

Dealing with the unexpected

Protection of employees

Victims of violence

Schneider is committed to take action

- For ensuring his safety, any employees who is subjected to family or domestic violence can be moved to another Schneider Electric site (removal of the violence spouse).
- Make request to the occupational doctor at your site or HRBP.

3919 

WOMEN'S
VIOLENCE
INFO

Therapeutic Part-Time (TPT)

Return to part-time work for therapeutic reasons following illness or accident at work

- Return to part-time work for therapeutic reasons after:
 - illness,
 - a workplace accident
 - occupational disease.
- Return to work is prescribed by the referring doctor who determines the best way to return to work.
- Therapeutic Part-Time setting up does not necessarily follow a period off work.

The duration of the Therapeutic Part-Time is a maximum of 1 year.

- When the referring doctor has provided the prescription:
 - the employer prepares a certificate indicating their agreement in principle that the employee returns to work, the nature of the job, and the salary,
 - The occupational doctor receives the employee for a consultation, prepares a health certificate or a certificate for follow-up according to the referring doctor's recommendation.
- The CPAM healthcare system informs the employee of their decision, advised by the medical committee, to accept or refuse to pay daily allowances (IJ) by registered letter.

Supplementary daily allowances are paid by the CPAM for part-time salaries and the difference is paid by the CPAM and supplemented by Schneider Electric.

The calculation of daily allowances paid for a part-time return to work for therapeutic reasons are the same for sick leave.

Note: holiday leave entitlement is entered manually for these employees and must be approved by the manager or HRBP.

Network Le RePair

Community of Schneider Electric employees affected by a **chronic illness as patients, ex-patients or caregivers**

- Through listening and discussion, the Schneider Electric Le RePair community supports any employee who expresses the need, whether they are a patient, caregiver, manager or colleague, to co-construct a path to recovery in employment and support the impacted team.
- This peer network, unrelated to the medical circuit, calls on volunteer employees who have experienced the illness and can listen and help with returning to and staying in employment.

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