

YOU ARE DISABLED FOR WORK AND WANT TO START A REINTEGRATION PROCESS?

INCAPACITATED FOR WORK?

Stress, overstrain, burn-out, a traumatic experience, ... These are common psychosocial risks in the work context that often lead to (long-term) incapacity for work or sick leave. The psychological consequences can be very drastic and often frightening for the person affected: loss of income, increasing health problems, social isolation and often also a premature and undesired exit from the labour market.

As your employer, we are concerned about the well-being of our employees. We want to offer you assistance to facilitate your return to the workplace. We opt for fast and proactive guidance and treatment by an experienced and professional service provider, POBOS.

WHO IS POBOS?

POBOS has been profiling itself since 1990 as the advisory centre for welfare services and organises, among other things, professional guidance programmes for (long-term) disabled people who wish to return to work after their absence (www.pobos.be).

WHO IS MY COUNSELLOR?

Throughout the reintegration process, you will be expertly guided by an experienced clinical psychologist. Together you will work on your recovery and prepare for your return to work. This is done at your pace and in consultation, with mutual respect. The counselling sessions take place in the psychologist's private practice. The office is located in your region.

The dates of the sessions are determined together. Do not forget to inform the psychologist in time if a planned session cannot take place. This avoids unnecessary costs for your employer.

After the reintegration process you will receive a quality survey. You are free to answer this. POBOS uses the results to improve the quality of its services, if necessary.

The psychologist treating you is, of course, strictly bound by professional secrecy. POBOS is bound by the European regulations AVG (GDPR).

HOW IS THE REINTEGRATION PROCESS STRUCTURED?

The reintegration programme comprises a structured set of evidence-based counselling and treatment methods to restore your wellbeing and to support a successful and sustainable reintegration into work.

After registering your request for help, a reintegration file will be opened and you will be contacted by a local psychologist who will invite you for a first meeting.

Your employer appoints a central contact person who signs the charter 'Confidentiality and Information Exchange'. In this way, the confidentiality of the reintegration process is guaranteed, but the necessary information can still be exchanged so that your return to work can take place in the best possible conditions.

A counselling cycle usually comprises a maximum of 10 one-hour sessions. After the third, sixth and ninth sessions, you will receive a 'confidential advice note' drawn up by your treating psychologist. Only if you agree to this (via the 'privacy protection document') will this advice note also be sent to the central contact person.

Based on this note, among others, the contact person within the company can prepare your work resumption properly. If the initial 10 counselling sessions would not suffice, an extension can be requested. The last session of your reintegration programme will be used as a follow-up interview, about a month after you have resumed work.

HOW CAN I START A REINTEGRATION PROGRAMME?

Depending on your employer, you may be able to contact the person in charge of the case, your manager and/or the prevention advisor. They know the procedure to open a reintegration file.

You can also contact POBOS directly (info@pobos.be - 03/710 59 20), so that we can explain to you the procedure to follow.



Together, we are stronger to rebuild your resilience and promote the return to a functional balance. This will allow you to reintegrate into your working life.

Good luck in the meantime!