

Summary sheet for employees

Reintegration-related IV entitlement

Entitlement to consultation and financial support from the IV scheme for health-related problems at the workplace

1

The Federal Disability Insurance (IV) scheme operates on the principle of “reintegration is better than a pension”. For most people, however, IV is associated primarily with pension payments, and hence the one-year waiting period that precedes them. For this reason, valuable time - in which reintegration might be possible despite health problems - is often wasted. Based on Art. 15 et seq. of the Federal Law on Disability Insurance (IVG), insured persons are entitled to assistance with professional reorientation measures as soon as their performance at work is impaired for health reasons (reduction in performance, and hence of related pay, by approximately 20%). They have this entitlement irrespective of whether the cause is illness- or accident-related.

Example

The GP of a trained floorlayer has established that, owing to a knee problem, his patient will be permanently restricted in his ability to work in this trade as of January 13, 2004 but will be quite able to perform non-strenuous physical tasks. The insured person is thus entitled to receive assistance with professional reorientation from the invalidity insurance scheme without being subject to any waiting period. Consequently, an application may be submitted **immediately** (e.g. on January 15, 2004).

If you have any health-related problems at your place of work, you should contact your IV office as soon as possible. If you act swiftly to address such problems, there is a much better chance that the IV's reintegration experts will be able to find a suitable solution for you.

What services can you expect the IV to provide?

2

- Investigation of appropriate types of work
- Assumption of retraining costs (for insured persons with professional qualifications)
- Partial or complete assumption of costs entailed in familiarizing the insured with his or her new workplace (or for a transfer within the existing workplace) for up to six months
- Back-up training or introductory courses, as required
- Tools at the workplace
- IV-approved modifications to the workplace
- Contributions to removal costs

The staff at your cantonal IV office will be glad to answer any other queries you may have (www.iv-stelle.ch).