

# Re-integration track 2.0

**At a glance: key changes and take-aways**



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# Re-integration track 2.0 is now a standalone track

Re-integration track 1.0 was often used as a facilitator for a medical 'force majeure' termination

1/10/2022

## Re-integration track 2.0

- **Re-integration** of the employee **within the company**
- Termination of a re-integration track does **not automatically** result in a medical 'force majeure' termination

Since 1/10/2022

## Medical 'force majeure' track

- The employee is for at least **9 months** on work incapacity, and
- The employee is **definitively incapable** of performing the **agreed work**; and
  - 1) The employee **does not ask** for other/adapted work; or
  - 2) Such other/adapted work is **not available** (employer report); or
  - 3) Such other/adapted work is **not accepted** by the employee (refusal of re-integration plan)

Start date not known yet

# Key changes in re-integration track 2.0

## What are the most important changes?

1

- The occupational physician must **inform the employee** as soon as possible during the work incapacity of the options for facilitating a work resumption.

2

- An employer can already start the re-integration track after **3 months'** work incapacity (instead of the previous 4 months).

3

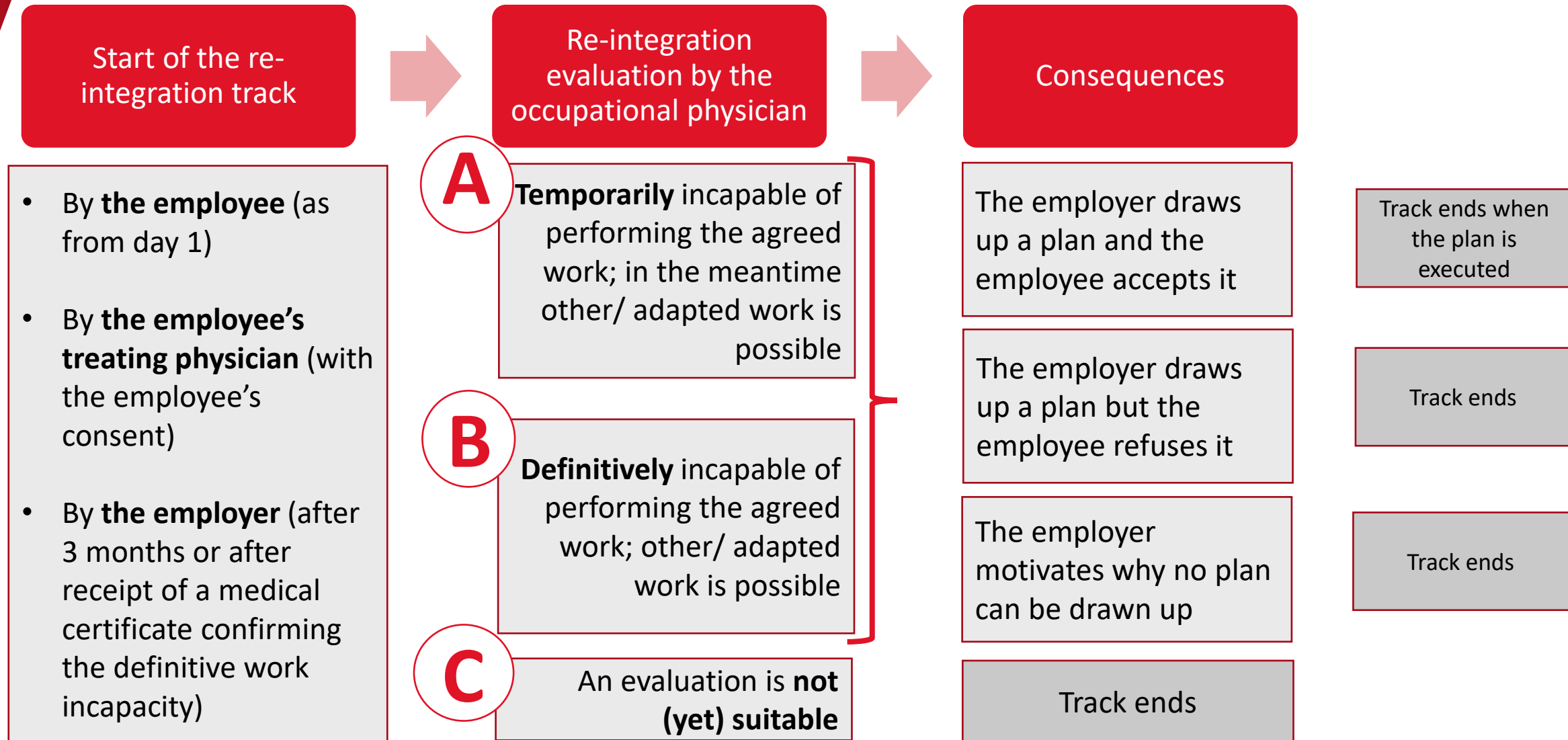
- The occupational physician has **fewer decision options** (3 instead of the previous 5).

4

- The employer must develop a **collective re-integration policy** and evaluate this policy with the **Health & Safety Committee**.

# Key changes in re-integration track 2.0

How does it work?



# Termination for medical 'force majeure'?

When is a termination for medical 'force majeure' possible?

Since 1/10/2022

From the entry into force of the new medical 'force majeure' track

## Re-integration track 2.0

- **The occupational physician takes a decision B after 1/10/2022**, and
  - 1) The employee refuses the re-integration plan; or
  - 2) The employer motivates why no re-integration plan can be drawn up
- **An 'old' decision C or D taken prior to 1/10/2022** (i.e. the employee is definitively incapable and not able to perform other/adapted work or is able to perform other/adapted work but the employer does not draft re-integration plan/employee refuses plan)

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