



Stichting Burnout for international/English speaking customers

The share of internationally working labour has vastly increased since 2006.

Anno 2019, there are 750.000 working migrants in the Netherlands. An increasing part of them cannot speak Dutch and does not know Dutch law, especially in the case of illness. Therefore: help from Stichting Burnout. In attachment 1 we describe the process of sickness leave in the Netherlands.

Stichting Burnout offers its tests, burnout recovery programs and counselling also in English, especially around Rotterdam, The Hague and Amsterdam.

Stichting Burnout completely adheres to most modern science and international best practices.

As tests we use:

- Ubos (Utrechtse Burnout School) which is the Dutch version of the MBI (Maslach Burnout Inventory) – see <http://scholar.google.com>
- SCL-90 – used world wide, published by Pearson (see also Google Scholar for references)
- BBTI – Blankert Burnout Trigger Inventory, also used in English
- 4DKL, '4 Dimensionale Klachten Lijst', a scientifically approved inventarisation of psychic related complaints, in Dutch, Terluin 1996, see Google Scholar

because these tests are mentioned in the Dutch Lesa-NHG-NVAB guideline on burnout.

Our burnout recovery method is also part of science, see Google Scholar 'Kunst van burnout herstel' – 2015.

We will of course mail you an English version of our recovery plan.

We work in the Netherlands and can counsel in English; we also counsel internationally traveling managers and professionals by a variety of means, as skype, telephone, written exercises, mail etc.

If your employer abides Dutch law, he should pay the costs of our recovery program. If the employer refuses, we know how to convince hem to abide law.

For purposes of quick proceeding with burnout recovery, you may also choose to pay yourself.

Burnout = adjustment disorder in DSM is not reimbursed by insurances, because it is nationally seen as 'work related care' to be paid by employers.

We can help you with 'employer's issues' as well: employer tactics. In case you need a lawyer, we can recommend you the right ones.



We counsel professionals/working floor as well as 'entrepreneurs'/leaders/managers.

<mailto:info@burnout.nl> for free testing and an orientational meeting with one of our English counselling and/or internationally counselling burnout psychologists.

J Philippe Blankert PhD MSc, chairman of Stichting Burnout – 1 March 2015

attached: Appendix 1 on Sickness Leave



Appendix 1: Sickness leave in Netherlands – for immigrants/inpats/expats working in the Netherlands

In the Netherlands, it is the employer who decides whether you should go to work. A physician or psychologist can only advise an employer, but the employer decides. So you cannot stay away saying 'my doctor / psychologist says I should stay home'.

When the employer does not agree to your sickness notification, you have to appear at work, otherwise you risk 'instant dismissal'. It can become a daily routine: employer orders you to work, you go to work, find yourself ill, email you are ill and go home back again. Next day the same, eventually two years long (you are allowed to be ill for a period of 2 years in the Netherlands, until your fixed contract is dismantled).

So what should you do? GET A DIAGNOSIS IN WRITING, by a physician or one of the psychologists of Stichting Burnout. An tell your employer you have a diagnosis and send the diagnosis to UWV. Department 'ziektewet'. PO box 57015 1040 CT Amsterdam.

Because on next occasion your employer urges you to go to work, you can say 'no, I have a diagnosis' and stay home. The employer will then not very quickly take the risk of 'instant dismissal', because in front of the judge you can say: 'I have a diagnosis I am ill, and I told the employer so, I even emailed the diagnosis to employer.

When disagreement about going to work or not exists for more than a few days, you better ask a 'deskundigen oordeel' at UWV. The will judge the case purely from the desk, without seeing you, so you better mail your written diagnosis as part of the 'aanvraag deskundigenoordeel'.

The 'UWV deskundigenoordeel' thereupon advises, whether you can stay home or not, and this advice is not binding; it is still employer's decision. But few employers will disobey UWV advice, because then they will loose in court.

As attorney, choose 'advocaat arbeidsrecht ziekte', an attorney specialised in labour law including illness.

Burnout is part of <http://beroepsziekten.nl> , so an occupational disease, for which guidelines exist, that are mentioned on above site, and that mention tests 4DKL, SCL 90 and Ubos.

A special worry of employers is 'bezava', see <http://bezava.com>. If an employee leaves the company ill, the employer can be fined 200.000 – 800.000 euro. This is meant as incentive for prevention of amongst others burnout, but in practice leads to 'pervert effects' as overwhelming an employee, denying burnout, putting extra stress on the employee hoping the employee will drop dead or leave the company on his own (= without any rights). A very nasty situation.

Company doctors = occupational physicians: their goal is not to help you, their goal is to help the employer. They are paid by the hour by the employer, on condition they say what the employer says they should say (things like: 'You are not ill, you have a conflict, you better leave the company'). In white they try to impress or fool young naive people who think



doctors are here to make them better – the occupational physician has only one goal: making money by doing what the employer tells him/her. They will also extract maximum info of you and pass it on to the employer. Occupational physicians are not allowed to make any decision or give you any direction: they are, see article 14.1 arbwet, only advisors to the employer.

Based on Dutch and EU law you have the right to

- a) choose your own burnout coach/psychologist (like from Stichting Burnout)
- b) let the employer pay for it.

We are glad to help you in this process, mail info@burnout.nl