



Need of a break in your career ?

The CNE is there for you

You're feeling the need to momentarily slow down your professional rhythm ? Various options exist to interrupt your career or reduce momentarily your working-hours : time credits, end-of-career jobs and thematic leave.

The career break is a right : the employer is has to grant it to you (except if he has only 10 workers or less). However, he can under certain circumstances delay or limit it.

During your interruption, you'll receive career break allowances paid by the ONEM (www.onem.be) to partially compensate your salary loss and you'll benefit from a protection against any dismissal.

In order to choose the best option for you, don't hesitate to contact the CNE team of your company or the local CNE office. Together we will examine the possibilities for you and go through the procedure with you.

TIME CREDIT

For some grounds (taking care of one's under 8 child, of one's under 21 disabled child or of one's seriously ill relative, providing palliative care, receiving training), you have the right to entirely interrupt your work, or reduce it to a half-time job or to a 4/5th job ; and you'll receive career break allowances. You can combine all these options, as long as the total doesn't exceed 51 months (or 36 months in case of a reduction for a training).

END-OF-CAREER JOB

From 60 years old (55 or 57 in some circumstances), you have the right to reduce your time for a half-time or a 4/5th job for at least 3 months (if half-time) or 6 months (if 4/5th), while receiving career break allowances. This option can be extended until your retirement. Be careful, the assimilation of those periods for your pension benefits are only 2,5 years for a half-time and 5 years for a full-time.

THEMATIC LEAVE

There are 4 specific situations for which you can take a thematic leave (in addition to the time credit if it's the same ground).

The parental leave allows you to interrupt entirely your work for 4 months, to reduce to half-time for 8 months, to 4/5th for 20 months or to 9/10th for 40 months (for this specific ground, you'll need your employer agreement). You can take this leave from the birth of your child to its 12th birthday. Both parents can take this leave. Be careful : for the children that are born before the 8th of March 2012, the 4th month can be taken but without any allowances.

The palliative care leave allows you to interrupt your career to provide any type of health care or any medical, social, administrative or psychological support to someone suffering from an incurable disease in terminal stage. This person doesn't necessarily have to be one of your family member. The leave lasts one month (renewable for another month up to 3 months in total for each patient) and can be taken as a full-time, half-time or 1/5th time leave.

The medical assistance leave allows you to interrupt your career to take care of someone of your household (living under the same roof) or a family member (first or second degree relative) suffering from a serious disease. The leave could last to a maximum of 12 months, in a full-time way, for each patient, or to a maximum of 24 months, in a half-time or a 1/5th way. Be careful, if the company occupies less than 10 workers, the employer can refuse a half-time or a 1/5th break. In companies of less than 50 workers, he can limit it to 6 months (in case you're asking for a full-time break) or to 12 months (in case of a part-time break) for each patient.

The host care leave allows you to leave for 6 days to complete obligations or handle situations linked to the placement of a child, for whom the court or the youth protection service has designated you as a host parent.

BE CAREFUL !

While you're interrupting your career, your work regime is modified. Your work contract must therefore be adapted. Don't hesitate to ask us for advice before signing anything !

Need to contact us ?

Call us on 067 88 91 00

Mondays, Tuesdays and Wednesdays from 9am to 12 pm and Thursday from 1.30pm to 4.30pm.



Need to meet us ?

Our offices are open at least on Mondays, Tuesdays and Wednesdays from 1.30pm to 4.30pm and on Thursdays from 9am to 12pm.



Mo-Tu-We 13h30 -16h30/Je 9h à 12h

Need to write to us ?

Single address : cne.info@acv-csc.be

Our staff will answer as soon as possible.



cne.info@acv-csc.be

Due to the current sanitary conditions, these schedule may change.
Please contact the local office before you come.

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The content of this publication applies to both men and women.

www.lacsc.be/cne