



  
Changes  
to come as from  
March 31, 2022:  
medical visits

On **March 31, 2022**, reforms concerning occupational health will come into force.  
In order not to miss anything from this reform, and to allow you to adapt your practices, we propose you hereafter a review of the changes to come.  
**What are the new features of employee medical monitoring?**

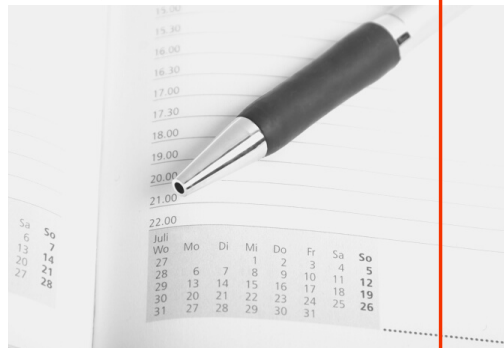
**01 MODIFICATION: THE MEDICAL VISIT AFTER LONG LEAVE**  
After a long absence, the employer has the obligation to arrange a medical examination with the Occupational Medicine.  
The cases in which such a visit is compulsory shall be modified with regard to work stoppages due to sickness or accident of non-professional origin:

REASONS FOR THE VISIT	FOR WORK STOPPAGES	FOR WORK STOPPAGES
	Having started before <b>April 1, 2022</b>	Having started after <b>March 31, 2022</b>
Disease of non- professional origin	Yes, If the absence lasted at <b>least 30 days</b>	the absence lasted at <b>least 60 days</b>
work accident	If absence lasted at least <b>30 days.</b>	
professional disease	Whatever the duration <b>of the absence.</b>	
Return from maternity leave	<b>Compulsory</b> upon return from maternity leave.	

**02 MODIFICATION OF THE LIST OF PERSONS WHO MAY ORGANISE THE VISIT OF THE PRE-TAKEOVER**  
In case of absence of long duration and early resumption of work, a pre-employment visit must be organised, in order to prepare the return to employment of the employee.  
The conditions of access to such a visit are modified:

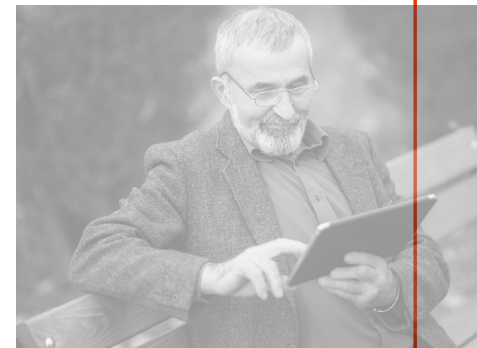
	FOR WORK STOPPAGES	FOR WORK STOPPAGES
	Having started before <b>April 1, 2022</b>	Having started after <b>March 31, 2022</b>
Minimum duration of work stoppage	<b>3 months</b>	<b>30 days</b>
Applicant to the organization of the visit	<ul style="list-style-type: none"> <li>The employee,</li> <li>The attending physician,</li> <li>or the medical officer of the Social Security.</li> </ul>	
Cases where the visit can be arranged	After a stop of at least <b>than 3 months</b>	When the return to work is done early after a stop of at <b>least 30 days.</b>
obligation of the employer	Obligation to inform the employee of the possibility to request the organization of such a visit (to date, no details on information methods and sanctions).	

### 03 SETTING UP THE LIAISON MEETING



For work stoppages that began on or **after March 31, 2022 and of at least 30 days**, the employer or employee may request a liaison appointment with Occupational Medicine to prepare the employee's return to work.

### 04 SETTING UP AN END-OF-CAREER MEDICAL VISIT OR END OF EXPOSURE TO OCCUPATIONAL RISKS



As **of March 31, 2022**, employees who cease to be exposed to an occupational risk requiring enhanced medical follow-up (end of exposure or retirement), will have to undergo a medical examination with the Occupational Medicine.

The purpose of this visit will be to determine whether the Occupational Physician should implement post-exposure monitoring.

It must be arranged by the employer as soon as the employer becomes aware of the end of the risk exposure, or the date of retirement.

### 05 CREATION OF THE MID-CAREER MEDICAL VISIT



As **of March 31, 2022**, a mid-career medical examination must be organised at a deadline determined by industry agreement, or in the absence of industry agreement, during the calendar year of the employee's 45th birthday.

If the employee has a medical examination scheduled in **the 2 years preceding this date**, it will be possible to anticipate the mid-career visit to carry out both visits at the same time. The purpose of this medical examination is, in particular, to establish an assessment of the adequacy of the employee's job and his state of health, to assess the risks of occupational disinsertion and to raise the employee's awareness of the challenges of ageing at work.

Our legal department remains at your disposal to study the management of your staff. Do not hesitate to contact us.