

Dealing with the unexpected Disabilities

The Recognition as a Disabled Worker (RQTH)

- Measures exist in the group to help persons with disabilities to practice their profession and to evolve in their careers.
- There is no disability, but there are a variety of situations of disability.
- 80 % of disabilities are invisible and 1 in 3 employees has a disability.
- Disability occurs whenever a health problem or accident has an impact on working life.
- A disability situation can be one-time, long-term and/or progressive.
- The Recognition as a Disabled Worker (RQTH) is a **confidential and personal process**.
- RQTH is assigned either temporarily (1 to 10 years) or without a time limit.

This recognition in no way prevents your professional development, it is a commitment of Schneider Electric.

The 6 categories of disability

- **Motor** disability: reduction/loss of motor skills, musculoskeletal disorders (TMS), osteoarthritis, etc.
- **Visual** impairment
- **Hearing** impairment
- **Mental** disability
- **Psychological** disability : personality dysfunction, depression
- **Disabling diseases**: respiratory, digestive diseases, cancer, etc.

Are you concerned?

- If you are concerned, it is in your best interest to initiate a recognition procedure and to inform the service of prevention and/ or occupational health department.
- You do not have to tell your employer about your RQTH, nor do you have to tell your management and your colleagues, unless you want to communicate about your disability so that it can be better considered. Talking about is a way of saying that you can work but you cannot, or can no longer do certain things, or that you need more time, or technical aids or training because of your disability.. RQTH can enable you to adapt your job or to find a new one.



The request is to be made to the [MDPH](#)
(Departmental House for People with Disabilities)
of your department

Does the RQTH give me any rights?

At Schneider, recognition of your disability status gives you rights:

- 2 half-days of paid leave
- support from a social worker if necessary
- reimbursement of any travel expenses
- medical follow-up and appropriate support
- workstation adaptation with the help of ergonomists (office, chair, automated equipment etc.)
- derogatory teleworking, flexible working hours, therapeutic part-time work, etc.
- a bonus of €300 per year in your personal training account (CPF) up to an annual maximum of €800 and a total maximum of €8,000.