

Module for Self-Insurers under the Sickness Benefits Act

Through the Sickness Absence and Occupational Disability among Sickness Benefit Claimants (Restrictions) Act (Wet beperking ziekteverzuim en arbeidsongeschiktheid vangnetters - BeZaVa), you are now also financially responsible for employees who leave your employment due to sickness during their probationary period or after a permanent or temporary contract comes to an end, with responsibility lasting up to 12 years. If you take an active approach towards managing the cost of claims and, as an option, also bear the risk yourself, you can make savings. ArboNed can offer you support for this through its 'Module for Self-Insurers under the Sickness Benefits Act'.

Taking control

Through the Sickness Absence and Occupational Disability among Sickness Benefit Claimants (Restrictions) Act, you are now also financially responsible for employees who leave your employment due to sickness, with responsibility lasting for up to 12 years. The Sickness Benefits Act (Ziektewet) has been updated as, up until now, policy has primarily had an impact on workers employed on a permanent basis. Workers who leave employment while sick and no longer have an employer (the 'sickness benefit claimants' mentioned in the name of the act) still tend to be off work for long periods of time, with the numbers eventually claiming benefits under the Work and Income (Capacity for Work) Act or WIA remaining high. The sickness benefit claimants in question are those workers who:

- have a fictitious employment relationship with the employer (such as homeworkers or interns)
- become sick in the first four weeks following the end of their employment contract
- have an employment contract that comes to an end during the first 104 weeks of sickness

The aim of the change to the Sickness Benefits Act is to give employers the opportunity to take more control themselves and to limit the number of such sickness benefit claimants.

This means that, since 1 January 2014, you also need to pay the costs resulting from the sickness and incapacity for work of workers in temporary employment, in addition to the absence and WGA costs for workers with permanent contracts. By becoming a self-insurer and taking control yourself, you can reduce absence and control the cost of claims.

What support do we offer?

Becoming a self-insurer under the Sickness Benefits Act can bring you significant savings. However, carrying out all of the tasks associated with absence management and benefits administration means dealing with complex legislation and regulations. ArboNed supports you and your ex-employees during the first two years of the ex-employee's entitlement to continued payment of wages through its Module for Self-Insurers under the Sickness Benefits Act.

Leave the administration to us

The administrative work associated with benefits is complex and time-consuming. No doubt you would prefer to spend that time on other matters. We will be pleased to relieve you of this work. We evaluate employee entitlement to benefits and the level of those benefits (including a daily wage calculation) and issue the benefits slips. We also submit the requests for the decisions from the UWV (some of which are obligatory) when there are changes to the law, to the duration of the benefits and to the payment of those benefits. We do this through cooperation with our specialist business partner, SV Pay.

A dedicated and specialised team

A dedicated and specialised team of experts is on hand to assist you over the course of the return-to-work process. The team is made up of a process manager (your dedicated contact), occupational experts and company medical officers. The company medical officer you deal with will generally not be your usual medical officer, as specific knowledge of the law with regard to the modernisation of the Sickness Benefits Act and the resulting action points will be required.





Taking the right action to prevent long-term absence

We work with you and your current or ex-employee to ensure that we map out the most effective route towards a sustainable return to work. Naturally, we continually monitor the progress towards recovery and take the action points set out in the Eligibility for Permanent Incapacity Benefit (Restrictions) Act (Wet verbetering poortwachter) into account. As you will have given ArboNed the authority to carry out the action for you in advance, you can be sure that you are meeting your statutory requirements. Together, we ensure that recovery is fast and sustainable and that any unnecessary long-term absence is prevented.

Depending on the date on which your employee leaves your employment, we initiate return-to-work activities. The planning for this will partly depend on the obligations prescribed by the Eligibility for Permanent Incapacity Benefit (Restrictions) Act and the steps already taken by us (or another occupational health and safety service).

Where necessary, and in consultation with you, we can deploy other ArboNed professionals, or make use of our selection of providers for a second-track return to work (working for a different employer). If any additional costs will be associated with this, we inform you of this in advance.

A summary of the benefits

- Absence management for your current and ex-employees is continuous
- Support for establishing entitlement to and level of benefits under the Sickness Benefits Act
- The requests for and processing of UWV decisions are taken care of
- Continuous monitoring of progress and recovery, and of action taken under the Eligibility for Permanent Incapacity Benefit (Restrictions) Act
- Insight into absence and the management of it through our online customer portal (Vandaag)
- Payroll administration for ex-employees
- An expert team of professionals, specialised in the implementation of the Sickness Benefits Act
- Access to a wide network of professionals for a speedy second-track return to work

Criteria for participation

You can use the Module for Self-insurers under the Sickness Benefits Act if you are a self-insurer under the terms of this act. You pay ArboNed an annual fee, based on the services selected and the total number of employees (permanent and flexible employees) working for you. It is important that your absence administration is in good order, also where temporary workers are involved. We can offer you support in this respect if required.

Analysis for self-insurer status If you would like to become a self-insurer under the Sickness Benefits Act, you need to apply to the tax authorities (Belastingdienst) for this status (depending on your start-up date, this needs to be done before 1 April or before 1 October).

If you do not currently have sufficient insight into the financial consequences of taking this step and/or are considering applying for self-insurer status, we will be happy to carry out an analysis for you in cooperation with one of our business partners.

About ArboNed

ArboNed helps to make the working population of the Netherlands fitter and healthier. The three essential elements of our activities are absence management, relapse prevention and the promotion of vitality. This makes ArboNed's role a demonstrably meaningful one, both socially and economically, for the working population of the Netherlands.

Our professionals provide our services to 70,000 employers and more than one million employees each day. Our clients include SME's, multinationals, institutions and governmental bodies.

Want to know more?

For more information about the Module for Self-Insurers under the Sickness Benefits Act, please talk to your dedicated ArboNed contact. Alternatively

Contact us on 030 299 62 77.
salessupport@arboned.nl

Zwarte Woud 10
3524 SJ Utrecht

PO Box 85091
3508 AB Utrecht

www.arboned.nl

ArboNed