

Agreement on rehabilitation at the workplace

Paid

VARMA

Work trial

Job coaching

Rehabilitant	Name	Personal identity code	Telephone number
Work placement organisation	Employer's name		
	Contact person		Telephone number
Pension insurance company	Contact person		Telephone number
Duration and working hours	Starting and ending days		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 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, the person responsible at the workplace, and any possible external training.

The work placement organisation and the rehabilitant agree on the rehabilitant's working hours. The working hours must take into account the special characteristics of workplace rehabilitation.

Work placement organisation

The work placement organisation commits to offering the rehabilitant the work that has been agreed on for the above-mentioned time frame. The work placement organisation steers, guides and supervises the rehabilitant in his/her work.

The work placement organisation pays the employee wages during the workplace rehabilitation and is subject to the same obligations and rights as in a normal employment relationship. The work placement organisation pays wages during work and possible theoretical studies, and takes care of other statutory payments and obligations falling under its responsibility.

During the rehabilitation at the workplace, occupational safety regulations, and the guidelines and provisions laid down on the basis thereof, must be complied with. The work placement organisation must notify Varma if the agreed tasks in the work trial are not carried out and other tasks are planned instead.

The work placement organisation may terminate the workplace rehabilitation, regardless of its agreed duration, but must inform the other parties of the termination without delay.

Rehabilitant

The rehabilitant shall comply with the agreed workplace rehabilitation plan. The rehabilitant is subject to the general rights and obligations pertaining to an employment relationship. The rehabilitant must comply with the rules of the workplace and the guidelines and regulations governing occupational safety and notify the work placement organisation of any absences.

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. All parties must be notified of the termination of the agreement. Neglecting to provide this information may lead to the recovery of the rehabilitation benefits that have been paid.

Varma

Varma will pay, to the work placement organisation, the rehabilitation allowance or the cash rehabilitation benefit and rehabilitation increment that has been granted to the rehabilitant for the period of workplace rehabilitation. The work placement organisation shall apply for this money from Varma using the relevant application form. If the rehabilitation allowance exceeds the wages paid to the rehabilitant, the difference shall be paid to the rehabilitant. Varma's representative may visit the workplace to observe the conditions and the progress being made in the rehabilitation.

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	
	Employer		