

Questions to the occupational physician

What questions may an employer or supervisor ask the occupational physician via a questionnaire?

As an employer or supervisor, it is understandable that you have questions about the absence guidance process and the possible return to work of your employee. You can ask the occupational physician these questions via a questionnaire. At the beginning of an absence process, the employer or supervisor submits this questionnaire to the occupational physician.

The questionnaire addresses relevant preliminary information and questions that an employer or supervisor has about the employee's return to work. In this leaflet, you will find more information about the questionnaire and what you, as an employer or supervisor, are allowed to ask the occupational physician within the legal framework.

Good preparation for optimal results

In preparation for an appointment between the employee and the occupational physician, we ask you to provide a questionnaire. This allows the occupational physician to better advise you on the possibilities for a sustainable return to work. The questionnaire comprises a situation outline and any questions you have about the employee's return to work.

Situation outline

The situation outline gives the occupational physician insight into the context of the situation. You describe the situation in the workplace, the employee's performance and any work-related or work-life balance-related factors you think might affect reintegration. Please note, you may not include any medical information. This is not allowed by law.

Read more



Questions about work resumption

In the questionnaire, there is room to ask questions to the occupational physician. As an employer or supervisor, you are not allowed to ask simply anything, due to laws and regulations and medical confidentiality. For instance, you may ask about the accrual of hours, but not about the nature of medical symptoms.

Below is a list of sample questions you may ask the occupational physician:

- Can the accrual of hours and tasks continue?
- When can we expect reintegration to get started?
- Is the full resumption of the employee's own work foreseeable, medically?
- Would it be useful to engage an occupational survey and advice?
- Would any additional interventions be helpful to speed up recovery?
- Is the employee medically able to engage in conversation with me/the employer?

Would you like more information or do you have any other questions? Then contact your customer team.