

Company doctors of the HSE Department (VGM)

Who What Where

It is healthy to work, but –under certain circumstances- it may also harm your health. As a result of a (temporary) illness or impairment one of your employees may not be able to work. The company doctors of the Health, Safety and Environment Department (afdeling Veiligheid, Gezondheid en Milieu, VGM) help you to avoid health risks and advise you when one of your employees is ill on his/her recovery and return to work. As a supervisor you often contact the company doctor on behalf of an employee, but did you know that your employees may also contact the company doctor themselves for advice?

Who are we?

At this moment the HSE Department has five BIG registered company doctors and one trainee company doctor:

- Mrs M.C. Bleeker, MD
- Mrs M.B. Danhof-Pont, MD
- Mrs C.Y. Eger, MD
- Mr T. Rejda, MD
- Mr C.J. van der Zwan, MD
- Mr M.R.W. Guijt (trainee doctor), MD

Company doctors each have a fixed group of employees to look after. When absent the duties of a company doctor are taken care of by another colleague who is authorized to consult the file of the employee in question.

When to see the company doctor?

There are two reasons to see the company doctor:

- You question whether the working conditions in your ward or department are beneficial to the health of your employees.
- One of your employees has not reported ill but does have medical problems. You wish to obtain advice on how to deal with this and to prevent sickness absence.
- One of your employees has reported ill. You wish to be advised on how to deal with his/her absence and return to work.

To see the company doctor you have to make an appointment by contacting the reception on (071) 526 8015 or (071) 527 8015.

Supervisor, HR and the company doctor

When an employee is ill or tries to avoid any health problems we expect him/her to first discuss matters with you as a supervisor. Together you try to come up with an appropriate solution. If this does not work and you need advice you can make an appointment with the human resources advisor and/or your company doctor. The company doctor advises both you and your employee and together you decide whether you follow the advice.

During sickness absence your employee is always assigned a case manager. Usually that is you, the immediate supervisor. During his/her illness you stay in touch with your employee. Together you reach agreement on the return to work. If you need any assistance, you can contact the company doctor for advice.

The tasks of the company doctor

Consultation and advice

If you require advice about matters related to health and work, such as pregnancy, medication or working with a chronic disease/impairment you can make an appointment to see your company doctor.

Counselling during illness

When your employee is ill, he/she informs you, his/her supervisor, that he/she is not able to work. Should the employee be ill for more than 5 weeks, he/she is called up to see the company doctor. The company doctor informs both you and your employee about the medical possibilities and limitations, the prognosis, and advises you about making a work reintegration plan together, should that be necessary. Of course, the company doctor always keeps the information confidential.

Assistance when returning to work

When your employee returns to work after his/her illness, the company doctor discusses with him/her how to prevent falling ill again. If necessary he/she also discusses with you any changes to be made in the work environment or the tasks.

Prevention

The company doctor actively assists in achieving a healthy working environment and in preventing illness. He/she investigates the risks employees are exposed to at work and advises you as an employer about any measures to take and about legislation on sickness absence and occupational disability. Together with your company doctor you can investigate which other preventive actions (e.g. regular medical examinations, (travel) vaccinations, personal protection equipment) are appropriate for the working environment of your employees.

Pre-employment medical examination

If your employee applies for a (different) position or joins the company emergency response team (*BHV*), a medical examination may be required. This depends on the position he/she applies for. During the medical examination the company doctor only considers his/her current fitness with regard to the position. He/she does not examine more than is necessary.

Company doctors' procedures

The company doctors are independent. It is our objective to let your employees work as much and as responsibly as possible in so far as their health allows, taking into account the options offered by your ward or department.

In our work we adhere to nationally agreed core values (see box).

Privacy

Company doctors are subject to a duty of confidentiality. The meetings your employee has with the company doctor are confidential and without permission from the employee we do not pass on confidential information.

If your employee cannot work because of illness, we do however discuss his/her medical options and limitations with you. We also give an indication of the expected duration of his/her illness, which, in accordance with the Eligibility for Permanent Incapacity Benefit (Restrictions) Act (*Wet Verbetering Poortwachter*) we are obligated to do.

Difference between company doctor and GP

The GP and company doctor are both doctors: to both, the well-being of their patients is of paramount importance. The main difference is that the company doctor considers health matters in relation to the work situation. This may entail prevention of health problems or return to work after an illness.

It may so happen that both the GP or another practitioner and the company doctor give the employee advice. The company doctor can (with the employee's permission) consult the GP or any other practitioner to prevent clashing advice.

Cooperation

Apart from cooperating with medical practitioners we also cooperate with other working-condition experts, e.g. safety experts.

Company doctors' office

The company doctors' office is located in the LUMC Poortgebouw Zuid on the 3rd floor. For an appointment please contact the reception on telephone number (071) 526 8015 or (071) 527 8015.

University of Leiden or LUMC employees can refer to www.albinusnet.nl/weten-en-regelen/gezond-en-veilig or the website of the University: medewerkers.leidenuniv.nl/p-en-o for more information about the company doctors of the HSE department

10 Core values of the company doctor

1. The actions of the company doctor are aimed at preventing occupational diseases and work-related afflictions, and at maintaining long-term employability of the employee. This is in the interest of the employee, the society he is part of, and the organization the company doctor advises.
2. Proper occupational health care is about the interaction between work and health. The company doctor brings that care in line with the specific work situation: customized care.
3. The company doctor provides occupational health care from a professionally independent basis, taking responsibility for the nature and contents of the care he provides.
4. Proper occupational health care is both preventive as well as curative and entails that the employee has unrestricted access to that care (for instance during open consultation hours). His right to privacy is respected at all times.
5. Proper occupational health care requires up-to-date information about and therefore regular inspection of the working conditions.
6. Both supervisors as well as staff representatives have access to the company doctor, and vice versa.
7. Proper occupational health care requires, if so prescribed, cooperation with or referral to other specialists within or outside the organisation and health care.
8. Proper occupational health care complies with legal frameworks and evidence based guidelines and standards drawn up by the profession. Every company doctor knows those frameworks, guidelines and standards. Professional medical confidentiality is respected at all times.
9. Proper occupational health care means a good company doctor: he is trained and registered on the basis of verifiable knowledge and proficiency requirements contained in the profile of the profession.
10. Proper occupational health care is provided in accordance with agreements reached with clients. These agreements shall never clash with these ten core values. The company doctor himself is responsible for verifying that the agreements comply with these core values.