

If you have been on sick leave for more than 30 days, you can work under adjusted conditions whether you are recovering from surgery or injury, undergoing cancer treatment, or dealing with a mental health issue.

"When recovering from knee surgery, I didn't want to stay away from work completely. I spoke with my doctor and my employer and I found a solution that let me work as much as I could." - **Karin, 45**

"After a heart attack, it took time to adjust to a slower pace. During rehabilitation, I gradually returned to work and restored my usual income on a reduced workload." - **Aivar, 55**

"An opportunity to work at a manageable workload helped to take my mind off my illness." - **Riina, 40**

"Returning to work doesn't mean burning out again. I was able to return step by step and set clear boundaries around my tasks and working hours." - **Jana, 32**

✓ Who can work with adjusted working conditions:

- an employee with a contract for employment
- civil servant
- a spouse participating in sole proprietor activities

✗ Who cannot work with adjusted working conditions:

- employee with an authorisation agreement or contract for services
- sole proprietor
- owner of a business account
- board member of a business

When returning to work:

✓ You restore your pre-sick-leave salary

Your employer pays for the work you do, and Tervisekassa covers the rest – even when you work part-time.

✓ You can adjust your work to your health

You can adjust your work to your health by reducing your workload or duties, and agreeing on different hours or a work location with your employer.

✓ You don't stay away from work for too long

Working part-time helps you maintain your skills, confidence and relationships with colleagues.

Consult your doctor and employer and read more at :

terviseportaal.ee/en/pikkhaigusleht



REPUBLIC OF ESTONIA
MINISTRY OF SOCIAL AFFAIRS



A sick opportunity!

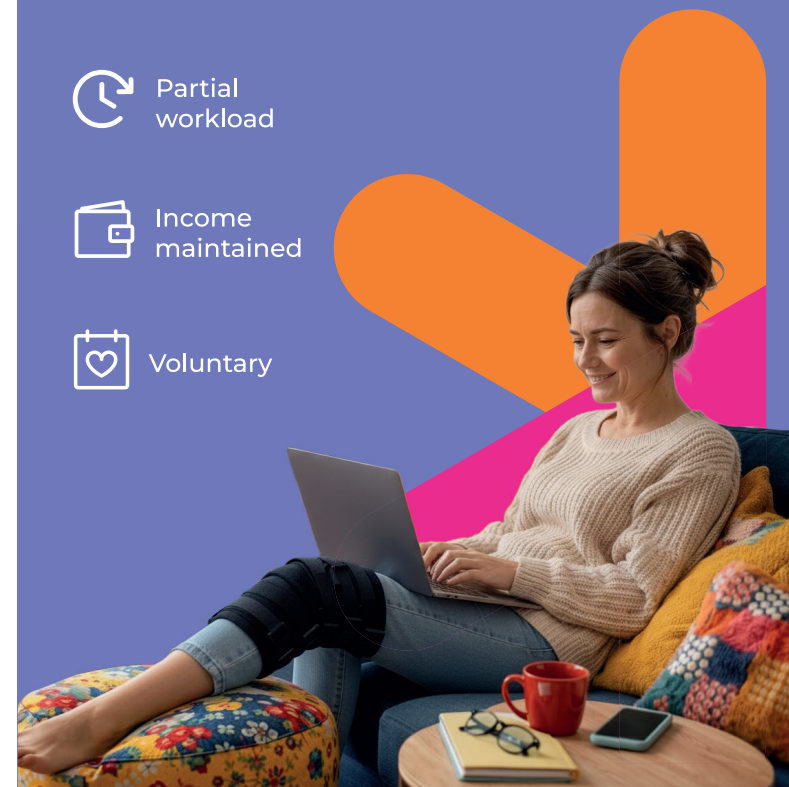
Partial workload → Income maintained

If you've been on sick leave for more than 30 days, you can agree with your doctor and employer on a workload that is suitable for you and restore your pre-sick leave income.

 Partial workload

 Income maintained

 Voluntary



Starting on the 31st day of long-term sick leave, you can return to work with a reduced workload or take on tasks that are suitable for your health.

"After a long period of illness, you might question if you're still capable of doing your work and what limitations you should consider. Starting off with a smaller workload can help you evaluate your actual abilities and allow you to return to the workplace step by step."

– Anneli Jürgenson, rehabilitation doctor



1 CONSULT A DOCTOR

If you wish to return to work one step at a time, inform your doctor in advance. The doctor can evaluate your condition and if needed consult with an occupational health doctor and note under which conditions you can work.

A doctor can issue a sick leave certificate with adjusted working conditions from the 15th day of illness. This will appear alongside the regular sick leave certificate and will be visible to your employer, who can consider early on whether your workload can be adapted. You can start your adjusted work schedule on the 31st day of illness at the earliest.



"The sooner an employee's connection with work is restored, the easier it is to support their return to work after a long period of incapacity for work."

– Toomas Pöld, occupational health doctor

While working under adjusted conditions, a doctor will assess your health at least every 30 days.

If needed, the doctor will:

- extend the sick leave
- change the work restrictions
- end the adjusted work if you are ready to return to your regular working conditions

2 CONTACT YOUR EMPLOYER

Ask your employer whether your work can be adjusted to the doctor's conditions. They can view these on eesti.ee or in their HR software.

Speak with your employer early so they have enough time to reorganise your workload. Your employer does not need to know your diagnosis – only your work capacity and any restrictions.

While working under adjusted conditions, you can still use your annual leave, care leave, or sick leave for another illness.

You can work under adjusted conditions for up to five months (152 days). The later you start, the shorter the period. You can stop at any time.

Working under adjusted conditions is voluntary for both you and your employer.

You can return to work when:

- you wish to do so
- the doctor considers it suitable for your health
- the employer can adjust your working conditions

3 AGREE ON THE CONDITIONS WITH YOUR EMPLOYER IN WRITING

Agree in writing:

- the beginning of adjusted working conditions
- workload and assignments
- work time and if needed workplace
- remuneration paid by the employer

"If a valued employee can't temporarily fulfill their role, another can be found for them – for example an experienced specialist can help with training junior employees. An employer who values their employees will find ways to support their return to work."

– Ulla Saar, a board member of the Estonian Unemployment Insurance Fund



HOW IS YOUR INCOME CALCULATED?

Your employer pays you in proportion to your working hours. For example, at 80% workload, you receive 80% of your pre-illness salary.

The Estonian Health Insurance Fund will cover the difference between your average salary and your employer's pay. Your employer must pay at least 50% of your pre-illness salary, even if your workload is below 50%.

GET SUPPORT FROM THE ESTONIAN UNEMPLOYMENT INSURANCE FUND

The fund offers services to help you maintain your working capacity and continue working according to your abilities.

These include:

- adjusting your workplace
- occupational rehabilitation
- assistive equipment for work
- support person at work

Both the employee and the employer can apply for these.