

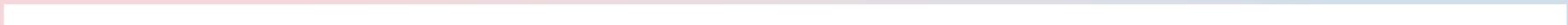
# Support when unable to work in the umc

After you report ill, you and your employer have a number of obligations to fulfil, like visiting the company doctor and making agreements about your re-integration. These obligations derive from the Eligibility for Permanent Incapacity Benefit (Restrictions) Act as well as the Cao. The aim of the re-integration is to get you quickly back to work to the

fullest extent possible. This document explains the support process and the timeline applicable to occupational disability. If you would like more information about your income when unable to work, look at the *Income when unable to work in the umc* folder.

## Timeline

Click on the phase of your re-integration





# The first two years of illness

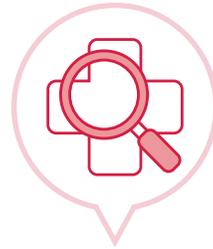
**From the first day of illness until the possible start of a WIA benefit, different steps are gone through. These steps are recorded in writing. The reporting forms your re-integration file.**

## **Day 1 Reporting ill**

Reporting ill follows the absenteeism policy of the umc where you are working. To learn the right rules, please refer to the local policy for the specific umc.

In principle, you report ill to your supervisor. You discuss how long you think you will be unable to work or if you could possibly work part-time and which tasks will have to be taken over by a colleague. You must also remain accessible and indicate where you will be staying during your occupational disability.

In principle, your supervisor supports you during your illness, your supervisor is your 'case manager'.



## **Week 1 to 6 Problem analysis**

Within 6 weeks after you report ill, you are asked to visit the company doctor. The company doctor prepares a problem analysis by the 5th week at the latest of your occupational disability.

The problem analysis covers what is needed for your re-integration, such as your limitations, whether it is possible to carry out tasks and if so, how many tasks.



## **Week 8 Action plan**

Together with the case manager, you come to agreements about your re-integration. These agreements are recorded in an action plan. The agreements cover how, where and at what pace you will return to work and what adjustments or training will be required. This could also be activities that support you in tasks that differ from your usual ones. The basis for these agreements is the problem analysis prepared by the company doctor.



## **Week 8 - 104 Implementing Action Plan**

You and your case manager are obliged to fulfil the agreements in the action plan. Not doing so can have consequences. Periodically, you discuss with your case manager how you are doing. If necessary, you adjust the action plan together.

It is possible that the company doctor will recommend during the re-integration process that you re-integrate for other tasks or with another employer. Together with your case manager, you will search for other suitable work. You are obliged to carry out suitable work.

## **Early IVA benefit**

Sometimes it is clear from the start that you are fully disabled without a chance of recovery. In that case you can apply for an early IVA benefit (Income Support Provision for Totally Disabled Persons Regulation). You will not have to work on re-integration and will receive after 104 weeks of absence an IVA benefit from the UWV until the state retirement age.



### **Week 52 - Mandatory first-year evaluation**

You evaluate together with the case manager how your re-integration is going and whether you are well on your way to starting work again. Together you prepare a first-year evaluation and compare it to the previously prepared action plan.

During this evaluation the possibility is examined of whether within 3 months you can carry out basic tasks in your own job or do other suitable work in the umc. If that is not the case, then agreements are made about re-integrating with another employer.



### **Week 91 - Mandatory final evaluation**

You evaluate together with your employer how matters stand with the re-integration and the progress with the re-integration. This evaluation forms part of your re-integration report.



### **Week 88 to 93 Applying for WIA benefit**

The UWV informs you in week 88 that you can apply for a WIA benefit. You should submit the application yourself. If you need assistance with your application, you can turn to your HR or P&O advisor. You receive the re-integration report from your case manager and from the company doctor. You include these documents with your application. Before week 93 your completed application must be submitted to the UWV. Subsequently, the UWV will evaluate your application and invite you for a medical examination.



### **Week 93 - 104 WIA evaluation**

The UWV evaluates your application for a WIA benefit and invites you for a medical examination. You receive the evaluation of your application in writing. The employer also receives a copy of the evaluation.

The UWV checks whether you and your employer did enough to get you back to work. If not enough effort was made, the UWV can decide to extend your re-integration period (maximum of 52 weeks).

You remain employed in this extended re-integration period and the re-integration process continues.

If the UWV feels that you both have made enough efforts to get you back to work and you are more than 35% occupationally disabled, then you receive a WIA benefit. The *Income when unable to work* folder contains more information about the consequences of a WIA benefit for your income.

### Follow-up

Depending on the WIA evaluation and the extent of your disability, you are returned (partially or fully) to your own job, or placed (partially or fully) in another job in the umc. It is also possible that your employment contract will be terminated. This depends on your personal situation and the possibilities in the umc.

### Disagreement with your case manager, company doctor or the UWV?

If you do not agree with your case manager, with your company doctor's recommendations or those of the employment expert, then you can ask the UWV to produce an expert opinion. You can also request a second opinion about the company doctor's medical evaluation.

If you do not agree with the outcome of the WIA decision of the UWV, you can appeal against it. This also applies to the employer.

### Questions

Ask your case manager any questions you have or the HR or P&O advisor. In the *Income when unable to work in the umc* folder, there is more information about your income in the first 104 weeks of your occupational disability and the subsequent period.

### Colophon

This document is a publication of the Cao parties.



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