

SGB IX § 167 (2) Prevention

"If employees are unable to work for more than six weeks in a row or repeatedly within a year, the employer shall, with the responsible interest group within the meaning of Section 176, in the case of severely disabled persons, also with the representative body for severely disabled persons, with the consent and participation of the person concerned, on the possibilities of overcoming the incapacity to work as far as possible and on the benefits or assistance that can be provided to prevent a recurrence of incapacity to work and to enable the person concerned to remain in their job (company integration management). Employees may also consult a person of their choice.

If necessary, the company doctor or occupational physician shall be consulted. The person concerned or their legal representative shall be informed in advance of the objectives of the company integration management and the type and scope of the data collected and used for this purpose. If benefits for participation or accompanying assistance in working life are considered, the employer shall consult the rehabilitation providers or, in the case of severely disabled employees, the integration office. These shall ensure that the necessary benefits or assistance are applied for without delay and provided within the period specified in Section 14 (2) sentence 2. The competent interest group within the meaning of Section 176, and in the case of severely disabled persons also the representative body for severely disabled persons, may request clarification. They shall ensure that the employer fulfils the obligations incumbent upon it under this provision."



General information, FAQs and
contact persons

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Workplace Integration Management (BEM)

Workplace integration management (BEM) and its objectives

i BEM is a service offered by the UFZ to all employees who have been ill frequently or for a long time or have had an accident, to work together to find ways to restore or maintain their health, secure their job and ability to work, and prevent new incapacity for work

Based on Section 167 of the Social Security Code IX, a works agreement on the procedure and approach was concluded between the management and the general works council.

Principles of the BEM

- Participation is entirely voluntary..
- You can decide for yourself who, apart from the BEM officers will participate in the BEM procedure and can withdraw your consent at any time.
- All discussions are strictly confidential and all participants are bound to secrecy and subject to data protection..
- Your data will be protected throughout the entire process and even after the BEM procedure has been completed.
- BEM documents are not included in your personnel file.

Persons involved

In addition to a BEM representative, the following persons may be involved in the BEM procedure, for example:

- Member of the works council
- Confidential advisor
- Company medical service/occupational psychology service
- Representative for severely disabled employees
- Occupational safety and environmental protection team
- Supervisor
- Attending physician
- Health insurance fund, integration office, pension insurance fund

Procedure

1

Contact

If you have been absent for more than 42 days within the last 12 months, the UFZ's BEM officers will contact you and send you an invitation with the BEM offer. It is irrelevant whether this is due to one long period of illness or several separate illnesses.

2

Initial

If you give us your consent, an initial consultation with a BEM representative will follow, during which we will inform you about the procedure and answer any questions you may have.

3

Determination of measures

At the end of this meeting, it is agreed whether a BEM procedure can begin, what solutions or measures are emerging, and who else should be involved if necessary.

4

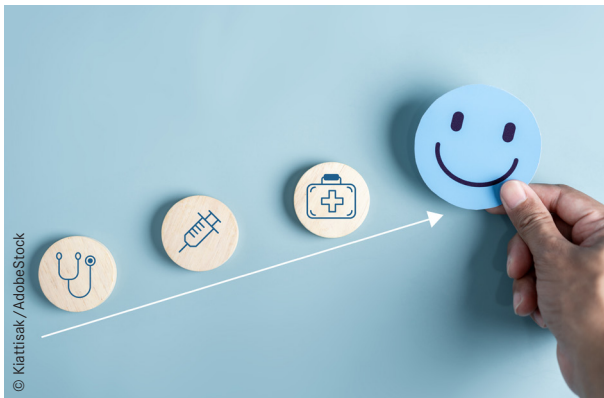
Follow-up meeting

In follow-up discussions, solutions are sought jointly, measures are defined and their implementation is coordinated, supported and monitored.

5

Final meeting

After successful implementation or if no further measures are possible, the BEM process is concluded with a final meeting.



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Restoring, maintaining and promoting fitness for work