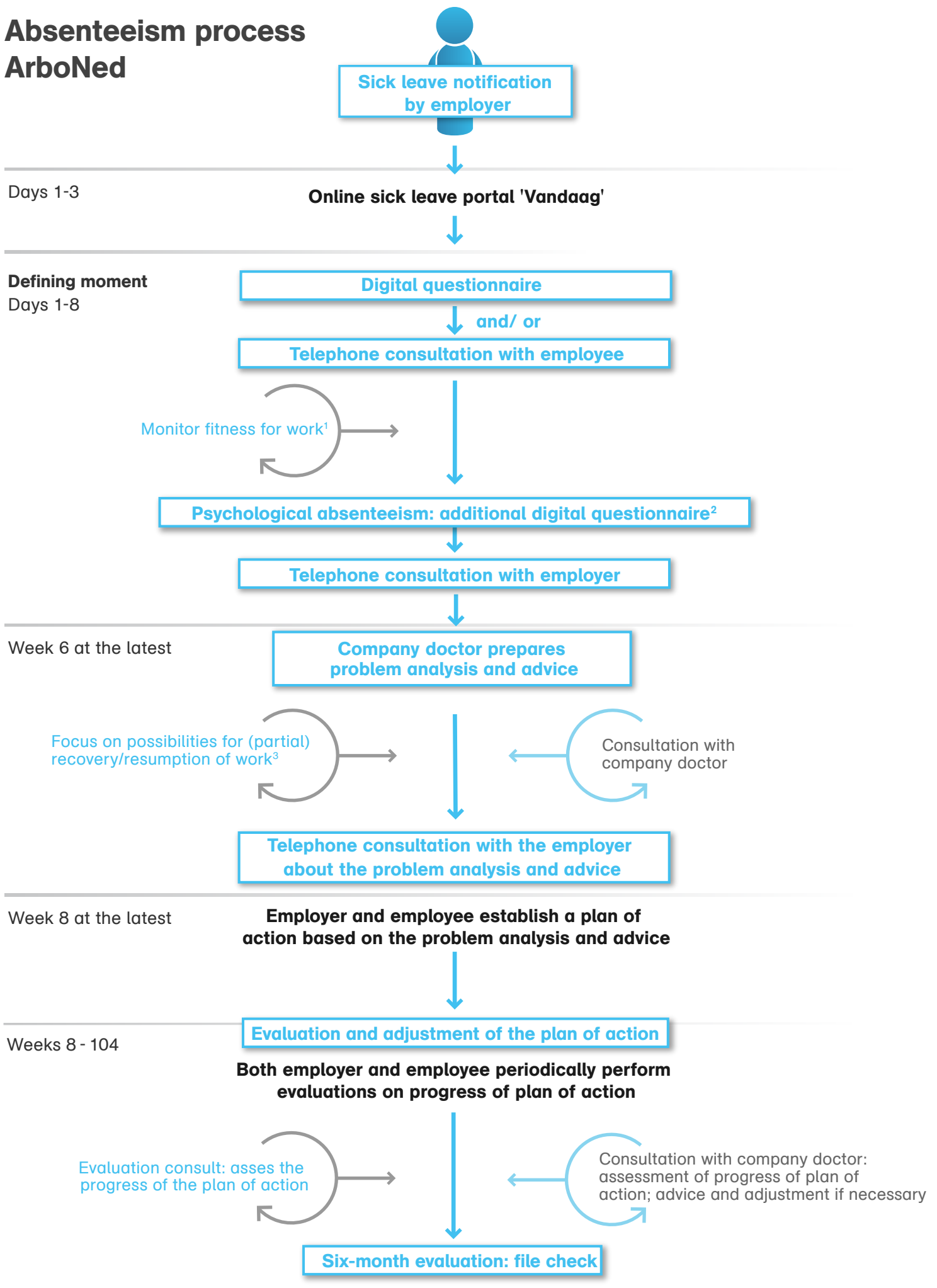


# Absenteeism process

## ArboNed



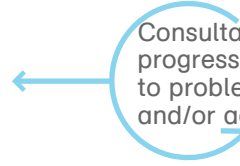
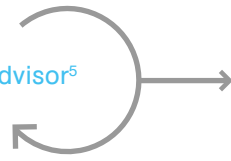
**text** = actions/efforts by ArboNed  
**text** = actions/efforts by employer and/or employee

# ArboNed absenteeism process continued

From week 26

**Request for medical information<sup>4</sup>**

Evaluation consultation with reintegration and prevention advisor<sup>5</sup>

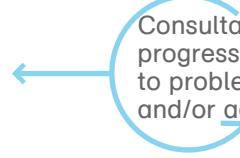
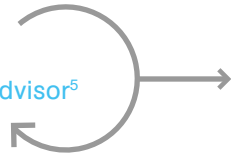


Consultation with company doctor: advice on progress of plan of action, if necessary, adaptations to problem analysis and advice + evaluation of and/or advice on intervention activities

From week 42

**Occupational health assessment<sup>6</sup>**

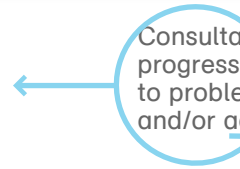
Evaluation consultation with reintegration and prevention advisor<sup>5</sup>



Consultation with company doctor: advice on progress of plan of action, if necessary, adaptations to problem analysis and advice + evaluation of and/or advice on intervention activities

Until week 48

**Company doctor prepares evaluation of first year**



Consultation with company doctor: advice on progress of plan of action, if necessary, adaptations to problem analysis and advice + evaluation of and/or advice on intervention activities

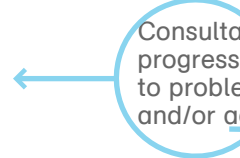
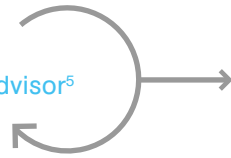
**Evaluation meeting with employer about evaluation of first year**

By week 52 at the latest

## Employer and employee- first-year evaluation

Do the current agreements still comply with the plan of action?  
Is a return to the same position still possible? Are there other options within the company? Is there perhaps suitable work at another organisation?

Evaluation consultation with reintegration and prevention advisor<sup>5</sup>



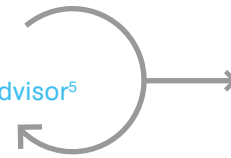
Consultation with company doctor: advice on progress of plan of action, if necessary, adaptations to problem analysis and advice + evaluation of and/or advice on intervention activities

From week 78

**Preparation of WIA documents**

**Employer provides employee with documents for re-integration report**

Evaluation consultation with reintegration and prevention advisor<sup>5</sup>



Company doctor prepares medical information and current assessment for WIA application. In week 88, you and your employee will receive a letter about the WIA application

By week 91 at the latest

**Your employee applies for WIA benefits**



Week 104

**Evaluation meeting on WIA decision**

<sup>1</sup> This action can take place after every process step.

<sup>2</sup> More information about our digital questionnaire can be found at [www.arboned.nl/psychisch-verzuim](http://www.arboned.nl/psychisch-verzuim).

<sup>3</sup> Guidance for long-term and partial recovery takes place during the entire two years.

<sup>4</sup> Can be requested at any time, usually around week 26.

<sup>5</sup> Based on the progress of the reintegration, we will schedule an evaluation or consultation meeting.

<sup>6</sup> Occupational assessment and request for medical information can be done at any time.