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## The project

# EIBE

- Harald Kaiser, iqpr Munich
- Reiner Eggerer – BFW Nuremberg

Within the project EIBE processes for return to work coordination in 28 Vocational Advancement Centres have been developed, integrated in a management system and tested and proved in several cases.

## Implementation of the project

Apart from the contextual implementation in the form of a manual, scientifically relevant issues have to be discussed and conclusions shall be allowed to be drawn with respect to further process steps. In the course of this action research the focus of our partners was drawn on the following four project issues:

1. Which target groups is a return to work coordination especially suitable for?
2. Which actors can operate within the scope of a return to work coordination and what are their tasks?
3. How can a return to work coordination be implemented with respect to content?
4. What are beneficial and hindering factors with regard to utilisation, implementation and realisation of a return to work coordination?

According to the law, the purpose of the return to work coordination is to overcome inability to work, prevent recurring inability to work and to save jobs.

In § 84 SGB IX certain minimum standards have been recently defined that have to be met and that should serve as a guideline to employers. All remaining questions could be answered during the last two years' project work. A research report (BMAS, Forschungsbericht 372, ISSN 0174-4992 – [www.bmas.de](http://www.bmas.de)) covers both research findings and a broad range of aspects such as practical advices, directives on data protection and proposals for the conclusion of a works agreement.

Among other things, the following legal issues are currently discussed:

- What constitutes a minimum configuration for a return to work coordination?
- When is an employee considered to be successfully reintegrated?
- Which obligations to cooperate do employees have?
- From when are days of inability to work counted from the beginning?

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- How is the cooperation with external cooperation partners carried out?
  - Which financing possibilities can be taken into consideration?

In order to gain further insights in the field of return to work coordination, the project EIBE will be continued until the end of 2008. Central topics of interest at the current project stage are:

- Continued gathering of insights on the basis of actual integrational work,
- Enhancement and differentiation of the concept of data protection,
- Adaptation of teaching aids depending on the size and type of enterprises and on branches,
- Definition of criteria for a bonus and incentive system according to § 84 Abs. 3 SGB IX

This presentation covers the relevant findings of the project from a scientific point of view and from the point of view of practical business orientation. Practical advice is also given which could be of use for companies worldwide.

#### Literature:

BMAS, Forschungsbericht 372, ISSN 0174-4992, Bonn 2007, Download and Ordering at: [www.bmas.de](http://www.bmas.de)

iqpr (Hrsg.) (2006). Diskussionsforum B Nr. 5/2006: Betriebliches Eingliederungsmanagement als Konkretisierung des ultima-ratio-Prinzips bei krankheitsbedingter Kündigung, accessed at <http://www.iqpr.de> on March 15, 2007

Kaiser, H., Frohnweiler, A., Jastrow, B. (2007). Es ist soweit, EIBE-Projektbericht, accessed at <http://www.eibe-projekt.de> on May 30, 2007, Cologne 2007

#### Contact Addresses:

iqpr GmbH  
Geschäftsstelle München

**Herrn Harald Kaiser**  
Landshuter Allee 162a  
80637 München  
Telefon: 089 232 4949-12  
email: [kaiser@iqpr.de](mailto:kaiser@iqpr.de)

BFW Nürnberg  
i.V. Arbeitsgemeinschaft Deutscher  
Berufsförderungswerke ARGE

**Herrn Reiner Eggerer**  
Schleswigerstraße 101  
90427 Nürnberg  
Tel.: 0911 938 7222  
email: [reiner.eggerer@bfw-nuernberg.de](mailto:reiner.eggerer@bfw-nuernberg.de)