

# LONG-TERM ABSENTEEISM



**Information for University of Twente staff absent sick for more than six months**

## Pay

During your first two years of sickness, the UT will continue to pay you. According to the Sickness and Disability Scheme of *Dutch Universities* (ZANU), you are entitled to 100% of your last earned wages for the first nine months of sickness. After these nine months, you are entitled to 76% of your last earned wages.

Should you perform suitable work during your sickness absence, you will be paid 100% of the applicable wages for the hours worked. These wages are paid out in arrears as an addition to your normal wages.

Should you resume your work in full after your sickness absence period but fall ill again within four weeks, your renewed sickness absence is deemed to be a continuation of your previous sickness absence period.

## Holiday leave and sickness absence

When on prolonged sickness absence, you accrue an amount of holidays as if you had not been on sickness absence. You can take these leave days as usual, insofar as medically possible. The company doctor will judge whether you are able to go on holiday leave. During your holiday you are exempt from your rehabilitation duties. Taking holiday leave is important when on sickness absence as well, as holidays are meant to help people recuperate.

## Travel allowance

If you are paid a travel allowance, this will be stopped after your first full calendar month of sickness absence. Should you perform suitable work for one or more days during your sickness absence, the allowance will be paid for those days.

## Occupational disability benefit

When you have been sick for two years, the Employee Insurance Agency will determine to what extent you are still able to earn your original wages.

If the Employee Insurance Agency determines you are fully incapacitated for work and are not reasonably likely to recover within six months, the UT will terminate your employment. You will then start to receive a benefit under the Work and Income (Capacity for Work) Act.

If the Employee Insurance Agency determines you are able to earn between 20% and 65% of your original wages, the UT will strive to redeploy you to the extent of your remaining capacity for work.

If the UT is able to do so, your employment agreement will be adjusted. You will in that case receive a benefit under the Work and Income (Capacity for Work) Act in addition to your adjusted wages. If no reasonable positions for redeployment are available at the UT, the UT will terminate your employment. In that case, you will be eligible to receive a benefit under the Work and Income (Capacity for Work) Act in conjunction with an unemployment benefit.

If the Employee Insurance Agency determines you are able to earn more than 65% of your original wages, your employment relationship with the UT remains in force.

Depending on your impairment, you will be redeployed in your original job, albeit for adjusted hours, or deployed in another job, for adjusted hours where necessary. You will not be entitled to a benefit under the Work and Income (Capacity for Work) Act. If you are redeployed, you will be paid 100% of the wages applicable to the position you have come to fulfil for the hours worked. You will be paid 80% of your original wages for the hours you are unable to work.

## ABP Incapacity Pension

If the Employee Insurance Agency determines you are to receive a full or partial benefit under the Work and Income (Capacity for Work) Act, ABP may supplement this benefit with the ABP Incapacity Pension. The amount of the benefit under the Work and Income (Capacity for Work) Act you receive, the amount of your original wages, your remaining capacity to earn wages, and your work income determine your eligibility for this ABP Incapacity Pension.

## IPAP Invalidity Insurance

If you have been diagnosed as being partially incapacitated for work after two years of sickness absence and the Employee Insurance Agency has determined you earn insufficient income on your own, your income will decrease significantly in time. As the Executive Board considers this to be an undesirable situation, it has, after consulting with employees' organizations, taken out collective insurance for the purpose of reducing the loss of income through partial incapacity for work. The related contributions due are paid by the UT. The IPAP insurance guarantees that you will be paid 70% of your insured income. Your insured income is the amount of income on 1 January of the year prior to the year you were dismissed due to incapacity for work. In addition, the insurance supplements the pension you accrue to amount to about half the amount you previously accrued.

The exact amount of the pension you accrue after the addition of the IPAP supplement depends on your personal situation.

## Pension accrual

After nine months of sickness absence, the wages paid for the hours you have not worked is reduced to 76% of your original wages. This reduction does not affect your pension accrual.

Should you have been granted a benefit under the Work and Income (Capacity for Work) Act, you accrue pension as follows:

You were born before 1 January 1950 and have participated in the ABP scheme without interruption from 1 April 1997:

- a. in case of full incapacity for work, you accrue 70% non-contributory pension until the age of 62;*
- b. in case of partial incapacity for work, you accrue 70% non-contributory pension over the part you are incapacitated for work until the age of 62.*

You were born after 31 December 1949 or have not participated in the ABP scheme without interruption from 1 April 1997:

- a. in case of full incapacity for work you accrue 50% non-contributory pension until the age of 65;*
- b. in case of partial incapacity for work, you accrue 50% non-contributory pension over the part you are incapacitated for work until the age of 65.*

## Healthcare insurance

If your employment with the UT is terminated, you are to inform Menzis yourself. As a rule, your healthcare insurance will remain effective for the rest of the calendar year on the terms and rates for private individuals applicable at that time. This means that the additional coverage provided in the UT-specific insurance scheme will lapse. In addition, your group discount for the basic healthcare insurance, additional insurance and dental care insurance will also lapse.

## Questions

Should you have any remaining questions, contact Ingrid Stalknecht (rehabilitation coordinator), tel. 053-4893035 or [ingrid.stalknecht@utwente.nl](mailto:ingrid.stalknecht@utwente.nl)