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The history of legislation on working conditions

- Arbowet/ziektewet
- 1994
- 2 to 6 weeks of obligatory wage payment
- 1996 -> 52 weeks (min. 70% of wage)
- Occupational Healthcare organisations
non profit → profit

The history of legislation on working conditions

- 2005
- Due to European intervention
- ‘Safety net’ regulation
- ‘Customized’ regulation



The history of legislation on working conditions













Who pays the salary of the ill worker?



The history of legislation on working conditions

- Since 2005 sickness absence in the Netherlands has gone down by 25%
- From approx. 4.5% in 2005 to app 3.5 % in 2015
- Now rising because of economic conditions (4,9% in 2018)
- Approx. 50% of sickness absence due to mental health problems

The Gatekeeper law

Wanneer?	Wat?	Door wie?
1	Week 1 Ziekmelding bij arbodienst	 werkgever
6	Binnen 6 weken Probleemanalyse	 bedrijfsarts
8	Binnen 8 weken Plan van aanpak (PVA)	  werkgever & werknemer
6	Iedere 6 weken Evaluatie en bijstelling PVA	  werkgever & werknemer
42	Week 42 Ziekmelding bij UWV	 werkgever
52	Week 52 Eerstejaarsevaluatie	  werkgever & werknemer
91	Week 91 Aanvraag WIA	 werknemer
104	Week 104 Ontslag, WIA uitkering of doorgaan met re-integratie bij werkgever	  werkgever & werknemer

Proven causes for drop in absence rate

- Money
- Leadership
- Autonomy



Proven interventions because of psychological problems

- Focus on energy sources
- Early recognition of psychological problems
- Evidence based medicine

