



# (Long-term) illnesses

## What will change on January 1, 2026!

### For all illnesses

#### Medical certificates:

- Exemption for the first day of incapacity max. twice per year (instead of three times).
- Certificate for the mutual insurance company limited to three months, renewable.
- Doctors must send certificates to the mutual insurance company and the INAMI (for monitoring by doctors) within 14 days.

#### Guaranteed salary:

- Relapse: no new guaranteed salary if new incapacity occurs within 8 weeks of the previous one (unless it is a different illness).
- Medical part-time work: no guaranteed salary during this period.

### For long-term illnesses

Procedure for contacting sick employees to be included in the work regulations:

- The worker is never obliged to respond!

#### Strengthened obligations for sick employees:

- Self-assessment form → otherwise loss of compensation.
- Appointment with the occupational physician for a reintegration program → otherwise loss of benefits
- Appointments with the return-to-work coordinator → otherwise -10%.

#### Reintegration program:

- Program possible after 8 weeks of incapacity (instead of 3 months).
- Mandatory for employers with ≥ 20 employees after 6 months

Medical force majeure: possible after 6 months of incapacity (instead of 9).

Employer penalty: reimbursement to the INAMI of 30% of benefits for 2 months (but many exceptions).

## Key points

**Your rights:** refuse to respond to the employer or disclose medical reasons.

**Your obligations:** complete the mutual insurance company's self-assessment form and attend the occupational physician's appointment for a reintegration program or the mutual insurance company's appointment

**Our tools:** FAQs, webinars, model regulations



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