



## Service Externe de Prévention et de Protection

*This AI-generated translation may contain errors. For more accurate information, please refer to the Dutch or French version.*

### WORK POTENTIAL ASSESSMENT FORM (Art. I.4-73, §1/1 of the Code on Well-being at Work)

Worker's surname and first name: **xxxx**

Date of birth of the worker: **xxxx**

Unable to work since: **xxxx**

Date of request: **xxxx**

Date of assessment: **xxxx**

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#### Decision regarding the assessment of the work potential of a worker unable to work

The assessment of work potential in accordance with Article I.4-73, §1/1 of the Code on Well-being at Work shows that the worker mentioned below:

- Has work potential
- Has no work potential
- Work potential cannot be determined based on the available information

**If you employ 20 or more workers**, you are required (under penalty of sanctions) to begin a reintegration process no later than 6 months after the start of the worker's incapacity for work.

**Dr André Kruse**  
Medical Director  
External Prevention and Protection Service  
Securex

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Employer name: **xxxx**

Employer's BCE number: **xxxx**



## EXCERPT FROM TITLE 4.- MEASURES RELATING TO THE HEALTH SURVEILLANCE OF WORKERS IN BOOK I OF THE CODE OF WELL-BEING AT WORK

**Art. I.4-73.- § 1.** "The prevention advisor/occupational physician shall initiate a reintegration process to facilitate the return to work of a worker who is unable to work, at the request of:

- 1° the worker, or of their attending physician if the worker consents;
- 2° the employer, if the worker consents or if the assessment referred to in §1<sup>er</sup> /1 shows that the worker has the potential to work.

**§1<sup>er</sup>/1.** The employer shall ask the prevention advisor-occupational physician and his nursing staff to assess the work potential of a worker who has been unable to work for at least 8 weeks.

The occupational health advisor and their nursing staff shall assess the potential for work using a standardised working method developed by the professional associations of occupational health advisors in consultation with the FPS Employment, and on the basis of the following elements:

- 1° using the information available on the worker's state of health and capabilities provided by the attending physician, the medical adviser, the employer and the worker, as well as other information available in the worker's health file
- 2° if necessary, asking the nurse to contact the worker as soon as possible to complete a questionnaire to assess their work potential, a template of which is available on the FPS Employment website.

If this assessment shows that the worker who is unable to work has work potential, the employer and the worker are informed, and:

- 1° the employer may ask the prevention advisor/occupational physician to invite the worker to a pre-return-to-work visit or to start a reintegration process;
- 2 an employer with twenty or more employees shall ask the prevention adviser/occupational physician to start a reintegration process no later than six months after the start of the employee's incapacity for work.

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## PRIVACY PROTECTION

**Protection of your privacy:** Securex asbl external prevention and protection service (hereinafter "Securex SEPP") undertakes to process the personal data transferred to it in accordance with Regulation (EU) 2016/679 of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (hereinafter "GDPR").

**Securex SEPP processes your personal data** in order to perform its tasks as an external prevention and protection service on the basis of the affiliation contract signed by your employer with Securex SEPP:

The legal basis for data processing is your employer's affiliation contract with Securex SEPP and the legal obligation of Securex Prevention & Protection resulting from the Act of 4 August 1996 on the well-being of workers in the performance of their work and the Code on well-being at work.

Unless otherwise specified by applicable regulations, the health file must be kept for 15 years after the employee's departure (Article I.4-89. § 2 of the Code on Well-being at Work). Your personal data will not be processed for direct marketing purposes.

**Securex SEPP may transmit certain personal data** to supervisory authorities, our lawyers, our experts or judicial authorities. Some of this data is also transmitted to our subcontractors, who provide certain services within the strict framework of a subcontracting agreement and for the sole purpose of providing technical assistance to Securex SEPP.

**You have the right** to consult the data and, if necessary, have it corrected by sending a dated and signed request, accompanied by a copy of your identity card and the name of your attending physician, by email to [privacy.sep@securex.be](mailto:privacy.sep@securex.be) or by post to Groupe Securex, Data Protection Officer, Avenue Tervuren 43, 1040 Brussels. The data will be sent to you via your treating physician.

In addition, under the same conditions and within the limits set by the GDPR, you may object to the processing of your data or request that it be restricted. You may also request that your data be deleted or transferred. Further information can be obtained from the same address. If necessary, you may lodge a complaint with the data protection authority.

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