

# LONG-TERM ABSENCE DUE TO ILLNESS

INFORMATION FOR UNIVERSITY OF TWENTE STAFF  
ABSENT FOR MORE THAN NINE MONTHS

UNIVERSITY OF TWENTE.

When you, as an employee of the University of Twente, are on long-term sick leave, certain rules and procedures come into effect. To inform you as well as possible, we have summarised all the important questions and answers in this flyer.



### WHAT ABOUT MY SALARY DURING LONG-TERM ABSENCE DUE TO ILLNESS?

During the first 104 weeks of illness, UT continues to pay your salary. For the first 12 months, you are entitled to 100% salary and after that to 70%. This wage reduction only applies to the hours you do not work. For any work you do after twelve months (own or other work) you will be paid 100% salary.

**To ensure that you are paid the correct salary, it is important that hours worked are registered in MyHR. Ask the HR adviser or HR assistant of your faculty or department to do that for you.**

The reduction in your salary does not affect the amount of the holiday allowance, but it does affect your end-of-year bonus. All this is regulated in the collective labour agreement for Dutch Universities (CAO NU) and the Sickness and Disability Scheme of Dutch Universities (ZANU). The reduction in your salary does not affect your pension accrual.

### WHAT ABOUT MY ALLOWANCES?

If you receive a commuting allowance and/or home working allowance, these allowances will be cancelled once you have been ill for a full calendar month.

As soon as you are working at least 20% of your contract hours, and this is registered in MyHR, payment of your allowances will resume in full as of the first day of the subsequent month.

### I PARTICIPATE IN THE VITALITY PACT, DOES THIS HAVE CONSEQUENCES?

If you are long-term completely unfit for work and you participate in the vitality pact, your participation ends after 9 months of incapacity for work. You are then entitled to 100% wages up to and including the 12<sup>th</sup> month and after that to 70% of the wages corresponding to your original working hours.

### ARE THERE CONSEQUENCES FOR THE ACCRUAL OF MY LEAVE?

During long-term absence due to illness, you accrue the same amount of holiday leave as you do when you are not sick.

### DO I HAVE TO TAKE HOLIDAY LEAVE WHILE ON SICK LEAVE?

You are expected to take holiday leave while on sick leave, provided it does not jeopardise your reintegration. Whether that is the case can be determined by the occupational physician.

Leave is always taken over your total working hours, even if you do not work, or only work partially due to illness.

During your holiday leave you will be exempted from reintegration duties. That is why leave hours, also in the second year of illness, are always paid at 100% salary. **Therefore, it is important to register leave properly and on time.**

### WHAT ABOUT MY COMPENSATION HOURS?

Accrual of compensation hours (for a 40-hour working week) ends 6 months after the first day of illness.

### WHAT IF I DO NOT (FULLY) RECOVER?

If you have been ill for 91 weeks and there is no prospect of (full) recovery, you can apply for a WIA benefit from UWV. UWV will determine whether, and to what extent, you are able to earn your original salary. This will ultimately determine the degree of occupational disability.

If after a period of illness, you resume your own work, but relapse into illness within four weeks after that, your previous period of illness is deemed to have continued (minus the days in between).

### WHAT ABOUT MY WAGES AFTER TWO YEARS OF SICKNESS?

After 104 weeks of sickness, UT is no longer obliged to pay your wages. From then on, you will only be paid for the hours you actually work.

Depending on the outcome of UWV's evaluation, you may receive a (partial) WIA benefit or an advance payment if UWV was unable to decide on time.

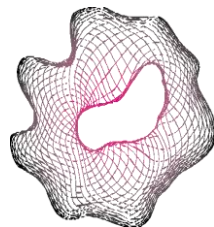
### WHAT ABOUT MY CONTRACT AFTER TWO YEARS OF ABSENCE DUE TO ILLNESS?

Once UWV decided on your degree of disability for work, the consequences for your contract are decided in mutual consultation. The following scenarios are possible.

*You are capable of earning more than 65% of your original salary*

If UWV determined that you are capable of earning more than 65% of your original salary, you are not entitled to a WIA benefit.

Your employment contract with UT will continue. Depending on your possibilities, you will be reassigned to your own job for fewer hours, or to another job, whether or not for fewer hours. Secondment to another organisation is also possible. After reassignment, you will receive 100% of the salary for the position you were reassigned to. For the hours you can no longer work, you will receive 80% of your original salary.



*You are not expected to recover within six months*

Should UWV determine that you have become completely occupationally disabled, and that recovery is not expected within six months, you will receive a benefit under the Work and Income (Capacity for Work) Act (WIA).

As a rule, UT will terminate your employment contract in that situation.

*You can earn more than 20%, but less than 65% of your original salary*

If UWV decides that you can earn more than 20%, but less than 65% of your original salary, you are entitled to a WIA-benefit.

UT will try to find alternative employment for your remaining earning capacity. If that is successful, your employment contract will be modified. If UT does not have any alternative positions available, your employment contract will be terminated.

#### **ARE THERE ANY OTHER SOURCES OF INCOME BESIDES MY WIA BENEFIT?**

##### *ABP incapacity pension*

If UWV awards you a WIA benefit due to partial or full occupational disability, ABP may supplement this benefit with extra income from the ABP incapacity pension. As soon as you are entitled to a WIA-benefit, you will receive a letter from ABP. You subsequently have to apply to ABP for an incapacity pension yourself.

The amount of your incapacity pension depends on your income and the incapacity for work percentage. Please note that an incapacity pension may affect your entitlement to certain allowances, such as a health care or housing allowances.

##### *Loss-of-income insurance in the event of occupational disability (AOV) from Loyalis*

If you are deemed partially occupationally disabled after 104 weeks of illness and you do not earn at least half of the remaining earning capacity determined by UWV through work, your income may drop dramatically over time. Because the Executive Board believed this to be unacceptable, it has in consultation with the employees' organisations taken out a collective insurance from Loyalis. This insurance limits the loss of income in the event of partial disability. The premiums for this insurance are paid by the University of Twente. In the event of partial occupational disability (35%-80%), the insurance guarantees an income of 70% of your insured income (i.e. the income on 1 January of the calendar year prior to the year your employment was terminated due to your disability). In addition, it ensures that you continue to accrue at least 50% of your original pension accrual in combination with the ABP incapacity pension.

If your occupational disability is caused by an occupational accident, you will retain 100% of your pension accrual, provided that you notify ABP thereof.

#### **WHAT ABOUT MY PENSION ACCRUAL AFTER HAVING BEEN AWARDED A WIA-BENEFIT?**

For persons receiving a WIA benefit, pension is accrued as follows:

- a. in case of 100% occupational disability, you accrue 50% non-contributory pension up to the Dutch state pension age;  
Please note: to qualify you must have applied for your ABP incapacity pension.
- b. in case of partial occupational disability your pension accrual depends on the percentage of incapacity and the number of hours you are still working. The loss-of-income-insurance supplements the non-contributory pension accrual up to 50% if you work insufficient to accrue up to 50% pension accrual in combination with your incapacity pension.

#### **WHAT ABOUT MY GROUP HEALTH INSURANCE?**

If your employment contract with the University of Twente is terminated due to occupational disability and you have taken out UT's group health insurance, you are expected to inform Menzis yourself. Menzis will help you find a solution that suits you, so you remain well insured.

