

“berufundfamilie“ audit: Federal Institute for Risk Assessment awarded the certificate for family-friendly personnel policy for the third time

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The Federal Institute for Risk Assessment (BfR) has successfully completed the *berufundfamilie* (work and family) audit for the third time. With the certificate, which was presented this year by Minister for Family Affairs Manuela Schwesig, the Institute is recognised for its continuous implementation of a family-friendly personnel policy. The goal is to enable employees to achieve a work-life balance that suits each phase of life, from bringing up children to caring for relatives or other family reasons. This strategic alignment of personnel policy contributes towards bonding staff members to the BfR in the long term while also helping to acquire new, qualified colleagues. The offers of the BfR range from flexible working hours through various telework models to information offers on the subject of care and nursing.

This year, 297 companies, institutions and universities have been awarded the certificate for successfully completing the *berufundfamilie* audit. The certificate is awarded by *berufundfamilie Service GmbH*, an initiative of the charitable Hertie foundation.

The BfR has been recognised as a family-friendly employer since as long ago as 2009 and is one of only 86 employers to successfully complete the audit for the third time. The Institute continuously implements various family-friendly personnel policy measures, which currently include:

- Flexible working hours
- Many different telework models
- Family-friendly meeting times
- Further training for employees absent for family reasons
- Guest offices and parent-child offices at both locations
- Cooperation with a family service provider in the areas of child care and care of the elderly
- Alternating telework models
- Information offers and workshops on all aspects of care and nursing, and
- Social consultancy offers

Until the next audit in 2018, existing family-friendly measures and arrangements are to be evaluated, consolidated and optimised as necessary. This includes, for example, the evaluation of telework, the validation of phase-of-life-orientated working hours models, the development of a concept to support foreign dual career couples and the further sensitisation of executive staff for topics related to the compatibility of career and family.

About the BfR

The Federal Institute for Risk Assessment (BfR), is an independent scientific research institution within the portfolio of the Federal Ministry of Food and Agriculture (BMEL). It advises the Federal Government and Federal Laender on questions of food, chemical and product safety. The BfR conducts its own research on topics that are closely linked to its assessment tasks. With its work, the BfR makes a decisive contribution towards protecting consumer health.

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