

Frequently asked questions from employers and employees

Employers

Does the occupational health and safety service continue?

Yes, it continues but in an adapted form. Our entire team works from home. This means that all consultations and contact moments take place by telephone or online. It is therefore extra important that the telephone numbers of your employees in our app VerzuimSignaal are correct.

How do consultations now take place?

All of our consultations and contact takes place by telephone or via video conferencing. This applies to the consultations by doctors and the work ability specialists.

Am I allowed to ask and record whether my employee is infected with corona?

GDPR says "no". You have no basis for this. You may record that someone is sick, but not what they have. Also, as an employer, you may not tell other colleagues who may be infected, unless the infected employee explicitly gives permission for this or, if they have already told others themselves.

You are also not allowed to inquire about the course of the illness. You can only ask when someone thinks they can return to work. As an employer you are not allowed to check whether or not your employee has a temperature. You are also not allowed to ask them questions about other complaints, such as coughing. Only a (company) doctor is allowed to ask.

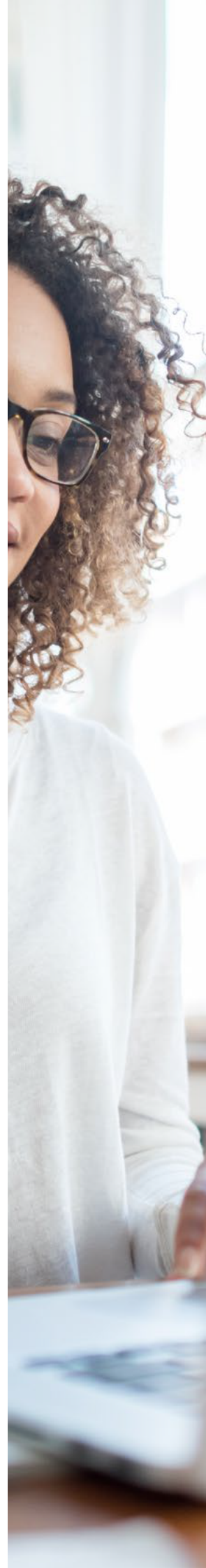
So quite restrictive. That is because you are responsible for a healthy working environment. However, there are still a number of things you can still do: You can talk to your employee about being contaminated – however you cannot register it for your own purposes. You are allowed to ask employees if they have been traveling, where they have been and take precautions based on that information, such as requiring the employee to work from home. You can instruct employees about symptoms and precautions such as hand washing. In consultation with Meijers Vitaal, we can also provide extra consultation hours and monitoring. [Here](#) you will find the questions and answers of the Dutch Data Protection Authority (Autoriteit Persoonsgegevens) about how to handle personal data in this situation.

When do I report my employee sick and when do I not?

You will only report your employee sick if he or she is unable to work due to (physical) complaints. Is your employee staying at home preventively? Then you do not have to report your employee sick.

- **Note:** Reporting healthy employees sick to the occupational health and safety service and / or using the absenteeism insurance, is considered fraud. This can have very serious consequences for your company. In addition, time is wrongly spent on consultations at the expense of people who need the consultation.
- Sick employees are not covered by the working time reduction scheme (werktijdverkorting regeling). This may have been a reason for a number of employers not to register their sick employee(s). One of the dangers of this is that adequate absenteeism support is not started. Long-term absenteeism can lead to wage sanctions.

Do you have no or less work for your employee(s)? Then appeal to the emergency package measures of the government such as the NOW. More information about how to report sick leave can be found in our document 'Registering Sick Leave'.



Am I obliged to comply with the Gatekeeper Improvement Act (GIA)?

Yes, the terms within the GIA remain in force. If, for example, you are unable to draw up or adjust a plan of action in person with your employee, you can do so by telephone. If there is an unforeseen reason why a deadline/contact moment cannot take place at all, or much later than is required, it is important that you register this in the absenteeism file with a well-motivated reason.

Are there any government subsidies?

Yes, information can be found on the government website. Via [this](#) link you will find all financial arrangements currently in force.

Employees

I have a consultation scheduled, will that continue?

Yes. Our consultations take place either by telephone or by video conferencing. They usually take place at the same time that you had already been scheduled. If there are changes, you will receive a message from us. Keep in mind that consultations may be delayed or shorter in length, and you may be called earlier or later than planned. Make sure we always have your most recent phone number where you can be reached.

If your telephone number has recently been changed, we ask that you please e-mail your updated telephone number to medischsecretariaat@meijersvitaal.nl and also to pass it on to your employer.

I have to work. How do I protect myself and others around me?

RIVM recommends working from home as much as possible. Whether that is actually possible depends on your type of work and your employer's policy. Always discuss this with your employer. If you are unable to work from home, take the usual measures and precautions in order to prevent flu and cold transmission:

- Make sure you and others around you regularly wash your hands with soap and water and dry off with a paper towel.
- Make sure that you and others around you cough and sneeze on the inside of the elbow.
- Use paper tissues when you cough or sneeze and throw them away immediately.
- Do not shake hands.

I have health problems. Do I report sick?

If you are unable to work (from home) due to your complaints, please report sick. Talk to your employer about what to do if you have symptoms, but are able to work from home. If you suffer from (mild) health problems, you should stay at home.

Symptoms are:

- Runny nose
- Sneezing
- Sore throat
- (Light) cough
- Increase in temperature (38 degrees or fever)

If your symptoms worsen, contact your doctor. If necessary, your doctor will then take the next steps.

NB: If you work in a critical care position, talk to your employer about what to do with mild symptoms without a temperature or shortness of breath.

I take care of a family member / roommate who has corona. Do I have to take vacation days?

If you have to take care of your housemate (child, partner, etc.) for a short period of time and you are therefore unable to work (from home), you can make use of emergency leave or short-term care leave. If you want or need to stay at home longer than is permitted by law, you will have to make arrangements with your employer. You can, for example, take unpaid leave or vacation days.



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