



## Reintegration starts with people

At MEPD, we help organizations in the manufacturing and technology sectors develop and adapt to change. With that goal in mind, we offer programs in development, outplacement, and employability. Always focused on people, continuity, and long-term resilience.

We support people in finding new direction in their work and personal growth. The reason may vary: dismissal, illness, or a change in ambitions. But our starting point is always the same. We help people gain new insights, discover opportunities, and explore what is possible. Everyone has strengths and talents. We help people discover, or rediscover, theirs. Because development starts with people.

## New opportunities and possibilities

### Illness is never convenient

When an employee is unable to work due to illness, it always has an impact. There is concern for the employee, while the organization also faces costs and legal responsibilities under the Dutch Gatekeeper Improvement Act (*Wet verbetering poortwachter*).

MEPD advises employers on these responsibilities and supports employees in their search for suitable work outside the organization.

### Exploring new opportunities

Second-track reintegration becomes relevant when a sustainable return to the employee's own role, or another suitable role within the organization, is no longer possible.

Depending on the advice of the occupational health physician regarding the employee's capacity for work, a second-track program must be started within the required legal timeframe following the first-year evaluation.

During the program, we take practical steps to increase the employee's chances of finding suitable new employment. This is an intensive process that also comes with important legal obligations.

At the end of the statutory wage continuation period, the Employee Insurance Agency (UWV) reviews the reintegration file. If the employee has not been successfully placed elsewhere, it is essential that the reintegration process has been adequate and properly documented. This helps reduce the risk of a wage sanction.

### Support, assessment, and peace of mind

MEPD supports both the implementation and documentation of a reintegration process that meets UWV requirements.

We work in line with the UWV guidelines for the Gatekeeper Improvement Act and combine this with a personal and positive approach. We focus on what the employee can still do and encourage a realistic return to the workforce.

A feasibility assessment can help determine whether second-track reintegration is appropriate for the employee. It provides insight into whether suitable employment opportunities are available now or may become realistic during the program.

Visit [MEPD.nl](https://www.mepd.nl)  
or contact us at 085 043 19 00.