

# Agreement on rehabilitation at the workplace

Unpaid

**VARMA**

**Work trial**

**Job coaching**

<b>Rehabilitant</b>	Name	Personal identity code	Telephone number
<b>Work placement organisation</b>	Employer's name		
	Contact person		Telephone number
<b>Pension insurance company</b>	Contact person		Telephone number
<b>Duration and working hours</b>	Starting and ending days		Average working hours per day
<b>Tasks</b>	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. 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 does not pay the rehabilitant for the work he/she carries out. 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 has the right to receive the rehabilitation allowance or the cash rehabilitation benefit and

rehabilitation increment during the workplace rehabilitation.

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

During the rehabilitation at the workplace, Varma will pay the rehabilitation allowance or the cash rehabilitation benefit and rehabilitation increment to the rehabilitant. Varma shall 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 work placement organisation'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.

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

<b>Date and place</b>			
<b>Signature</b>	<b>Rehabilitant</b>	<b>Varma Mutual Pension Insurance Company Rehabilitation services</b>	
	<b>Employer</b>		