



inkluderende
arbeidsliv

Working in an IW Enterprise

How does this affect me?

What is Inclusive Workplace (IW)

- Cooperation Agreement on a more Inclusive Workplace from 2002-2005, revised for 2006-2009, 2010–2013 and recently for 2014-2018.
- Main objective with this agreement is to make room for all who are able to and want to work.
- To achieve results the main arena is the workplace, with dialogue between employer and employee.
- NAV has been given the task of assisting enterprises in obtaining the three main goals the Cooperation Agreement is based on. The head of the NAV IW centre signs an agreement with the company. The agreement is also signed by the company's CEO and workers' representative(s).

Three objectives for an IW workplace

1: Reduction of sick leave

- Set goals for sick leave work and set targets for sickness absence trends
- Establish verifiable target activities

2: Persons with reduced functional ability

- A) Set goals for monitoring and facilitating the working conditions for employees with impaired work capacity to prevent withdrawal from working life
- B) Set goals for how to include people who, through NAV, are ready and willing to try out their ability to work in ordinary working life

3: Retirement age

- Maintain a life cycle perspective as part of the HR policy and in the systematic work to improve the work environment.
- Set goals to stimulate senior employees to postpone their retirement date

How does the Norwegian system work?

- The Norwegian model
- The counties or municipalities – your local NAV office
- Employers and their organizations (NHO.....)
- Employees and their unions (LO, YS, UNIO, Akademikerne, NOPEF...)
- The laws (i.e. Working Environment Act, National Insurance Act)
- Agreements (Hovedavtalen and Tariffavtaler)
- Taxes (both directly and indirectly)

Times are changing

- The main arena is at work - both employer and employees must contribute in finding good solutions.
- Being sick from work is not just a private matter anymore.
- Employees participating is mandatory.
- It's necessary to work on attitudes and culture.
- Instead of focusing on staying home until you feel entirely well, you focus on what you are capable of doing in spite of health challenges.
- Establish and use sick leave procedures.
- Draw up action plans for sick leave work.
- Open dialogue is necessary to enable the employee to cope with normal job tasks or offered alternative tasks, if possible.
- Call for help from certified helpers when in need of assistance.

The main arena is at work



- Develop functional procedures for follow up work on sick leave
 - Initiate a positive and open dialogue at work
 - Make necessary adjustments within reasonable limits
 - Make a written follow-up plan together with the employee within 4 weeks
- Call in if you are too ill to go to work
 - Contribute to a healthy work environment and to a positive dialogue
 - Look for alternative solutions
 - Contribute to making necessary adjustments to enhance your ability to work
 - Contribute to a written follow-up plan

**Stay at home or go to
work?**



Self-reporting in case of illness

An act of faith

Employee is given more responsibility

24 days - max. of 8 consecutive days

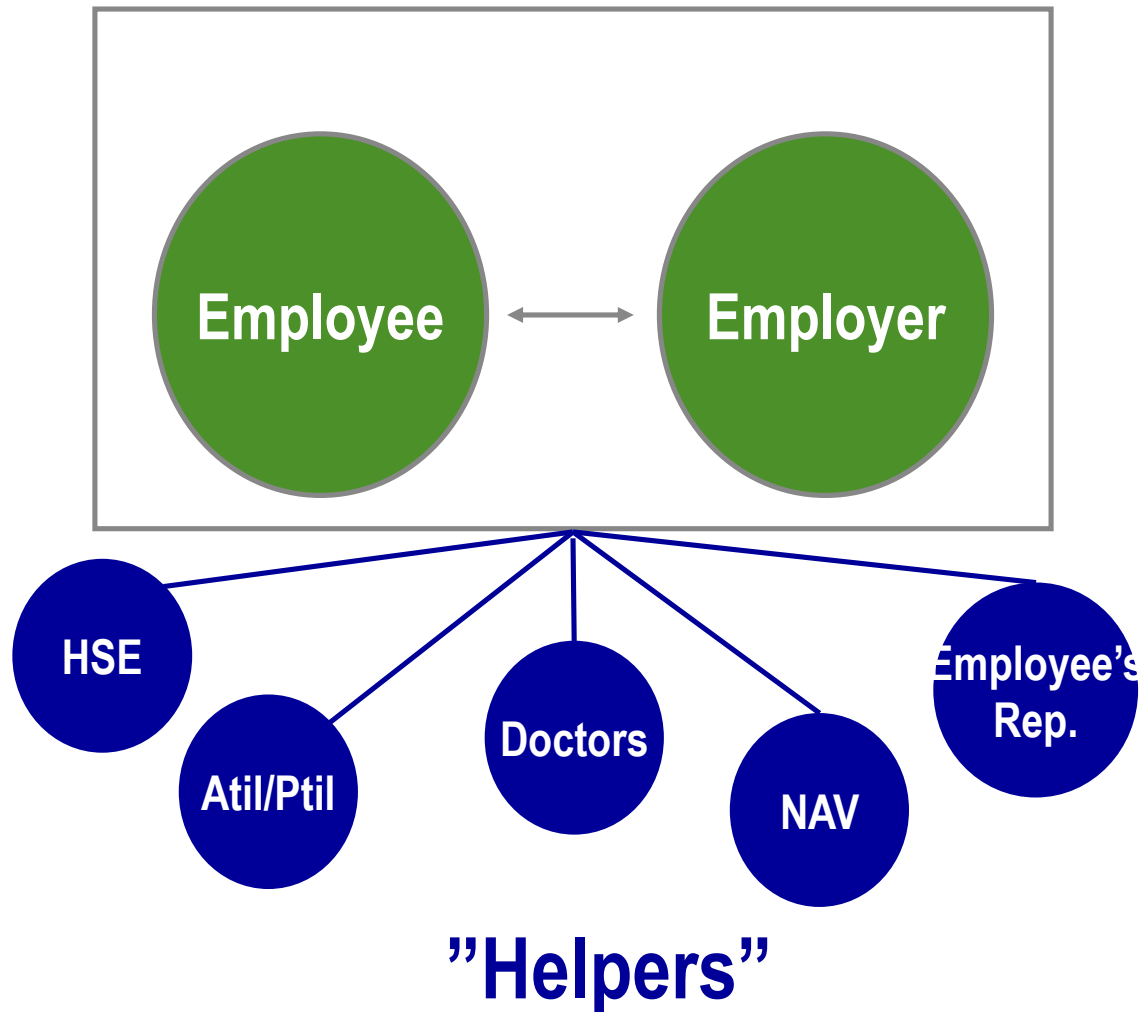
Employer must act if there is a change in absence pattern

Frequent short-term absence increases the need for dialogue to prevent long-term absence

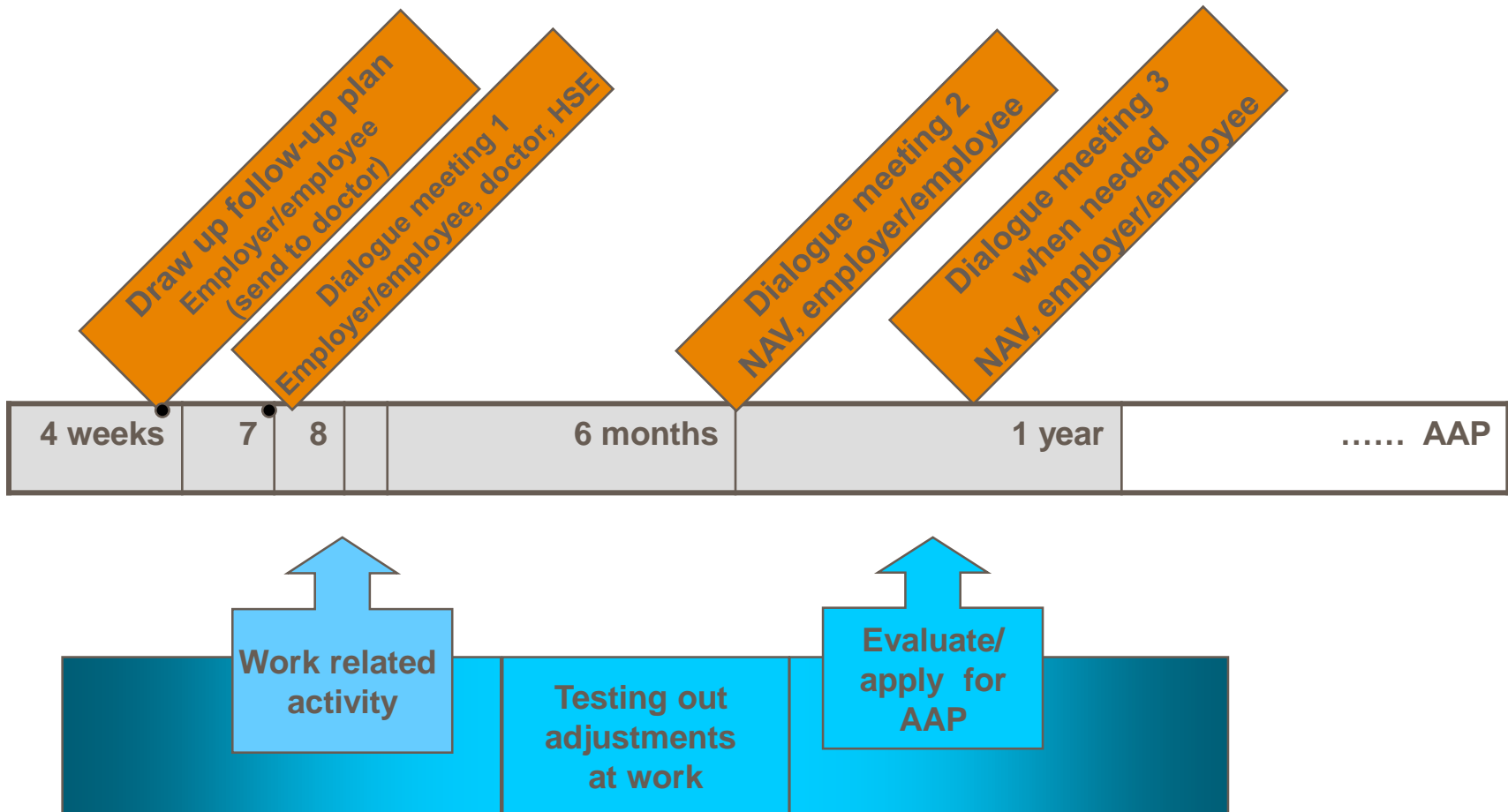
Alternatives to regulate absence

- **Eldor procedures**
 - Leave of absence
- **Acts and regulations**
- **Vacation**

Who's involved?



What happens when?



Partial sick leave

- The GP will always consider partial sick leave before deciding on 100% passive sick leave. Partial sick leave allows for partial sick leave payment.
- When possible, the employee will take care of his/her regular work tasks, with either reduced time at work or reduced functional capacity within regular work.
- The functional capacity to work must at least be reduced with 20% (80% ability to work) but can also be as high as 99% (1% ability to work). On the other hand, NAV will not make refunds for less than 20% sickleave.
- Partial sick leave and 100% passive sick leave will be counted as the same total amount of sick leave days – max 52 weeks.
- The GP gives advice and recommendations – but it's you and your employer who knows what kind of adjustments that can be made at work.
- Only NAV can approve and validate the GP's sick leave.

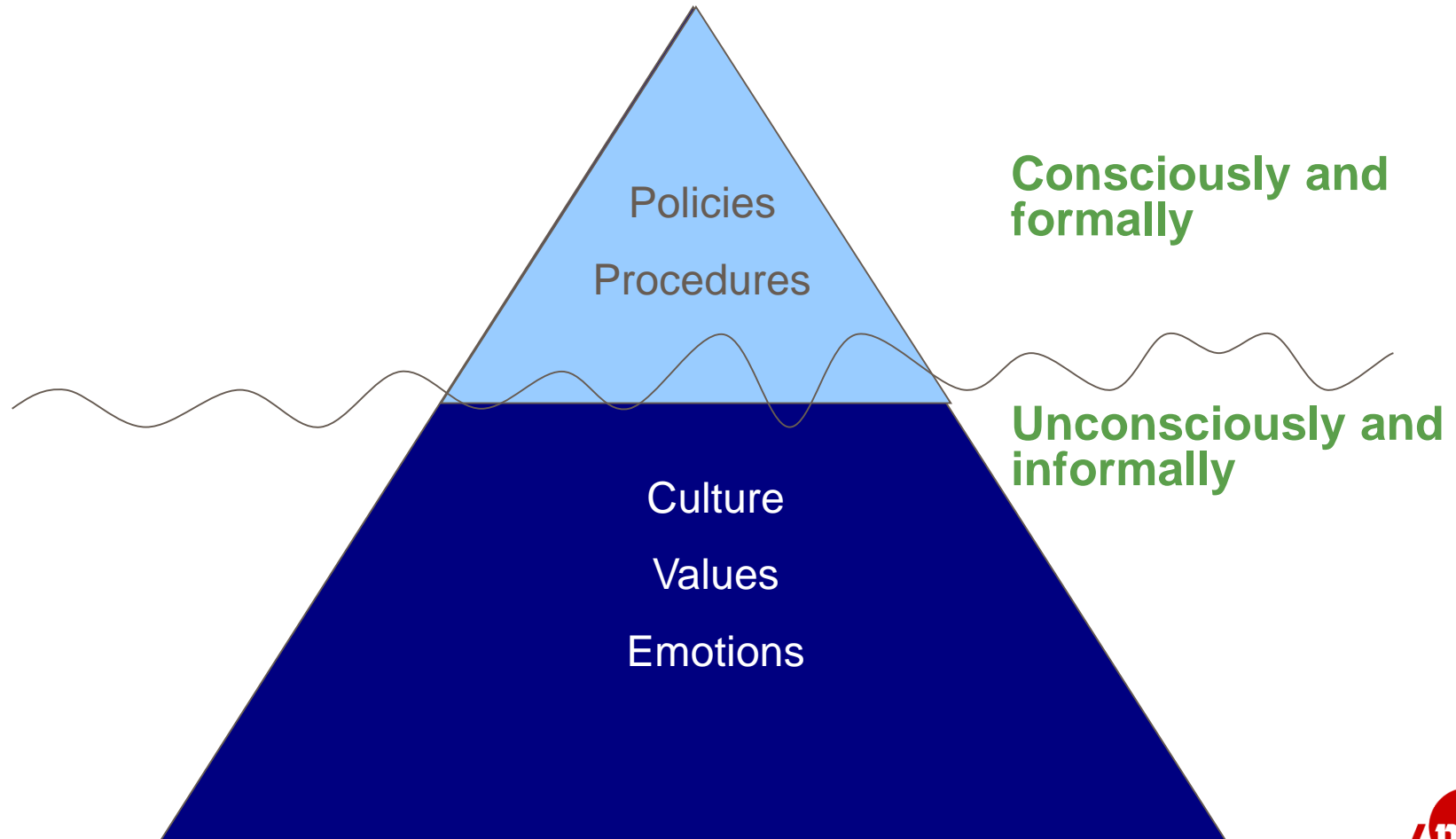
What characterizes an IW Enterprise?

- On the agenda:
 - Focus on measures to enhance attendance at work
 - will enhance well-being at work
 - will increase productivity/earnings
 - Monitoring systematically organized sick leave work
 - those on sick leave receives more relevant help
 - fewer people on sick leave/reduction in costs
- How does this affect the enterprise – internally?
- How does this affect good-will and the company's reputation?
- The enterprise is seen taking social responsibility.
- IW Enterprises have access to special measures from NAV.

Who contributes to the IW work?

- Management
 - Union workers and safety representatives
 - The contact representative for the enterprise
 - Employees
-
- Labour unions and employer organization
 - The contact from the NAV IW centre

How to make Inclusive Working Life a natural way of doing things at work



What is expected from an IW Enterprise?

- Management commitment and systematic cooperation with employees' and HSE representatives
- Actively participate in the IW-work
- Establish and monitor specific activities and targets to reduce sick leave
- Convene a meeting at least twice a year with representatives from management, employees and safety delegates to discuss and evaluate the IW work
- A task plan on how to achieve the three goals in the IW-agreement must be sent to the local IW centre within 12 weeks after signing the agreement.

Websites

- www.nav.no – partially in English
- www.workinnorway.no - English
- www.frittsykehusvalg.no
- www.inkluderende.no
- www.arbeidstilsynet.no – partially in English
- www.idebanken.org
- www.fysio.no
- www.ergoterapeutene.no
- FB – NAV Foreldrepenger