

Service Overview 2022 ¹

Capability has developed the particularly attractive Plus Basic package especially for large companies. With this package we introduce a full service service package based on task delegation, our successful and innovative approach. Inside the Plus Basic Package includes the Company Doctor ² activities under task delegation. In proportion to the total number of absenteeism processes, a physical consultation with a company doctor is required less often within the Large Company than within the MBK. This advantage, for companies from 200 employees, we are happy to give back to you in advance.

Description	Plus Basis	Complete
Subscription per employee per year	€ 120,00	€ 141,95
Operations		
Xpertsuite absenteeism registration and tracking system Via all possible devices 24/7/365 insight into absenteeism, sick and (partial) recovery reports, and the possibility to communicate with Capability	✓	✓
Check takeover of current absenteeism file Compliance check on absenteeism files to be taken over compared to. WvP (activities arising from recovery advice not included)	✓	✓
Special absence alert (3rd report within 3 months, compound absence, safety net, recourse, 42nd week notification)	✓	✓
Business-oriented anonymized management information	✓	✓
Access to Service Centre Prevention, HR, Mobility, Absenteeism & Legal	✓	✓
(Phone/E-Mail) Absenteeism guidance, follow-up employee All the necessary contact with employees to achieve a partial return to work as quickly as possible is included in all Plus packages.	✓	✓
Feedback on absenteeism guidance to the Employer Communication between Capability and Employer via Promis is included, telephone explanation of feedback within Promis from Absenteeism Manager (on initiative and request made for this purpose Absenteeism Manager) is included, as well as telephone consultation between Absenteeism Manager and Case manager, included. Other forms of consultation or consultations (e.g. with managers, SMTs, periodic consultations, etc. are not included.	✓	✓
Planning, Coordination & Administrative actions by Absenteeism Manager	✓	✓
Application for early WIA (joint effort Absenteeism Manager and Employer)	✓	✓
Problem analysis (under task delegation)	✓	✓
(Adjustment) Plan of Action (joint effort Absenteeism Manager and Employer)	✓	✓
Problem analysis, adjustment (under task delegation)	✓	✓
Requesting and assessing medical data	€ 225,00	€ 225,00
Functional possibilities list (including consultation)	€ 225,00	✓
1st year evaluation (joint effort Absenteeism Manager and Employer)	✓	✓
Current opinion (including medical information WIA)	€ 239,50	✓
WIA application (preparation of reintegration report, support employee with application)	✓	✓
Interventions		
Request data health and safety service	€ 50,00	€ 50,00
Absenteeism and Relationship Manager per hour (deployment on location, only possible per part of the day)	€ 120,00	€ 120,00
Labour expert research (carried out under the responsibility of Ephecta B.V.)	€ 1.295,00	€ 1.295,00
Career coaching per hour (guidance on redeployment of your own employer, coping problems, etc.)	€ 120,00	€ 120,00
Reintegration Track 2 (from the moment indication track 2 until the end of the absenteeism process, execution by Ephecta B.V.)	€ 3.995,00	€ 3.995,00
Company doctor per half hour (including open and or preventive consultation hours or outside package)	€ 112,50	€ 112,50

All investments are exclusive of VAT

¹ The investment of the included operations are based on the deployment of an Absenteeism and Relationship Manager under the task delegation of a Company Doctor. Only in the following cases will the operation be carried out in its entirety by the Company Doctor without additional costs being charged for this.

- 1st consultation with a company doctor if, at the request of the employer or employee, it appears, within 4 weeks after 1st day of illness, that there may be an employment conflict.
- Consultation for the purpose of drawing up the 1st FML;
- Consultation for the WIA assessment (around week 96);
- Consultation for the purpose of the current judgment in the event of illness from employment if the employee has already been seen by company doctor;
- In those cases that CMO of Capability deems a consultation with a Company Doctor necessary.

³ The prices included for the operations Problem Analysis, Adjustment Problem Analysis and Current Opinion are at the request of the employer and employee and outside the cases indicated under 1 respectively € 225.00, € 169.25 and € 337.50.