

A photograph of three people in a professional setting. On the left, a man in a grey sweater and blue checkered shirt looks towards the center. In the middle, a woman with grey hair, wearing a white button-down shirt, holds a blue pen and a clipboard, looking at the man on the right. On the right, a man with a beard, wearing a grey lab coat over a red shirt, looks back at the woman. They appear to be in a laboratory or office environment with equipment in the background.

CARE MANAGEMENT

**OPTIMUM  
TREATMENT AND  
SUCCESSFUL  
REINTEGRATION  
INTO WORK.**

BECAUSE HEALTH  
IS EVERYTHING

**SWICA**

# Empathetic and targeted. Care Management from SWICA.

## Best treatment and successful reintegration into work

- Early and sustainable prevention of (long-term) absences
- Prevention of disability
- Optimisation of medical treatment
- Reduced cost of absences and financial burden on the pension fund
- Retention of valuable expertise

## Reintegration saves costs and secures expertise

SWICA care managers will look after your incapacitated employees with the goal of reintegrating them into work again permanently, thus preventing disability. Care managers also rely on the special expertise of the Medbase Health Centres and SWICA partner practices in all matters relating to occupational medicine and collaborate with all partners involved in the process. For example, they will work with your line and HR managers in planning specific aspects of work for the immediate time when the person returns to work. Doing so helps your company gain financial advantages and retain valuable expertise.

## Financial benefits

Reliance on care managers benefits your company in a number of ways. Employees who are ill or had an accident will be able to resume work more quickly, which will reduce the cost of the absence. Furthermore, every prevented disability will relieve your pension fund from having to make large pension payments.

# Care management in practice.



## Successful return to work after burnout

### Support from SWICA Care Management

28-year-old Peter W.\* suffers from exhaustion-related depression, is unable to work and spends about ten weeks in a clinic. After leaving the clinic, Peter W. sees a psychotherapist every week. His employer calls in a SWICA care manager, who supports Peter W. directly. The care manager also convenes a meeting of all those involved, namely Peter W., his employer, the disability insurer and the psychotherapist. Together they discuss what should happen next.

### Return to work

Peter W. goes back to work, initially with a workload of just 30%. In follow-up meetings, Peter W.'s reintegration into the world of work is continually adapted as his health improves. Soon he is able to increase his workload to 50% and, two months later, 80%. Eventually he makes a full recovery and is able to return to working full-time.

### Sometimes you have to say no

Peter W. has learned to say no. Today he fills his leisure time more mindfully – with gardening, sport and occasional motorbike tours. He knows that in this difficult situation he was able to count on his family, his employer, his hockey teammates and SWICA. This was a major factor in his recovery. But the intensive and constructive cooperation of all involved also played a significant part in his successful return to work.

\* Name known to the editor

**SWICA Healthcare Organisation**

Because health is everything

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