

The employment expert: getting people back to work long-term

A period of incapacity for work has far-reaching consequences. Often the person's work/life balance can be seriously disrupted and there is a risk of long-term absence. An employment expert can provide support to prevent that happening or to quickly restore the balance. In consultation with the employee, the employer and the company doctor, the employment expert identifies the most effective route to long-term recovery.

What is an employment expert?

An employment expert has wide-ranging expertise, including the social, societal, legal and financial aspects of absence. They can also give advice on the following questions and subjects:

- Can I rehabilitate the employee in their existing job? Does the work or the working environment need to be adapted? And what can they do themselves?
- Are there opportunities for retraining or additional training?
- What is expected of the employee in the event of a rehabilitation 'second track' (rehabilitation with a different employer)?
- After more than 13 weeks of illness, does the employee leave employment or do they have to request Work and Income (Capacity for Work) Act (WIA) benefit? What are the consequences?

How does an employment expert work?

The employment expert investigates which steps the employer and employee can take to facilitate a return to work. Rehabilitation is a complex process – after all, all aspects of the legislation and regulations need to be taken into account.

The employment expert from ArboNed looks at more than just work. We place work in the context of a person's life and include physical and mental elements in the rehabilitation process. And we encourage absent employees to take responsibility for their health and job satisfaction themselves.

What are the benefits to you?

The ArboNed employment expert plays an important role in the long-term return of an absent employee. This professional will investigate which opportunities there are to get the absent employee back to work in a responsible and lasting way. They will also look at whether the employer qualifies for subsidies, discounts, reimbursements or provisions. If the employee becomes absent again, the employment expert knows what arrangements exist.

Employment expert services from ArboNed

We offer a range of employment expert services aimed at individual situations.

Employment expert absence consultation

Depending on the cause of absence, the rehabilitation and prevention

consultant will recommend bringing in an employment expert. For example if the employee has issues with their (physical) workload. Or in the event of frequent absences, with an employee being off work for the third time in twelve months with a similar physical cause.

Employment expert rehabilitation investigation

An employment expert rehabilitation investigation quickly gives you an idea of the options for facilitating a resumption of work by an employee who is incapacitated for work. The recommendation is set out in a concrete rehabilitation plan with clear follow-up steps.

Multidisciplinary check

The goal of the multidisciplinary check is to assess, based on the information on file, whether a long-term return to the labour process is possible. If so, which options are available? And how can rehabilitation be speeded up? This can avoid long-term absence.

The check is conducted with the company doctor and any other relevant professionals and takes place around the 18th week of absence.





Responsibility for excess under the Resumption of Work (Partially Disabled Persons) Regulation (WGA)

As an employer, you can transfer your insurance excess for employers under the WGA to the UWV, reinsure it with a private insurer or pay any excess yourself. If you pay the excess yourself, you have a ten-year rehabilitation obligation aimed at retaining, recovery or improving the situation of your absent employee. The employment expert will advise and support you with all the processes around the insurance excess.

Information and advice

Alongside the above services, an employment expert can also support you with advice about company-wide rehabilitation issues. For instance, by providing support to prevention employees and/or information to executives or HR managers. Examples include information about social security legislation and regulations, and in particular about how to handle cases involving the UWV.

The benefits at a glance

- Professional and practical advice on rehabilitation
- Geared towards a fast, responsible and lasting return to work
- Account taken of physical and mental aspects
- Tailored solutions in employment expert services
- Cost savings for you as an employer

Want to know more?

For more information about the employment expert, please get in touch with your personal contact at ArboNed. Or contact us on 030 299 64 44 or info@arbonded.nl.

About ArboNed

ArboNed boosts the health and vitality of the working population in the Netherlands. We provide our services to 61,500 employers and more than 600,000 employees on a daily basis.

We reduce illness-related absence, minimise work-related risks and ensure healthy, motivated and competent employees. Our starting point is knowing your company's situation. Using our (legally required) analysis tools, we provide insight, advice and practical solutions that demonstrably contribute to the health and vitality of people. After all, vital staff help entrepreneurs achieve their goals and realise their ambitions.

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