

Agreement on rehabilitation at the workplace

Entrepreneur

VARMA

Work trial

Job coaching

Rehabilitant	Name	Personal identity code	Telephone number
	Company name		
Pension insurance company	Contact person		Telephone number
Duration and working hours	Starting and ending dates		Average working hours per day
Tasks	Tasks during rehabilitation at the workplace		

Objective of rehabilitation at the workplace

The objective of a work trial is to support the rehabilitant's return to work in his/her own company and to ascertain how well-suited the work tasks are to the rehabilitant.

The objective of job coaching is for the rehabilitant to learn and master the agreed work tasks. The job coaching agreement must include a coaching programme which states the aim of and time frame for the job coaching, as well as any possible external training.

Rehabilitant

The rehabilitant shall comply with the agreed workplace rehabilitation plan and immediately report any deviations from it.

During the rehabilitation at the workplace, the rehabilitant must comply with occupational safety regulations, and with the guidelines and provisions laid down on the basis thereof.

The rehabilitant must notify Varma of sick leave that lasts more than one (1) week or if he/she wishes to terminate the rehabilitation during the agreement period.

When the rehabilitation at the workplace ends, the rehabilitant shall submit to Varma his/her personal assessment of how the rehabilitation succeeded.

Varma

During the rehabilitation at the workplace, Varma will pay the rehabilitation allowance or the cash rehabilitation benefit and rehabilitation increment to the rehabilitant.

If the rehabilitant does not have accident insurance, Varma will take out insurance as referred to in the Workers' Compensation Act, covering the rehabilitant in the event of a workplace accident during the rehabilitation.

Varma has liability insurance that covers bodily injury and property damage caused by the rehabilitant due to his/her illness, as per the terms and conditions of the insurance. The insurance does not cover damage insofar as such damage is compensable under the entrepreneur's own liability insurance.

Damage is compensated in accordance with the terms and conditions of the accident insurance and the liability insurance. Varma is not liable for other damage.

Varma's representative may visit the workplace to observe the conditions and the progress being made in the rehabilitation.

Either party may terminate the workplace rehabilitation, regardless of its agreed duration; the terminating party must, however, inform the other party of the termination without delay. Neglecting to provide this information may lead to the recovery of the rehabilitation benefits that have been paid.

We, the undersigned, have agreed on rehabilitation at the workplace under the above conditions.

Date and place			
Signature	Rehabilitant	Varma Mutual Pension Insurance Company Rehabilitation services	