

"BETRIEBLICHES EINGLIEDERUNGSMANAGEMENT"

In 2004 a measure called "Betriebliches Eingliederungsmanagement" was introduced in Germany. If an employer is absent from work due to sickness for six weeks or more at a time or in the course of a year, the employer is obliged to get in contact with the employee and - if the employee agrees - to work out a strategy for the employee to return to work (for example by choosing a different workplace in the same operation). In the process of devising such strategy, the works council, the works doctor and (if a severely handicapped employee is concerned) the representative of the severely handicapped employees shall be included as well as representatives from the rehab organisations (accident insurance, health insurance etc.).