

Webinar
Work disability 2026

What employers and HR managers really need to know

Dutch: 26 March 2026 (12:30-14:00)
French: 27 March 2026 (12:30-14:00)
English: 30 March 2026 (12:30-14:00)

Registration links
in the description

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Since 1 January 2026, the Belgian rules surrounding incapacity for work have changed significantly.

With these new rules, the government aims to reduce the number of employees on long-term sick leave.

The focus is on prevention and reintegration. The new measures include numerous new obligations for employers.


Mandatory evaluation of the work potential of employees on incapacity for work, mandatory initiation of a reintegration process, and mandatory contact moments with employees on incapacity for work are just a few examples.

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During these webinars, Emmanuel Wauters will give you a practical analysis of these new measures and explain in concrete terms what steps you, as an employer, need to take and when.

This webinar will provide you with a **clear and practical overview** of what this reform means for your organisation.

Why attend this webinar?

- New obligations for employers
 - Financial consequences of long-term absences
 - Greater emphasis on reintegration and follow-up
 - Specific risks and points of attention for HR and management
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1. The reform in a nutshell

- What has changed since 1 January 2026 ?
 - Why is the legislator so strongly committed to reintegration?
 - Who will be responsible for what?
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2. A new key concept: 'work potential'

- What does 'work potential' mean in practice?
- Why is this concept crucial for employers?
- When should you, as an employer, take action?

3. Return to work: two paths, two approaches

- The 'return to work' pathway via the health insurance fund
- Reintegration pathway within the company
- What is the difference and what does this mean in concrete terms for HR?

4. Prevention and early intervention: new expectations for employers

- Employees who request adjustments before taking sick leave
- What do you, as an employer, need to investigate and document?
- The role of teleworking, adapted work and job content

5. Keeping in touch during incapacity for work

- New mandatory contact procedure in the employment regulations
- What is and is not permitted?
- How do you organise this in a correct and people-oriented way?

6. Visit prior to returning to work: more options

- What is a visit prior to returning to work?
 - When can the parties initiate this?
 - What if the employee does not accept the invitation?
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7. Reintegration process: important new deadlines

- Reintegration possible from day 1 of absence
- Mandatory evaluation after 8 weeks
- When does reintegration become mandatory after 6 months?

8. Financial impact for the employer

- New solidarity contribution for absences longer than 30 days
 - Changes regarding relapse and guaranteed pay
 - What do these rules mean for your wage and HR policy?
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9. Medical force majeure: faster procedure

- Reduction of the waiting period from 9 to 6 months
- When is termination due to medical force majeure possible?
- Concurrence with reintegration: pitfalls for employers

10. Sanctions and risks in the event of non-compliance

- When does the employer risk financial or criminal sanctions?
- Obligations for employees (and consequences of non-cooperation)
- Role of health insurance funds and doctors