



# HvA JobService B.V.

## Insurance solutions

### WGA shortfall

#### Details

This insurance pays out at the end of a WGA (Return to Work (Partially Disabled Persons) Regulations) salary-related benefit, if the residual earning capacity is not fully exploited. This solution means that 70% of the income shortfall will always be paid out (up to the maximum wage for social insurance purposes). In other words, it is a continuation of the salary-related state benefit at the point when an employee receives WGA follow-up benefit (with or without the additional salary top-up benefit).

If someone with a salary of €30,000 is incapacitated for work for 35-45% and only earns €5,000, his/her income will be topped up to €21,000 (i.e. 70% of the previous salary of €30,000). €21,000 minus €5,000 minus €5,836 is €10,164 ; this is the amount paid out by the insurance company.

If the residual earning capacity is exploited for more than 50%, the employee is entitled to a bonus of 5% of the previous (maximum) monthly salary.

**Figure 1: Situation if residual**

Collective Labour Agreement			
Salary paid	Salary paid	Salary-related benefit	WGA top-up, enhanced follow-up benefit (minimum wage *70% *incapacity %)
1st year	2nd year	max. 38 months	State pension

**Figure 2: Situation if residual earning capacity is exploited**

Collective Labour Agreement			Bonus
Salary paid	Salary paid	Salary-related benefit	WGA top-up, enhanced Salary follow-up benefit (minimum wage *70% *incapacity %)
1st year	2nd year	max. 38 months	State pension

### WIA invalidity pension

The WIA (Work and Income (Capacity for Work) Act) has a maximum wage for social insurance purposes. In 2020, this is €57,232 per year. This means that the state will not pay benefits for income above this amount. A WIA invalidity pension covers this income for 70%.

	Collective Labour Agreement		Difference between the maximum invalidity benefit and the most recent salary
WIA salary			
	Salary paid	Salary paid	Salary-related benefit

				follow-up benefit (minimum wage *70% *incapacity %)
	1st year	2nd year	max. 38 months	State pension