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LQW-zertifizierte Qualität

Themenplan

Compact Course: Occupational integration management after illness (BEM | Betriebliches Eingliederungsmanagement)

BEM's legal basis and objectives, and works council involvement

Experience exchange regarding sick leave and illness in the company

Legal basis, including current labour court case law:
- Occuptational integration management after illness in accordance with
- Section 167 (2) SGB IX
- Codetermination rights for works councils
- Case law overview, e.g. regarding dismissal for personal reasons or the rights/ obligations of works councils

Health, illness and incapacity to work in company practice (including an overview of the regulations in SGB V and SGB VII)

Integration meeting instead of a "return-to-work discussion", employer obligations

Sanctions for employees who refuse to consent, the effects of this refusal on dismissal protection

Stress factors in the workplace (risk assessment in accordance with the Occupational Health and Safety Act, job description)

Internal and external parties involved in BEM

Support options for those involved

Regulatory content of a works agreement on BEM

Tips for the practical implementation of works agreements on BEM

Negotiation and consultation skills (recognising, avoiding and resolving conflict)

Prevention talks:
- Recognising and naming the different interests and goals of the stakeholders
- Assessing the potential legal effects of discussing delicate subjects during prevention talks