



Rates List 2026

Employability Control In.Zicht
and Recovery paths

**arbo
unie**

Clear and transparent about rates

Arbo Unie promotes the vitality and health of working people by helping organisations to gain more control over sickness absence through knowledge.



Employability Control

€ 44,70 fixed contribution per employee per year.

Quickscan Optimal working	Short online questionnaire for your HR department. You receive the results in an infographic that gives you a clear picture of several aspects of prevention and sustainable employability in your organisation.
System integration	Automated processing of sickness and recovery notifications through a link with your HR system.
Client portal	Provides absent employees insight into their personal documents in a modern, easy and secure manner.
Vooruit.zicht	Timely mapping of the expected scenario of your absent employees and a step-by-step plan to encourage an active role of the employee and supervisor.
Health team	Personal contact with a fixed point of contact and support from our multidisciplinary team. This team provides a customised approach with broad expertise.
Customer portal	Provides fast and effective online support, such as the option to independently perform a number of actions that support absence management.
Screening	The scientifically validated analysis tool In.zicht determines, with near certainty, within the first week of absence whether long-term sickness absence is likely. In-depth questionnaires are administered in preparation for the consultation with the occupational physician.
Recovery paths	For each cause of absence, we apply a unique recovery methodology. This ensures that your employee receives the right care at the right time and often returns to work stronger and more quickly.
Administration	Arbo Unie handles the administration around scheduling appointments and rescheduling appointments.
Optional add-on Poortwachter support	Support (signalling and actions) for managers from Xpert Suite on the Poortwachter protocol. Additionally € 3 per employee per year plus the management costs below.

Management costs	Monthly costs*
0-500 employees	€ 75 per month
501-1500 employees	€ 150 per month
More than 1500 employees	€ 250 per month

* Monthly costs consist of system maintenance, handling service requests, monitoring whether everything works, fixing bugs and handling service requests and performing necessary updates.

Services

Our standard services for all offerings

Reporting occupational diseases to the Netherlands Centre for Occupational Diseases	✓
Use of knowledge for your organisation about current occupational health and safety topics through webinars, podcasts, client meetings and an online newsletter.	✓
Digital invoicing	✓
Legal obligation of file archiving	✓
Manager and employee satisfaction survey after recovery, in case of more than 90 days of sickness absence.	✓
Sending company-specific information to your staff representation or works council.	✓

Reintegration activities

Working conditions consultations*	€ 179.00
(First) reintegration consultation/consultation*	€ 170.00
Emergency consultation	€ 340.00
Problem analysis	€ 273.00
Referral to intervention specialist	€ 50.50
Telephone coordination with employer (coaching supervisors)	€ 37.30
Requesting information from the curative sector	€ 132.00
Social medical consultation (SMO)	hourly rate
Consultation with supervisors/HR/works council	hourly rate
Employability profile consultation	€ 136.00
Occupational assessment	€ 1,299.00
Second opinion (excl. external costs)	hourly rate
Reintegration and file review	€ 135.00
Reintegration report	€ 393.50
File review reintegration efforts	€ 419.50
Half-year evaluation occupational consultant	€ 313.50
No-show: consultation or other activities not cancelled in time (within 48 hours)	service rate

Reintegration interventions

Intake occupational social work	€ 371.00
Psychologist intake (via belife)	€ 504.00
Positive Health consultation	€ 170.00
Intervention screen (via belife)	€ 379.00
Intake occupational physiotherapy (via belife)	€ 232.50
Activation/employability conversation including report	€ 702.00

* If a consultation takes longer, we will charge additional costs for "extra time" as an extended consultation.

Hourly rates (registered expert)	
Occupational consultant	€ 209.00
Work and organisational consultant	€ 212.00
Occupational hygienist	€ 212.00
Occupational physician	€ 266.50
Occupational physiotherapist (via belife)	€ 167.50
Occupational social worker	€ 185.50
Ergonomist	€ 212.00
(GZ) psychologist (via belife)	€ 252.00
Toxicologist	€ 230.50
Senior safety expert	€ 212.00
Nurse specialist (BIG)	€ 204.50
Nurse (BIG)	€ 176.00
Confidential counsellor with subscription	€ 198.50

Hourly rates (other professionals)	
Occupational hygienist	€ 193.00
Work and organisational consultant	€ 193.00
Occupational health advisor	€ 165.50
Case manager	€ 176.00
Ergonomist	€ 193.00
Senior safety expert	€ 193.00
Intermediate safety expert	€ 165.50
Sector specialist	€ 212.00
Vitality coach	€ 176.00
Vitality consultant	€ 193.00

Reports	
Report with advice	from € 533.00
Management report (with advice)	from € 1,044.00

Onboarding and changes	
Implementation coordination for <1,000 employees	€ 1,390.00
Implementation coordination for >1,000 employees	€ 2,790.00
Absence integration with Xpert Suite* • Telephone intake • Project coordination • Guidance during test phase • Guidance during commissioning	€ 1,025.00
Organizational structure customised**	quote basis
Document integration	€ 1,025.00
Data vault***	no additional costs
Package change (absence integration plus synchronization)	€ 1,775.00
Synchronization***	€ 750.00
Reorganization of departmental structure	€ 720.00
Import absence history****	€ 730.00
Import customised documents and notes*****	from € 1,380.00 (based on 8 hours) quote basis (>8 hours)

Exit	
Export absence history****	€ 730.00
Export custom (including documents and notes)*****	from € 1,380.00 (based on 8 hours) quote basis (>8 hours)

* The standard integration consists of the employees, the employment contracts, the absence data and includes the organisational structure and the user accounts for the client portal, depending on the HR system.

** If it appears that there is a complex organisational structure, written approval from the Client is required to continue these activities and a new rate will be calculated in advance.

*** The data vault applies when, in consultation with the Client, an integration provides a full load with all employee data, including the employees who are not absent.

**** Synchronization is only necessary when data from the Client is already present in the Arbo Unie absence system. If it appears that these 4 hours are insufficient, written approval from the Client is required to continue this work and a new rate will be calculated in advance.

***** If XS is used as the absence system (WVP protocol and file creation), it may be desirable to have access to absence history, documents and notes.

Reducing work-related risks

Employability management scan	from € 4,721.00
Certified external confidential counsellor	from € 392.00 per year
Periodic occupational health examination (PAGO)	from € 80.00 per person
Risk inventory and evaluation (RI&E) implementation	price on request
Risk inventory and evaluation (RI&E) assessment	price on request
Workplace assessment (WPO)	from € 579.00
Workplace checks per half-day	from € 772.00
In-depth RI&E Psychosocial Workload (PSA)	price on request
Work capacity assessment	€ 419.00
Employee vitality needs survey	€ 1,888.50
Vital reflection interview (individual)	€ 1,572.50
Vitality workshops	€ 1,010.00
Biomonitoring	price on request
Training courses: including Sickness absence, Prevention officer, Ergo coach, Mental resilience, Socially safe climate	price on request
E-learning: including the act 'Wet verbetering poortwachter (WvP)', Menopause, Display screen work	price on request

We offer specialised consultancy (customised) in the field of:

Occupational hygiene & safety | Ergonomics & physical strain | Work and organisation

arbounie.nl/arbeidsrisicos-verminderen

Occupational medical examinations

Fire brigade	€ 442.00
Inland shipping	€ 144.50
CBR examination	€ 107.50
Diver fitness examination	€ 216.50
Expat & Repat	€ 221.00
Medical clearance divers	€ 585.50
Offshore	€ 345.50
Radioactive radiation	€ 141.00
Regular divers examination	€ 563.50
Taxi examination	€ 107.50
Seafaring	€ 174.00
Examinations relating to soil remediation, fire brigade or ambulance personnel and pre-employment examinations	price on request

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Vaccinations

Hepatitis A	price on request
Hepatitis B	price on request
Hepatitis A+B	price on request
DTP	price on request
Tetanus	price on request
Typhoid	price on request
Rabies	price on request
Yellow fever	price on request
MMR	price on request
Influenza	price on request
Tick	price on request

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Promoting health

Vitality needs assessment	Free of charge incl. advice
Vitality programme for organisations	price on request
PMO Vital	from € 195.00 per person
PMO Optimal	from € 195.00 per person

arbounie.nl/gezondheid-bevorderen

Questions?

For questions, you can contact your regular contact person.

Examinations: projectleiderkeuringen@arbounie.nl

PMO/PAGO: pmo-projectleider@arbounie.nl

Vitality: vitaliteit@arbounie.nl

Arbo Unie Verbanen

Second-track reintegration

Basis	from € 3,530.00
Extra	from € 5,140.00
Complete	from € 6,550.00

Career advice

Customised career advice	price on request
Career MOT	€ 399.00
Career orientation	€ 1,590.00

Outplacement

Individual outplacement	from € 5,140.00
Collective outplacement	price on request

Arbo Unie Verbanen specialises in Second-track reintegration, individual outplacement, collective outplacement and career advice.

arbounie.nl/verbanen

belife

belife works physically

In case of physical complaints, limitations with work, sickness absence and other questions regarding physical employability, belife offers various individual work interventions to sustainably improve the employee's work capacity.

belife works mentally

Our (GZ) psychologist is there for employees with mental complaints, who are struggling at work, absent or at risk of dropping out.

More information at: belife.nl

All mentioned rates are excluding VAT. Price changes, typographical and printing errors reserved.



Want to know more?

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