

# Eligibility for Permanent Incapacity Benefit (Restrictions) Act

## Permanent employees

## 'Ill from work' — Safety Net Category I

Period	Legal framework	Who?	Legal framework	Own-risk bearer	No own-risk bearer
Day 1	Absence notification	Employee to employer	Application for illness benefits	Ex-employee at ex-employer	Ex-employer at UWV
Week 1	Absence notification	Employer to occupational health and safety service	Absence notification	Ex-employer at occupational health and safety	-
			Sick leave, safety net report	Ex-employer at UWV	Ex-employer at UWV
From 1, 2 or 3	Continued payment of wages in the event of illness dependent	Employer to employee	Legal assessment. Amount, duration of illness benefits + payment of illness benefits	Ex-employer	UWV
Week 6 - 13	Problem analysis	Occupational physician	Problem analysis	Occupational physician	UWV
Week 6 - 104	Periodic evaluation	Occupational physician	Periodic evaluation	Occupational physician	UWV
Week 8	Action plan	Employer and employee	Action plan	Ex-employer and ex-employee	UWV
Week 8 - 104	Periodic evaluation (+/- every 6 weeks)	Employer and employee	Periodic evaluation (+/- every 6 weeks)	Ex-employer and ex-employee	UWV
Week 42	Administrative 42nd week notification	Employer at UWV			

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Week 44			44 <sup>th</sup> week content report	Ex-employee at UWV. Ex-employer and occupational physician at UWV.	UWV
Week 47 - 52	First-year evaluation WIA	Employer and employee			
Week 44 - 52			First-year illness benefits assessment	UWV	UWV
Week 47 - 52	Latest revision of reintegration goal. Shifting reintegration goal to other work at own employer (track 1) or another employer (track 2)	Employer and employee	Latest revision of reintegration goal. Shifting reintegration goal to other work at own employer (track 1) or another employer (track 2)	Ex-employer and ex-employee after 1 <sup>st</sup> year illness benefits assessment	UWV
Week 52			Decision first-year illness benefits assessment	UWV to ex-employee, ex-employer and occupational physician	UWV to ex-employee and ex-employer
Week 87	WIA application form	UWV to employee	WIA application form	UWV to employee	UWV to employee
Week 91	Submit a WIA application with the reintegration report.	Employee with employer	Submit a WIA application with the reintegration report.	Ex-employee with ex-employer	Ex-employee with ex-employer
Week 104	Cessation of continued payment of wages, termination of employment contract if sufficient reintegration efforts are made.	Employer	Termination of illness benefits, termination of employment contract if sufficient reintegration efforts are made.	Ex-employer	UWV
Week 104 - 156	Possible wage sanction in the event of insufficient reintegration efforts.	UWV by employer	Possibly wage sanction in the event of insufficient reintegration efforts.	UWV to ex-employer	-
Week 1 - 104			Preparing a decision for the UWV in various situations.	Ex-employer to UWV	UWV

## Information about reintegration via track 2

**If an employee can no longer work in their own organisation, a reintegration process via track 2 comes into play. This means that resumption of work outside the employer's own company is considered in order to restore the employee's chances to resume work as much as possible.**

\* Source: werkwijzer Poortwachter UWV

The reintegration process via track 2 will start by 6 weeks at the latest after the first-year evaluation. There are exceptions to this:

- The process can start later if the employee's capacity only develops after the first-year evaluation. In that case, there is a period of up to 8 weeks between the development of the capacity to work and the start of activities aimed at reintegration.
- The process does not have to start if, after the first-year evaluation, there is a concrete prospect of structural resumption of work in the own organization within 3 months. The work must be as close as possible to the functional capabilities of the employee.