Occupational Assessment

Why do we carry out an Occupational Assessment?

Unfortunately, you are no longer able to carry out your work, due to an identified disability. To provide clarity in these difficult times, we will give you insight in the steps you need to take regarding your return to work. We do this by means of an Occupational Assessment. During this assessment, a healthcare professional will investigate and discuss whether:

- Your current role is still suitable.
- Your current role can be made suitable.
- There are other suitable roles within the organisation.
- You may need to consider returning to work elsewhere.

What does an Occupational Assessment involve?



You will be invited to a meeting with a healthcare professional.



To assess which steps are needed for you to return to work, you will first be asked to complete a questionnaire. This will give us a clear picture of your level of education and work experience. It will also help us find out what your job entails and whether any adjustments have already been made to facilitate your return to work.



The healthcare professional will then speak to your employer. The employer will also be asked to complete a questionnaire. This will help us identify which roles are available within the organisation, what tasks these involve, and which vacancies are currently open. We will also ask your employer whether any changes have been made to your role to facilitate your return to work.



Once this meeting has taken place, the healthcare professional will contact you again and, if necessary, visit your workplace.

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The healthcare professional can now answer the following questions:

- Is your current role still suitable?
- Can your role be adapted to make it suitable, including in the long term?
- Are there any opportunities for suitable work with your current employer?
- Are there any opportunities for suitable work with another employer?



Where possible, a final meeting will take place with you and your employer. After this, the healthcare professional will issue their advice.



Following these steps, the healthcare professional will provide an assessment and advice on how to proceed. Will you be able to carry out your current role, possibly with some adjustments? Or should other options be considered?



If there is a change in your capability, the healthcare professional may be consulted again to update your return-to-work process.

Advisory report for the UWV

Based on their findings, the healthcare professional will draw up a report containing their advice. This report is an important part of the return-to-work file that you and your employer must submit if you apply to the Employee Insurance Agency UWV for WIA benefits. If there is a change in your capability, the healthcare professional may be consulted again to update your return-to-work process.

Would you like more information about returning to work after illness?

Visit the employee page on the UWV website.