



# Clear and transparent about fees

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## Fees list for 2024

Version March 2024

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Arbo Unie B.V. fosters the **vitality and health** of working people to help organisations become more successful.

<b>Explanation of Managing Employability (Regie op Inzetbaarheid)</b>	
<b>Maximum of € 33 per employee per year</b>	
<b>Working Optimally Quick Scan</b>	Short online questionnaire for your HR department. The results will be fed back to you in an infographic in which we give you a clear picture of several aspects of prevention and long-term employability in your organisation.
<b>System link</b>	Automated processing of sickness and recovery notifications through a link to your HR system.
<b>Client portal</b>	My Arbo Unie provides all employees with access to useful information about prevention. It allows employees on sick leave to view their personal documents in a modern, convenient and safe way.
<b>Looking ahead (Vooruit.zicht)</b>	Enables you to map in good time what scenario you can expect for your employees on sick leave and includes a step-by-step plan to encourage employees and managers to play an active role.
<b>Health care team</b>	Personal contact with your designated contact person and support from our multidisciplinary team. With its wide-ranging expertise, this team ensures a personalised approach.
<b>Client portal</b>	Provides you swift and effective online support, including the option to independently perform a number of actions that support the sickness absence management process.

<b>Managing employability, including In.zicht and recovery paths*</b>	
<b>Maximum of € 39.50 per employee per year</b>	
<b>Screening</b>	The scientifically tested analysis tool In.zicht can be used to establish with almost complete certainty, as early as in the first week of an employee's sickness absence, if that absence is likely to be long-term. In-depth questionnaires are used to prepare for a consultation with the occupational physician. In the case of sickness absence caused by mental health problems, for example, we use the Burnout Assessment Tool and the 4-Dimensional Complaints List.
<b>Recovery paths</b>	We use a unique methodology for recovery for each cause of sickness absence. This means your employees will receive the right care at the right time and return to work stronger than before and often sooner than expected.

\* Components mentioned under 'Managing employability' are also applicable to 'Managing Employability, including In.zicht and recovery paths'.

## Services

### Our standard services for all services

Report occupational diseases to the Netherlands Centre for Occupational Diseases (NCvB)	✓
Use knowledge for your organisation about current occupational health and safety topics through webinars, podcasts, customer events and online newsletters	✓
Digital invoicing	✓
Statutory obligation to archive dossiers	✓
Manager and employee satisfaction survey following recovery, if employee has been on sick leave for more than 90 days	✓
Send business-oriented information to your employee representative body or works council	✓

Rehabilitation activities*	
Occupational health consultation	€ 159,50
(First) rehabilitation consultation	€ 151,50
Emergency consultation	€ 303,00
Problem analysis	€ 243,50
Referral to intervention specialist	€ 45,00
Requesting information regarding curative sector	€ 117,50
Socio-Medical Consultation (Sociaal Medisch Overleg, SMO)	Hourly rate
Consultations with managers / HR / works council	Hourly rate
Employability profile consultation (functional capacity report (FML))	€ 121,50
Occupational health consultation (quotation basis)	€ 1.431,00
Second opinion (excluding third-party costs)	€ 238,00
Dossier assessment	€ 120,50
Rehabilitation report	€ 351,50
Dossier assessment with regard to rehabilitation efforts	€ 375,00
Six-monthly evaluation with occupational consultant	€ 280,00
For no-show and cancellation fees, see our <a href="#">General Terms and Conditions</a>	

\* By instructing us to carry out these activities, you authorise Arbo Unie, or if applicable, BeLife, to arrange for these to be performed by the health care team comprising the occupational physician and the professional(s) to whom we delegate the tasks. We will do so without requesting prior permission from you. This approach ensures that (impending) long-term sickness absence is recognised in time and dealt with immediately and it complies with the applicable laws and regulations.

Rehabilitation interventions*	
Intervention Screen	€ 392,50
Workplace intervention standard (screen work)	€ 628,00
Workplace intervention extended (non screen work)	€ 785,00
Return-to-Work	€ 1.570,00
Intake with staff welfare	€ 248,50
Intake with psychologist (through BeLife)	€ 450,00
Positive Health consultation	€ 151,50
Occupational physiotherapy intake (through BeLife)	€ 235,50
Employability interview, including report	€ 627,00

Hourly rates (registered expert)	
Occupational consultant	€ 186,50
Occupational and organisational consultant	€ 194,50
Occupational physiotherapist	€ 157,00
Occupational hygienist	€ 194,50
Occupational physician	€ 238,00
Staff welfare	€ 165,50
Ergonomist	€ 194,50
Health care psychologist (through BeLife)	€ 225,00
Occupational psychologist (through BeLife)	€ 199,50
Toxicologist	€ 205,50
Senior safety expert	€ 194,50
Nurse practitioner	€ 182,50
Nurse (registered under the Individual Health Care Professions Act (Wet BIG))	€ 157,00
Confidential adviser	€ 177,00

Hourly rates (other professionals)	
Occupational hygienist	€ 172,00
Occupational and organisational consultant	€ 172,00
Occupational health and safety adviser	€ 148,00
Ergonomist	€ 172,00
Senior safety expert	€ 172,00
Medior safety expert	€ 148,00

Reports	
Quarterly reports, including recommendations	from € 476,00
Management report (including recommendations)	from € 932,50

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\*\* Insured care


Implementatiebijdragen	
AFAS document link	€ 650,00
File transfer per file	€ 79,50
HR2Day Document link	€ 650,00
HR Core Beaufort Document Link	€ 650,00
Use of implementation coordinators with <1,000 employees	€ 1.300,00
Use of implementation coordinators with > 1,000 employees	€ 2.600,00
Customised link	vanaf € 1.300,00
Reorganisation of department structure	€ 650,00


Prevention & Employability	
Managing Employability scan	from € 4.217,50
Subscription undesirable behaviour	from € 350,50
Hazard identification and risk assessment (RI&E)	upon request
Hazard identification and risk assessment review	upon request
Work capacity study	€ 374,50
Workplace survey	from € 690,50
Online workplace survey	from € 154,50
We offer specialist advice (bespoke) on:	
- Occupational hygiene & safety	
- Ergonomics & physical burden	
- Occupational and organisation issues	


Medical examinations for specific occupations	
Fire service	€ 394,50
Inland shipping	€ 129,00
Examination by Central Office for Motor Vehicle Driver Testing (CBR)	€ 95,50
Goods vehicle drivers	€ 193,50
Expat & Repat	€ 258,50
Examination for professional divers	€ 523,00
Offshore	€ 269,50
Radioactive radiation	€ 145,00
Regular divers' examination	€ 503,00
Taxi drivers	€ 95,50
Maritime shipping	€ 155,50
Medical examinations relating to soil remediation, fire service or ambulance staff and pre-appointment examinations	upon request
For questions about examinations for specific occupations or vaccinations, including vaccinations for travelling abroad, please contact your designated contact person or contact us at <a href="mailto:projectleiderkeuringen@arbounie.nl">projectleiderkeuringen@arbounie.nl</a>	

All fees stated are exclusive of VAT. Subject to price changes and typesetting and printing errors.

	Kr8werk	
	Insight into work-related health effects, energy sources and vitality of employees	
Periodic occupational health examination (PAGO)		upon request
Preventive medical examination (PMO) Vital		upon request
PMO Optimal		upon request
<a href="http://www.kr8werk-vitaliteit.nl">www.kr8werk-vitaliteit.nl</a>		

	Verbanen	
	2nd-track rehabilitation, occupational mobility and careers advice	
<p>Verbanen specialises in second-track rehabilitation, individual outplacement, collective outplacement, career advice and is an expert in reducing financial losses.</p>		
<a href="http://www.verbanen.nl">www.verbanen.nl</a>		

	BeLife	
	Physical and mental interventions for preventive reintegration	
<p>With its interventions, BeLife contributes to the health and employability of employees and thus works towards a healthy and vital course for organizations.</p>		
<a href="http://www.belife.nl">www.belife.nl</a>		

	Halo	
	More energy for your people. More success for your organization	
<p>The Halo approach infuses vitality into the DNA of your organization. With team challenges, an event calendar, in-depth webinars, an online platform, and an educational game, we encourage and embed healthy and energetic behavior among all your employees.</p>		
Halo approach		upon request
<a href="http://www.halowerkt.nl">www.halowerkt.nl</a>		

### **Information**

You can find more information about all our services at [www.arbounie.nl](http://www.arbounie.nl). You can also turn to your contact person.

### **Contact**

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