

APPENDIX III

Agreement

Between the Association of the Employers, the German Trade-Unions, and the Association of Industrial Physicians on Industrial Medical Services.

1

The services of the industrial physician are recognized as an important means of strengthening and improving the protection of the work and health of the working population.

2

The Association of the Employers pledges itself to recommend to its members the employment of industrial physicians according to size and kind of plant.

3

The medical services in the plants will be carried out by qualified full time or part time physicians. If the volume of work in one or more plants requires a full time industrial physician, such full time industrial physician should be employed.

4

(a) It is the function of the industrial physician to regulate and survey continuously the medical and social conditions in the plant according to its special requirements, to advise the management and the industrial council of the plant on all pertinent questions, and to take care of the employees at work and for the work. His functions further include medical services in urgent cases for employees capable of work, if necessary, in the interest of the plant and its members. The use of these medical services is voluntary.

(b) The industrial physician should give first aid and treatment for accidents and occupational diseases occurring in the plant.

5

(a) The management in agreement with the industrial council employs and dismisses the industrial physician. The *Landesgewerbearzt* should be consulted in advance.

(b) The industrial physician is responsible to the manager of the plant or his substitute; in his professional capacity, however, he is responsible only to his own conscience as physician. In plants with several industrial physicians, one chief physician should be selected; the other industrial physicians working under his direction.

(c) The rights and functions of the industrial physician will be determined in a written contract between the management and the industrial physician. The contract should contain regulations regarding salary, vacation, insurance, period of notice and the substitute of the industrial physician. It should further secure the independence of the industrial physician concerning his medical activities.

6

The industrial physician is a licensed physician. With the agreement of the plant, he can also carry on a private practice.

7

A physician approved in Germany can become an industrial physician if, after having passed his state medical examination, he has carried on at least three years' activity (of these at least two years clinically) and has proved his qualifications as an industrial physician as well as adequate medical knowledge and education for these services.