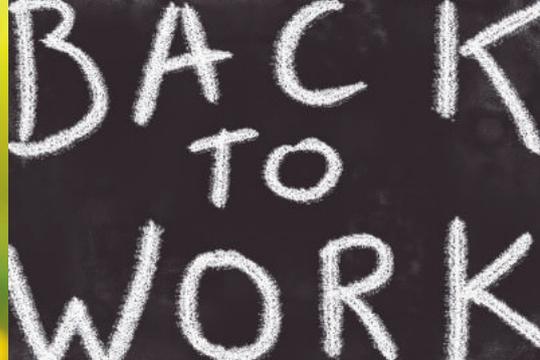


Preventix

ABSENCE POLICY





Absence policy

Effective support from day 1

Sick employees: you prefer to avoid them, because a sick employee costs money whether that be on a short, or a long term basis. In addition, should an employee fall ill, this will impact your business results, as you will be one man down production wise, or in service to your customer.

However, if you are sick you are sick. You cannot prevent absences at all times. This can be a cause for concern, because the government imposed strict rules when it comes to supporting sick employees, and the UWV can impose sanctions if you do not take all necessary steps.

But what are the steps, and what are the rules and duties of the employer and employee?

And: how can you assist your employee on returning to work as soon as possible.

In addition, a quick return to work is also in the best interest of the employee. They would also like to recover and return to work as usual. Sickness can result in stress, uncertainty, and potential loss of income for the employee. It is therefore in the best interest for both parties that the sick leave is kept down to a minimum.

Preventix advises and supports you in shaping and executing an effective absence policy. From the first day of sick leave, we will guide you and your employee towards the end goal of a swift recovery, return to work, and to prevent the reoccurrence of the sickness.

Packages

Preventix has put together three different packages that have proven to be effective in meeting the needs of a wide variety of companies. All packages have been created to focus on a customer orientated, advisory approach, and a quick target feedback.

Package A includes an extensive array of services. Package A complete extends services further with an absence check-up between 1st and 3rd day by a company doctor.

Package B is a standard package that can be expanded with separate services.

	Package A	Package B
Open appointment company doctor	✓	
Consultation hours by company doctor	✓	
Feedback within 24 hours	✓	
Monitoring Legal deadlines	✓	✓
Registration of complaints and causes	✓	✓
Compile absentee protocol	✓	✓
Fixed absence team	✓	✓
Costs of employee per year	€ 90,-	on quotation basis



Customisation

You can also choose to not be part of a complete package, but to simply opt for one or more services. This way, the services are matched to meet your own requirements precisely. You decide which service to use and when. For each employee, per year we offer a fixed agreed upon amount with a set hourly rate.

We like to work together with you, and then you can make a decision based on our sharp prices, through the use of our free quotation.

Example of costs of separate services:

Company doctor - subscription	€ 160,- per hour ¹
Company doctor - customized	€ 175,- per hour ¹
Nurse practitioner	€ 135,- per uur
A&O expert	€ 150,- per hour
Labor expert	€ 150,- per hour
Occupational hygienist	€ 150,- per hour
Higher safety expert	€ 150,- per hour
Home visit	€ 100,- per visit ²
Reintegration advisor	€ 100,- per hour
Home visit company doctor (regular)	€ 160,- per hour ¹⁻³
Home visit company doctor (urgent)	€ 295,- per hour ¹⁻²⁻³

1 These rates are exempt of value added tax in as far as it concerns medical services.

2 If requested before 10.00am; the service is carried out the same day with feedback given latest the next morning.

3 Overall travel time will be calculated the same way as the hourly rate, the distance travelled is calculated at 0.65 cent per kilometre.



Absence insurance

You can insure yourself against absence. Contact persons from Preventix help you pick an absence insurance with an optimum price quality ration that fits you. Whether you want full coverage, coverage for a few weeks including deductible or a stop loss insurance, protecting you against claims above a certain amount.

About Preventix

Preventix is a nationwide operating certified Occupational Health service that supports you in reintegrating sick employees. However we think that it is more important to prevent that employee

from calling in sick. That is why we support you in shaping an effective, targeted and people-oriented absence policy. You can also call on us for other Occupational Health related issues such as PAGO's, RI&E's, medical examinations and training.

Outlook on recovery

Employers and employees benefit from a quick reintegration into the workspace. It has been proven that workspace reintegration helps employees in their recovery. Employers obviously benefit from this too; even if a returning employees cannot work to the fullest. Preventix commits to a quick

and adequate approach to absenteeism, starting at the first day of calling in sick.

Outlook on prevention

More important than a quick recovery is the prevention of absenteeism. Employee absence rates are lower when an employer has an absence policy focused on recognition of early warning signs and prevention of the anticipated work-related and personal consequences. Employers benefit from employees spending less time on sick leave. This is achieved best with a policy that focuses on possibilities rather than limitations.