

Services for all clients of Arbobutler  
with regard to the testing of employees for corona

Amsterdam, May 22 2020

Dear client,

### Tested for corona! But also fit-for-work?

On Tuesday 12 May, Prime Minister Rutte announced that in June every Dutch person, including all your employees, can be tested for the coronavirus at the Municipal Health Service (GGD). The test is meant for everyone who experiences complaints.

You as an employer are therefore confronted with a couple of new challenges and questions such as:

- If an employee applies for a test directly, this employee cannot be present at work for 2-4 days. How do I deal with this as an employer?
- Is it actually justified for an employee to apply for a corona test? How do I prevent too many unnecessary requests being made, putting pressure on my primary processes?
- How do I deal with employees who have tested positive and have the corona virus? When do they have to re-apply for a test?
- And what consequences does that have for my other employees? Do they also have to be quarantined? Can I or do I inform them?
- How do I deal with employees who have tested negative (no corona) but are still too anxious to return to work?
- How do I deal with an employee who has been tested negative and still develops complaints? Does he/she need to be tested again?
- How do I make sure that I have an overview of the employees who belong to the at-risk groups? After all, even if they are tested negative, they are still vulnerable while at work.
- How do I ensure a safe working environment for employees who do come to the work floor? What measures should I take to achieve this?

Your employees will also have questions, such as:

- Do I belong to a vulnerable at-risk group? May I return to the work floor?
- I have complaints and/or fever; do I have to register for a test at the GGD?
- I have a roommate who has complaints and is being tested, can I go to work in the meantime?
- I have a vulnerable roommate at home, can I infect him when I go to work?

In short, it is good that every employee can be tested in June to prevent the spread of the virus, but what does that actually mean for work? Is the employee in question actually fit-for-work? With our services we provide answers to the above questions.

### Arbobutler issues "fit-for-work" statement!

Arbobutler supports employers in answering the above questions. For every employee who has complaints or develops complaints, we determine whether a corona test makes sense, whether an employee belongs to the risk group, whether there are other reasons not to go to work and whether an employee can or cannot work.

We therefore issue a "**fit-for-work statement**". This gives the employee and the employer the certainty that the employee can work, without the work constituting a risk for the employee and colleagues; a good employer's policy in these difficult times.

### How do we do that for our customers? Online triage!

Before the doors of the office open again, we send all employees an online triage. This is a questionnaire with a limited number of questions, on the basis of which we determine whether an employee qualifies for a test and whether or not the employee can work. On an employee's first day of illness, we also send this online triage to the sick employee.

The triage gives 4 possible results:

- A. Employee can work (read: employee has no complaints and/or fever, does not belong to vulnerable group and does not need to be tested);
- B. Employee poses a risk to the work floor (read: employee has a fever and/or complaints and must register for a test at the Municipal Health Service);
- C. The work floor poses a risk to the employee (read: employee belongs to an at-risk group and may be vulnerable and not be allowed to work);
- D. Employee has other reasons not to go to work (read: employee has no complaints and does not belong to the at-risk group, but is nevertheless not planning to go to work).

The triage leads to a feedback report. The feedback is recorded in the file and results in a follow-up step:

- In case of scenario A, the employee in question can start work. No further step is required. The employee immediately receives a fit-for-work statement.
- In case of scenario B, the employee can request a test from the GGD. We will then contact your employee to discuss the test result:
  - In case of a negative test result, your employee has no corona and can return to work. We issue the fit-for-work statement.
  - If the test result is positive, your employee has the corona virus. We will make arrangements about when to re-apply for the test and look with you at possibilities for suitable work from home and what you as an employer should arrange.
- In case of Scenario C, a follow-up interview will take place between the employee in question and the Company Doctor in order to definitively determine whether the employee from the at-risk group is actually vulnerable, and is therefore allowed to work at the office or not. This is followed by a fit-for-work statement or a fit-for-work statement *subject to conditions*.
- An interview also takes place in the case of Scenario D. This does not result in any feedback because there is no question of absenteeism. However, we do activate the employee to take action and you will receive a group report with a non-medical reason not to go to work.

### Planning the online triage

We advise you to organise the online triage among all your employees. The advantage of this is that we can immediately identify your employees in the at-risk groups and you comply with Article 3 paragraph 1 sub a (the Working Conditions Act). Employees who do not want or do not dare to work for other reasons are also identified immediately, so that they can be guided to work. This way, you gain insight into whether the continuity of your primary business processes is guaranteed and you act as a good employer.

### Some brief facts

The past few weeks we have gained experience with online triage in the education and care sectors. Here are some brief facts:

- 50% of the interviewees are eligible for a corona test at the GGD.
- 20% of the interviewees indicated that they do not want to/will not be able to resume work for "non-medical reasons":
  - 27% indicate that they are scared or anxious;
  - 23% indicated that they do not want to infect their housemate;
  - 27% indicated that they perform carers tasks;
  - 5% indicate not being able to come to work safely;
  - 18% indicate that the workplace is not safe.
- 30% of the interviewees indicated that they fall into the at-risk group.

It is therefore striking that many employees do not dare/do not want to resume work (20%) or belong to an at-risk group (30%). What would the percentages be in your organisation?

**All the best!**

Finally, we wish you a lot of strength and all the best in this period. If you would like to make use of the above services and/or if you have any questions, we will be happy to assist you. Please contact us via your Account Manager, your contact person in the absenteeism guidance or the undersigned.

Kind regards,

Ilse de Jonge  
Marcel Houtman

**Management Board Arbobutler**  
Part of de Enrgy in Business Group