



Work trial supported by Varma

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We can support you in returning to work after a long period of sick leave, for example, through a work trial. The work trial can be carried out at your current workplace or in the service of another employer.

Work schedules and tasks can be lightened during a work trial, which helps to restore the employee's workability and prevents prolonged sick leave. A work trial can help:

- assess how you cope with your work
- modify your tasks to better suit your state of health
- you to try out new work tasks

A work-trial plan

Work trials are planned at the workplace as a joint effort that includes the employee, the employer and the occupational health care service. The recommended procedure is to hold a group meeting to draw up a plan. The written plan will specify:

- the work tasks during the trial
- the working hours and follow-up, and
- the persons responsible at the workplace and at the occupational health care service.

A supervisor or other agreed contact person monitors the progress of the work trial at the workplace. The occupational health care service keeps track of the employee's state of health and workability.

Working hours may vary from 4 to 8 hours per day and can be increased gradually during the work trial. The usual duration of a work trial is 2–3 months. If the grounds are justified, a work trial can be extended to a maximum of six months.

Occupational safety legislation and the guidelines and regulations laid down on the basis of such legislation apply during the work trial, as in normal employment.

We will send the work trial agreements to be signed once we have approved the plan. The agreements are signed at the start of the trial.

Support from Varma

During the work trial, we will pay the rehabilitation allowance or the rehabilitation benefit and increment to the person being rehabilitated. In addition, we will take out workers' compensation insurance.

In some work trial cases, the employer pays a salary to the employee for the duration of the work trial. The salary must correspond to full-time work, regardless of the working hours during the work trial. For the duration of a paid work trial, Varma pays the rehabilitation allowance to the employer. The employer and the employee are bound by the rights and obligations of the employment contract, but the nature of the work trial is taken into account in the work being performed.

Varma must be informed of possible absences due to illness lasting longer than one week during the work trial.

When the work trial ends, the employer and the rehabilitant will provide feedback on the coaching.

Varma Mutual Pension Insurance Company

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