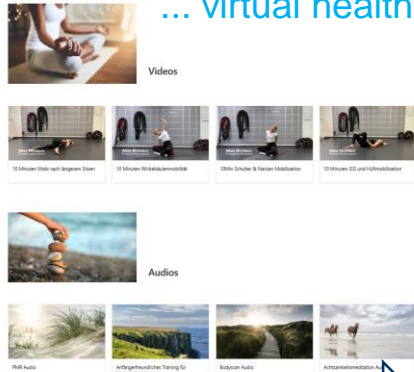
Health Minutes

Online Workplace consulting

regular exchange with
teammate company
health management
players

Health-Challenges

... virtual health corner



Active
breaks
(also
virtual)



Virtual over 80 participants



Minute of movement, eye
relaxation exercises in regular
meetings.

Conclusion

- Qualification as a Health Navigators was fitted to BI requirements
- The training concept is viable
- Very good support by external instructors
- All players of company health management support the initial training and further training and exchange of experiences
- HR has budgeted the training for 2021

The basis for further qualification moves has been made!

Thanks!
Allow yourself...



... Eye Exercise



The human eye is also designed for movement: for focusing on near, intermediate and distant objects. Without these alternating movements, which are often missing due to long screen activity, the risk of developing vision impairment increases. You can avoid this with simple exercises such as the following tips.

Blink

Open and close eyelids as quickly and loosely as possible - about one minute.

→ Releases the fixed gaze and trains the eye muscles

→ In addition, a fine tear film covers the eyes

Take a short break and relax - to do this, close your eyes and exhale slowly.



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Eye yoga - lying 8

With eyes closed, trace a lying 8. After a few repetitions, change direction.

Breathe in and out slowly during the exercise.



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