

## Full text version

### Film: **BEM in brief**

(2:01 min)

Time	Image description	Speaker texts
00:00	Different people who are unable to work appear one after the other: A man has a bad cold and blows his nose, a woman with burnout looks down exhausted, a man pulls his hair out in despair, a rain cloud hovers over a woman with depression, a woman supports her head after a panic attack, a man with a broken foot looks at x-rays.	There are many different reasons why someone might be unable to work, and it can affect any employee.  Also repeatedly.
00:07	Next scene: Days absent are marked with yellow dots on an annual calendar. The calendar flies out of the picture, behind it is a large yellow dot with the inscription: more than 6 weeks. An arrow from the dot points to the text box: Workplace integration management program.	If the absences add up to more than six weeks within a 12-month period, employers must offer employees a workplace integration management program, or BEM for short.
00:19	Next scene: Alex, a sad-looking middle-aged man appears. His white T-shirt creases like a crumpled piece of paper. Yellow dots for absences come into view from all sides, first individually, then in groups, up to entire blocks, behind which Alex disappears.  The many small dots merge into one large dot with the inscription: more than 6 weeks.	Take Alex, for example.  Alex has a mental illness and has therefore been repeatedly unable to work over the past 12 months.  Sometimes for a few days, sometimes for several weeks.  Alex's employer does not know the reason for the absences.
00:35	The big yellow dot flies into the next scene to the desk of a HR manager, who is typing an invitation to the BEM on her computer. The big yellow dot points with an arrow to an envelope addressed to Alex.	Since Alex has been absent for more than six weeks, he is invited to a BEM meeting.
00:41	Next scene: There is a large text box in the center: BEM. Below it is a group of silhouettes on a platform. Alex is pushed into a gap in the group from above. A diagram appears at the top left labeled: Absenteeism. Yellow dots on the timeline become fewer and fewer. A desk with a laptop appears in the top right-hand corner and a check mark for attendance is set.	The aim of BEM is to reintegrate sick employees into their workplace,  to reduce their absenteeism,  to prevent them from becoming unable to work again and maintain their jobs.

00:53	Cross-fade to an opened envelope from which the letter for the BEM invitation and a box with the options Yes/No appears. A tick pops up in the Yes box.	His employer must offer Alex a BEM.  For Alex, however, participation is voluntary.
01:00	Next scene: A security lock hovers in the picture. Two boxes for data protection and confidentiality appear to the left and right of it, both of which are ticked off.	Data protection and confidentiality are mandatory in the BEM.
01:03	Next scene: Alex nods in agreement.	After Alex is assured of this, he agrees to an open discussion.
01:08	Alex moves to the left side of the picture, terms fly in from the right: Representative body for severely disabled employees (SBV), works doctor, person of trust, company doctor, integration office, rehabilitation providers. All terms except the representative body for severely disabled employees disappear. A box appears next to it in which a tick pops up. Alex gives a thumbs up.	Alex also decides that of the potential supporters of "his" BEM, the representative body for severely disabled employees is involved.
01:15	Next scene: Alex is talking to his case manager at a table. Words fly into the picture between the two of them: Work-life balance, private conflict, exhaustion, workload, overtime. The terms fade out and an exclamation mark pops up next to the case manager's head.	Alex's first BEM meeting initially focuses on the causes of Alex's recurring inability to work.  His case manager recommends Alex psychotherapy and gives him specific tips for finding a therapy place.
01:28	The camera moves out of the picture to Alex's side of the table. A speech bubble pops up from Alex's direction. In the bubble, he is visibly stressed at work; smoke rises behind him.	In addition, specific measures are discussed on how Alex can better deal with stress and professional conflicts...
01:35	The camera moves back, over the two at the table, out of the picture on the other side. A speech bubble comes from the direction of the case manager. An Alex is also sitting in the bubble at work, but this time with headphones, coffee and a satisfied smile.	and how stress in the workplace can be reduced.
01:39	Next scene: Alex smiles while an arrow shoots exponentially upwards behind him. A free-floating yellow dot gets in his way, which the arrow simply avoids and returns. runs into its path.	After several months Alex is gradually getting better. Alex has started psychotherapy and feels better at work again.
01:48	Alex turns his head to the left and looks to the HR manager at the desk, who	The BEM has paid off for Alex and his employer.

	wrote the BEM invitation earlier. Now she looks into the camera with a smile. On her screen it says BEM and a tick pops up underneath.	
01:53	Display of BEMpsy logo and website <a href="http://www.bempsy.de">www.bempsy.de</a>	Further information and support services are available on our online platform <a href="http://bempsy.de">bempsy.de</a>