**OHC professional discusses RTW**
The insurance physician talks about RTW with the sick-listed worker. This is part of a multicausal problem analysis, which in principal is made during the first consult. To get insight in the following questions: why did the worker report sick and why is he/she not able to work now? What actions has the sick-listed worker undertaken regarding recovery and RTW? What are the RTW possibilities, now and in the (near) future? What is necessary to achieve (full) RTW, e.g. medical, health and/or vocational interventions?

**OHC professional discusses training and/or education**
The insurance physician assesses the necessity for training and/or education to enhance the success of vocational rehabilitation with long-term RTW of the sick-listed worker and discusses this with the worker. Advise and agreements made regarding training and/or education as part of the vocational rehabilitation are described in a RTW action plan. The insurance physician can refer the sick-listed worker to the expert/agency concerned.

**OHC professional discusses actual starting with work again**
During the sickness absence period an evaluation by the insurance physician takes places at regular intervals, minimally every 6 weeks. The insurance physician assesses the progress regarding the recovery process and the work ability of the sick-listed worker. When the health of the worker has sufficiently improved and work ability is present, the insurance physician discusses actual starting with work again. This results in advising about concrete RTW, i.e. type of work(place), number of working hours, number of working days, and a time path.

**OHC professional makes and discusses a RTW action plan**
The insurance physician of the SSA makes a RTW action plan with the sick-listed worker. This actions plan describes the actions to be taken aimed at achieving recovery and RTW, including proposed RTW interventions, RTW in previous or other work(place), the time path, responsibilities (who does what?) and, when applicable, advise regarding (medical) treatment and/or (vocational) rehabilitation. The RTW action plan has to made after 8 weeks of sickness absence and also includes agreements regarding evaluation of the formulated action plan Evaluation and, when necessary, adjustment of the action plan is required at least every 6 weeks.

**OHC professional refers sick-listed worker to a vocational rehabilitation agency**
The insurance physician assesses the distance to the labour market of the sick-listed worker concerned. If needed other OHC professionals can be consulted for this assessment, for instance a labour expert of the SSA. If the chance of RTW in regular work without intervention of expert vocational rehabilitation support is viewed as slim, i.e. the ‘labour market handicap’ is significant, the insurance physician refers the worker to a vocational rehabilitation agency.