

Roadmap	RIT 1.0	RIT 2.0
<b>employee gets sick = day X</b>		
<b>First contact: approach of employee by PA-CD</b>	/	<b>as soon as possible after X+4 weeks</b> (aim: to inform about the options when returning to work)
<b>Initiation RIT</b>	- employee or treating doctor: from X	- employee (or treating doctor): from X
	- employer: from X + <b>4 months uninterrupted</b> (or after receipt proof permanent incapacity from treating doctor)	- employer: from X + <b>3 months uninterrupted</b> (or after receipt proof permanent incapacity from treating doctor)  <i>NOTE: relapse within the first 14 days of work ≠ interruption</i>
	- advising doctor health insurance fund	- No longer applicable
<b>Re-integration assessment PA-CD (examination employee + work post + consultation)</b>	max. <b>40 working days</b> after receipt of request RIT	max. <b>49 calendar days</b> after receipt of request RIT
<b>Number of possible decisions</b>	<b>5 decisions:</b>	<b>3 decisions:</b>
	<b>A.</b> temporarily unable to perform agreed work + adapted/other work	<b>A.</b> temporarily unable to perform agreed work + adapted/other work
	<b>B.</b> temporarily unable to perform agreed work + no adapted/other work	<b>B.</b> permanently unable to perform agreed work + adapted/other work
<b>C.</b> permanently unable to perform agreed work + adapted/other work	<b>C.</b> assessment not possible + end of RIT	

	<p><b>D.</b> permanently unable to perform agreed work + no adapted/other work</p>	
	<p><b>E.</b> assessment not appropriate + reassessment every 2 months</p>	
<p><b>Re-integration plan employer</b></p>	<p>- decision A: max. <b>55 working days</b> after receipt of assessment</p>	<p>- decision A: max. <b>63 calendar days</b> after receipt of assessment</p>
	<p>- decision C: max. <b>12 months</b> after receipt of assessment</p>	<p>- decision B: max. <b>6 months</b> after receipt of assessment</p>
<p><b>Reasons for employer for refusal to draft re-integration plan</b></p>	<p>- technically or objectively impossible; or,</p>	<p>- technically or objectively impossible; or,</p>
	<p>- cannot reasonably be required to do so for valid reasons</p>	<p>- cannot reasonably be required to do so for valid reasons; and,</p>
		<p>- demonstrate serious consideration of possibilities for adjustment of the work post and/or for adapted or other work; and,</p>
		<p>- taking into account right to <b>reasonable adjustments for persons with disabilities</b></p>
<p><b>Acceptance/ refusal of re-integration plan by employee</b></p>	<p>- max. <b>5 working days</b></p>	<p>- max. <b>14 calendar days</b></p>
	<p>- no timely acceptance = refusal</p>	<p>- no response <b>after reminder</b> by employer = refusal</p>

<b>Assistance for employee during RIT</b>	possible	possible + employer should regularly remind employee of this
<b>Appeal against decision B of PA-CD</b>	- max. <b>7 working days</b>	- max. <b>21 calendar days</b>
	- possibility of <b>extension</b>	- <b>no</b> possibility of <b>extension</b>
	- addressed within max. <b>21 working days</b>	- addressed within max. <b>42 calendar days</b>
<b>End of RIT</b>	/	- employee fails to respond to repeated invitations of PA-CD;
	- decision D;	- decision C;
	- motivated refusal report of employer;	- motivated refusal report of employer;
	- employee refuses re-integration plan.	- employer provides PA-CD with re-integration plan that has been refused by employee;  - employer provides PA-CD and employee with re-integration plan that has been accepted by employee.
<b>Consultation with Health and Safety Committee</b>	- regular, and at least once a year, consultation with Committee on the possibilities at collective level for adapted or other work and measures for adjustment of work posts.	- regular consultation with Committee on the possibilities at collective level for adapted or other work and measures for adjustment of work posts.

	<ul style="list-style-type: none"> <li>- PA-CD provides annual report to Committee on collective aspects of reintegration for review and adjustment.</li> </ul>	<ul style="list-style-type: none"> <li>- PA-CD provides annual report to employer and Committee on spontaneous consultations, work post adjustments, and work resumption after illness or accident; on experiences and/or problems related to contacting disabled employees for resumption of work, on the re-integration tracks, the visits before resumption of work and adjustments to the work posts.</li> </ul>
		<ul style="list-style-type: none"> <li>- employer provides annually to the Committee globalized and anonymized elements of the re-integration plans and of the motivated reports (identification of the individual employee must be impossible), indicating:             <ol style="list-style-type: none"> <li>1. the steps taken by the employer to find adapted or other work for the employee, or to adjust the work post;</li> <li>2. the reasons why, where applicable, a re-integration plan could not be drawn up or an offered plan was refused.</li> </ol> </li> </ul>
		<ul style="list-style-type: none"> <li>- regular, and at least once a year, evaluation of collective re-integration policy and possibilities at collective level for adapted or other work and the measures for adjusted work stations.</li> </ul>