

Return Coach Flemish Government

A **Return Coach** is always present at the **Flemish Government**. This coach will contact you at the latest 2 months after the start of your absence to check together whether steps towards work are already possible. You **can also contact the coach yourself**, even before these 2 months.

- Is return to work not yet possible? The Return Coach will be in **regular contact** to find out how you are doing.
- Are steps towards work possible and are there no specific needs? Then the coach will make arrangements with your supervisor to get you back to work under the best circumstances
- Do you need additional support in your return to work? The Return Coach discusses a concrete reintegration plan with you and your supervisor. Possible solutions include adapted working hours, tasks, workplace, guidance, coaching, or training. Reorientation can also be discussed if necessary.

Attention points

- The Return Coach counsels the employee out of genuine concern and will not apply any pressure. They do not decide whether the employee should return.
- Conversations with the Return Coach are confidential

Concrete step

You can find your department's Return Coach via:

- Intranet of your organization (entity)
- Your supervisor
- The HR department

More information about return after absence at the Flemish Government can be found here:

<https://www.vlaanderen.be/intern/ik-kom-terug-na-afwezigheid#voor-wie>