

Occupational health negotiations help to plan rehabilitation

Participants	Occupational health physician	Employee	Supervisor
Other possible participants	Occupational health care nurse, occupational physiotherapist, or similar	Shop steward, labour protection delegate, other representative	HR representative
Tasks	<p>Functions as the chairman of the proceedings.</p> <p>Explains what the employee is capable or incapable of doing.</p> <p>Talks about ergonomic solutions, for example.</p>	<p>Presents his/her opinion on his/her personal workability.</p> <p>Explains how the illness affects his/her work.</p> <p>Presents his/her views on work arrangements.</p>	<p>Explains what work arrangements are possible.</p> <p>Explains how the success of the work trial, for example, is monitored.</p> <p>Draws up notes on the occupational health negotiations.</p>
Issues to be included in the notes on the negotiations	<ul style="list-style-type: none"> - Date of work trial, required arrangements, gradual increase of working hours - Is the work trial unpaid? > the rehabilitation allowance is paid to the employee - Is the work trial paid? > rehabilitation allowance is paid to the employer and the difference, if any, to the employee - The accumulation of holiday days can be agreed on even though no salary or wages will be paid - Who is the employer's contact person with Varma in rehabilitation matters? - When will the participants in the negotiations meet again? - How will the work community be informed about the work trial? 		
After the occupational health negotiations	<p>The occupational health physician draws up a B statement to be attached to the rehabilitation application.</p> <p>Issues mentioned in the negotiation notes can also be included in the B statement.</p>	<p>The employee fills in the rehabilitation application after having obtained a B statement.</p> <p>varma.fi > eServices > Private customer > Rehabilitation applications and services</p>	<p>The supervisor sends the notes made on the occupational health negotiations to Varma.</p> <p>Fills in the employer's description of the employee's job as an attachment to the rehabilitation application.</p>