



## The interaction of EAP and OIM in company health management

**By law, every company in Germany must offer its employees occupational integration management (OIM). It takes effect whenever an employee has been sick for more than 6 weeks within a 12-month period or is repeatedly sick. Pursuant to § 167 (2) SGB IX [German social security statute book], the legislator defines OIM as “the task of the employer with the objective of overcoming incapacity for work as much as possible, preventing recurring incapacity for work, and maintaining the job of the affected employees in individual cases.”**

There are many good reasons for incapacity to work. In addition to acute or chronic illnesses, work or leisure accidents, prolonged absences are often also caused by psychological stress situations.

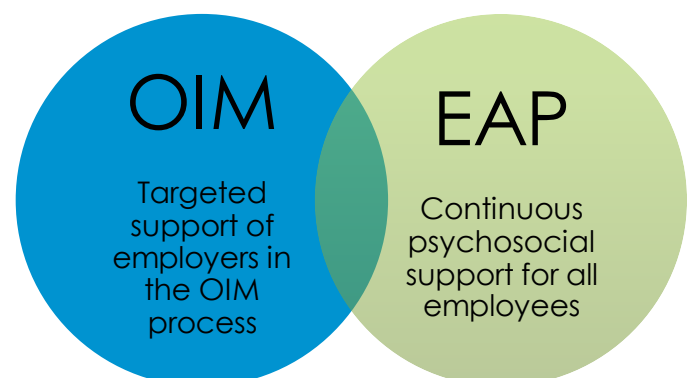
The appropriate structures and expertise to provide employees with targeted support are not always available internally. Companies often lack resources to systematically evaluate absenteeism and the associated reasons, as well as to initiate a legally compliant OIM process when individuals return to work.

Employees need trustworthy, professional points of contact to whom they can turn in the event of problems and stress. At any time and preferably around the clock!

At this interface of preventive and aftercare, it can be helpful and useful to have external partners at your side.

**ICAS EAP’s qualified psychologists** are available around the clock for your employees – confidentially and anonymously. This way, mental stress can be addressed early on in order to prevent incapacity for work as much as possible.

Our partner’s **OIM experts** support you as an employer and relieve you of the complex processes related to OIM. They motivate your employees to get and stay healthy, but they also fulfill your legal requirements and flexibly take on OIM tasks of your choice.



Through the professional synergies of **OIM** and **EAP**, we support every health-promoting measure in the company and offer you solutions to optimally, confidentially and discreetly support you and your employees. We are at your side with preventive measures as well as in cases of psychologically or psychosocially induced OIM.

Our solutions are tailored to the unique requirements and wishes of your company.

#### **Our joint solutions include:**

- Implementation of your individual EAP & OIM processes
- Professional support in all EAP & OIM modules
- Personal interaction with EAP & OIM eligible employees
- Communication of the necessary EAP & OIM steps, internally and externally
- Legally compliant documentation of all steps for maximum transparency and fair billing

Would you like to learn more about this synergy between EAP & OIM as well as about OIM & EAP in company health management?

#### **We are here for you:**

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