

Illness during pregnancy and childbirth

These are the rules

For many childbirthing parents, pregnancy and childbirth is a pleasant period, with 16 weeks of paid leave. Unfortunately, pregnant employees sometimes fall ill. So, what are the rules? The occupational health and safety services in the Zorg van de Zaak Network will be happy to help you.

Maternity leave

By law, every employee is entitled to pregnancy and maternity leave (WAZO leave) or maternity leave, for short. This leave lasts 16 weeks, during which 100% of the salary is paid by the UWV up to the maximum daily wage. The accrual of vacation days and holiday allowance also continues during this period.

Is an employee ill due to pregnancy?

In that case, the UWV will be more likely to take over the wage costs. This does not count as maternity leave. In the case of illness during the statutory leave, this may be classed as compound absence. Compound absence means that there are multiple absence reports, with a maximum of 28 days in between. The completed reintegration process will then be reopened, and the reports will count as one period for the continued payment of wages.

Compound absence

Was the employee already ill before their statutory leave, and are they still ill after their leave due to the same cause? In that case, too, this is classed as compound absence. Is there another cause for the illness? In that case, this is classed as a new absence report and not as compound absence.

Contact the case manager

Illness related to pregnancy and childbirth is sometimes complex. The employer, occupational physician and UWV must be alerted of this. You can always call in your case manager for support in this legally complex domain. Is this covered by your contract with our occupational health and safety service? Please contact the case manager or process director via our customer service.

[Read more](#)



Compound absence or not? Check it out here!

Do you want to know for sure whether or not the absence can be classed as compound absence? On the following pages, you can easily check this via six detailed situations.

The legal basis for these situations can be found in Article 23.3a and b of the Work and Income (Capacity for Work) Act (WIA).

Benefits of compound absence

1. The waiting time for the WIA application and any effective date is reached earlier.
2. The employer, employee and occupational physician can submit a WIA application earlier in the period after the leave.

Situation 1

The employee is (partially) ill both before and after the statutory leave. The occupational physician determines that the cause of illness before the leave was the same as after the leave. The cause of the illness has nothing to do with the pregnancy.

In this case, it is **a case of compound absence**. The period of illness before and after the leave may therefore be added together.

Situation 2

The employee is (partially) ill both before and after the statutory leave. The cause of the illness is related to the pregnancy or childbirth, so the employer applies for illness benefits both before and after the statutory leave. The insurance physician at the UWV determines (on the basis of the illness benefits applied for) that the cause of illness before the leave was the same as after the leave.

In this case, it is **a case of compound absenteeism**. The period of illness before and after the leave may therefore be added together.

[Read more](#)



Situation 3

The employee is (partially) ill both before and after the statutory leave. The occupational physician determines that the cause of illness before the leave was not the same as after the leave. The cause of the illness has nothing to do with the pregnancy.

In this case, it is **not a case of compound absence**. The period of illness before and after the leave may therefore not be added together.

Situation 4

The employee is (partially) ill both before and after the statutory leave. The cause of the illness is related to the pregnancy or childbirth, so the employer applies for illness benefits both before and after the statutory leave. The insurance physician at the UWV determines (on the basis of the illness benefits applied for) that the cause of illness before the leave was not the same as after the leave.

In this case, it is **not a case of compound absence**. The period of illness before and after the leave may therefore not be added together.

Situation 5

The employee is (partially) ill both before and after the statutory leave. The occupational physician determines that the cause of illness before the leave was the same as after the leave. However, between these two periods of illness, there were one or more non-sick days, for example other days of leave that were taken immediately after the statutory leave.

In this case, it is **not a case of compound absence**. The period of illness before and after the leave may therefore not be added together.

Situation 6

The employee is (partially) ill both before and after the statutory leave. The insurance physician at the UWV determines (on the basis of the illness benefits applied for) that the cause of illness before the leave was the same as after the leave. However, between these two periods of illness, there were one or more non-sick days, for example other days of leave that were taken immediately after the statutory leave.

In this case, it is **not a case of compound absence**. The period of illness before and after the leave may therefore not be added together.