

Sickness benefits

An explanation of the safety net scheme

Employers usually continue to pay the wages of employees who are absent due to illness. In some cases, the Dutch Employee Insurance Agency (UWV) provides benefits. The Sickness Benefits Act (Ziektewet) then functions as a 'safety net'. Read more about the safety net scheme below.

When does the safety net scheme apply?

The safety net scheme applies to employers with salaried employees in the following three situations:

1. The employee is ill due to pregnancy or childbirth

The UWV's insurance physician determines whether the illness is due to pregnancy or childbirth. The occupational physician provides the employee with advice on this. This advice may only be shared with the employer with the employee's consent.

2. The employee has undergone and is recovering from organ donation surgery

The UWV's insurance physician determines whether the illness is due to organ donation.

The occupational physician provides the employee with advice on this. This advice may only be shared with the employer with the employee's consent.

3. The employee has a 'no-risk policy'

The employee may have a 'no-risk policy' due to previous benefits or a certain employment provision. A no-risk policy sets regulations for

employers who hire employees with an illness or disability. After two months of commencing employment, the employer may ask whether the employee has a no-risk policy. The employer may not ask about the underlying reason for the no-risk policy.

Reduced financial risk and burden

The safety net scheme ensures less financial risk and burden by reimbursing the wages paid up to a statutory maximum during the illness period. There is no risk of higher employer contributions (WIA) in the case of long-term incapacity for work.

Applying for the safety net scheme

The employer reports the employee to the UWV using the "Application for sickness benefits" form. Visit www.uwv.nl to access the form. The UWV conducts the assessment and contacts the employee in connection with the assessment of the safety net scheme notification. The UWV then makes a decision.

Note: The normal legal obligations that apply to the employer after an absence report also apply in this situation.

More information

Got a question or want to know more about this topic? Contact your customer team.