



## **Changes regarding Mandatory Medical Examination enforceable as from July 1, 2012**

### **1. Mandatory medical examination**

Is no longer required in the following situations:

- The employee has similar functions as the ones in his previous employment
- The Labor doctor already has the employee's form with respect to his ability to the position offered to him/her
- If no incapacity to the position offered to him/her was noted by the Labor Doctor within the 12 months preceding his/her start date with a new company. This delay is increased to 24 months if the hiring is in the same company.

However, please note that the medical examination remains mandatory if the employee is requesting it or for employees under close medical surveillance.

### **2. Regular medical examination visits**

As from July 1, 2012, when the company has an in-house nurse and fulfills recommended actions, the follow-up medical examination may be organized for an extended length of time (more than 24 months).

The Labor Doctor may ask for a shorter periodicity for employees under close medical surveillance.

### **3. After leave medical examination**

Within 8 days after the employee comes back to work, the employer must organize an after leave medical examination, as follows:

- Maternity leave
- When the employee is off due to a professional disease
- When the employee is off due to a professional accident or a non-professional disease or non-professional accident for at least 30 days

### **4. Additional information to the Labor Doctor**

When the employee is off due to a professional accident for less than 30 days, the employer has to inform the labor doctor.