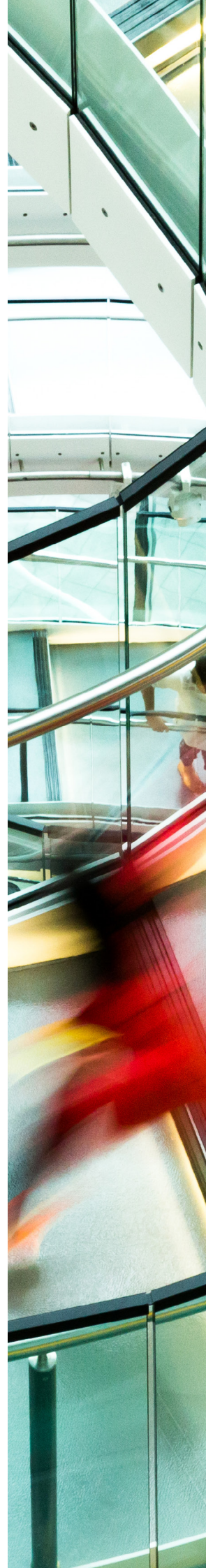


Registration of sickness and related reports

In the current situation surrounding the corona virus, doubts sometimes arise about the correct way of registering those who report sick. The clear answer is: you only report your employee sick if he or she is unable to work due to (physical) complaints. In this table, we describe various situations and the applicable registration options.

Situation	Possible consequence(s)	Registration
1. Employee is sick and unable to work.	Has reported sick and maintains contact. As soon as complaints are over, promptly report back and start working (from home).	Report sickness in Verzuimsignaal , follow the regular Gatekeeper Improvement Act (Wet Verbetering Poortwachter).
2. Employee falls under a risk group and was already reported sick (for example reintegrating)	Preventive stay at home until further notice. Supervisor maintains frequent contact.	No change in Verzuimsignaal (was already reported sick). Continued payment of wages as if the employee is reintegrating. Follow the Gatekeeper Improvement Act (Wet verbetering Poortwachter).
3. The employee has no complaints, does not belong to a risk group, works in a critical profession, but wants to stay at home preventively or does not have the possibility to make use of childcare.	Consultation between employee and employer about possible use of leave.	No sick leave report. The employee can only take leave (paid or unpaid) in consultation with the employer and after the employer has agreed.
4. Employee is not sick or has no flu-like symptoms, could work (at home), but childcare facilities are closed and no alternative childcare has been arranged (yet).	Employee can take leave.	No sick leave report. First day of emergency leave and then working from home. If that is not possible then take vacation or unpaid leave.
5. Employee has mild complaints and would have gone to work otherwise.	Preventive stay at home, manager maintains frequent contact.	No sick leave report but continued payment of wages. If possible, work from home.





Situation	Possible consequence(s)	Registration
6. A member of the employee's family is sick, mandatory quarantine.	Preventive stay at home, manager maintains frequent contact.	No sick leave report but continued payment of wages. Working from home if possible. Otherwise paid leave.
7. The family member (child or partner) of the employee is sick to such an extent that care by the employee is necessary.	Preventive stay at home, manager maintains frequent contact.	No sick leave report. Request care leave or (unpaid) leave from employer.
8. The employee falls under one of the risk groups of corona infection (such as 60+), but was simply working.	Preventive stay at home until further notice. Supervisor maintains frequent contact.	No sick leave report but continued payment of wages.

- **Please note:** Reporting healthy employees sick to the occupational health and safety service and / or 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 salary sanctions.

So, only report your employee sick if he or she is unable to work due to (physical) complaints. Do you have less or no work for your employee(s)? Then appeal to the [emergency package measures of the government](#) such as the [NOW](#).

Questions?

For questions, please contact your work ability specialist or send an email to info@meijersvitaal.nl

Used sources: RIVM.nl, rijksoverheid.nl, Autoriteitpersoonsgegevens.nl