

Employers' administrative requirements in cases of employee occupational disability

Period	Employers	
	Current situation	Following introduction of amendment to sickness notification procedure
Within 6 weeks of the 1 st sick day	Employer must notify a company doctor	Unchanged



6 weeks after the 1 st sick day	Employee receives analysis of the problem from the company doctor in the event that employee is unlikely to make a rapid recovery. This includes advice regarding possibilities for re-integration into the workforce.	Unchanged
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Within 8 weeks after the 1 st sick day	Establish an action plan for re-integration together with the employee. The standard form (in Dutch) is available on the UWV website . You are required to maintain a re-integration dossier from this point on contacting all documentation relating to re-integration such as the action plan and various evaluations. For the full list (in Dutch) click here .	Unchanged
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Employer and employee are together responsible for adhering to, implementing and insuring interim evaluations in the action plan. The action plan should be updated if necessary. As employer, you will need to maintain regular contact with your employee. You must also keep the company doctor informed of the (extent of) occupational disability of the employee.



1 st working day following the 13 th week of employee's sickness	Notify the UWV of the sick employee. (NOTE: the form specify the 13 th week notification, not the 42 nd week notification that will soon be legally required)	No action required
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Within 28 days of the date of recovery	Notify the UWV of full recovery of the employee.	No action required
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1 st working day following the 42 nd week of sickness	No action required	Notify UWV of the sick employee
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1 st year following the 1 st sick day	First year evaluation of re-integration, if re-integration has not been achieved. The standard form (in Dutch) is available on the UVW website . If necessary, update the re-integration action plan.	Unchanged
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20 months following sickness	Employee receives a WA application package. Employer provides employee with relevant documentation for the re-integration dossier. Employer completes the final evaluation for re-integration.	Unchanged
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NOTE: in certain situations the employee is entitled to benefit based on the Sickness Benefit Act (Ziektewet), in which case the employer is not obliged to continue paying salary for two years. For instance, the Act provides for the right to benefit where sickness arises from pregnancy or organ donation. A full list (in Dutch) is available [here](#).