

Dealing with the unexpected

Incapacity for work and invalidity

Incapacity for work

Definition

- Physical incapacity is observed by a doctor who prepares a sick leave certificate.

In the event of sick leave: inform your manager and your payroll officer if you are on sick leave within the first 2 days. Send your medical certificate via support@schneider (Telephone: 01 70 48 88 88), in the section: "Demande et dépôt d'attestation > autre" or by post to your payroll officer.

Managers are not authorised to contact employees on sick leave regarding work issues.

- Sick leave cannot exceed 3 years. After 3 years: either the employee is reinstated, or their incapacity is changed to invalidity (subject to confirmation by the social security system), or the employee is eligible for retirement.

Return to work

- To prevent withdrawal from professional life, the HRBP must contact the employee (after at least 30 days of leave) to help them prepare their return to work.
- The occupational doctor can also contact the employee.

Invalidity

Definition

- The employee is considered unfit when they have a disability that prevents them working or earning by at least two thirds (Art. L341-1 of the Social Security code).
- There are 3 categories of invalidity:
 - Category 1: the employee is capable of paid employment,
 - Category 2: the employee is theoretically incapable of paid employment,
 - Category 3: the employee is incapable of returning to any type of work and their conditions requires help from a third person.
- Disability pension is paid for as long as the disability is recognised. It ceases at age 62 (retirement age) unless the disabled person continues to work.

The allowance is paid by the social security system

- The social security system pays daily allowances (IJ).
- There is no waiting period for Schneider Electric employees with over 1 year of seniority.
- The basic monthly salary is calculated as follows:
 - the average of 3 gross monthly salaries preceding leave
 - or 12 months for seasonal or discontinuous activity, limited to 1.8 x the minimum wage.

Advise your HRBP of changes in your situation to ensure your file is accurate.

Duration of cover

Seniority	Duration of salary support and % of coverage				
	Non Executive		Executive		
Period	1 st	2 nd	1 st	2 nd	3 rd
Employer	100 %	-	100 %	50 %	-
SS		100 %			100 %
Klésia	-		-	50 %	
1-5 years	90 days	until 360 IJ per period of 3 years	90 days	90 days	until 360 IJ per period of 3 years
5-10 years	120 days		120 days	120 days	
10-15 years	150 days		150 days	150 days	
> 15 years	180 days		180 days	180 days	

Invalidity allowance

- The social security system pays an invalidity allowance which is calculated depending on the invalidity category.
 - Category 1: 30 % of average basic salary
 - Category 2: 50 % of average basic salary
 - Category 3: 50 % of average basic salary, with an additional third-person allowance (approx. €1,288 per month)
- The basic salary is calculated on the average of the 10 best years of activity (capped at 1 PASS i.e. approx. €47,100).
- While the employee's salary (total or partial) is maintained by the employer, the social security allowances are paid by Schneider Electric, shown on the payslip (subrogation).
- When the employer has finished paying, the social security system pays the allowances directly into the employee's bank account. Klesia pays the difference to reach the full net salary.

