

EMPLOYERS

WHEN YOUR EMPLOYEE HAS HIDRADENITIS SUPPURATIVA

Your employee has HS. This is important for you to know, since HS is a disease that often seriously impacts patients' daily lives – especially their work life. In fact, for many patients the single biggest concern is how the disease affects their job. Therefore, you can take it as a great sign of confidence that your employee has chosen to share his or her challenges with you.



HS is a chronic skin disease causing fluid-filled abscesses, odour problems and pain, particularly when the disease is active. But the disease is not only a physical challenge for your employee. Due to its symptoms, the disease is tabooed and many live with the disease in secret. So it is incredibly important that you talk with your employee about it.

Dialogue is essential. In this regard it is important for you to remember that disease and work are not necessarily mutually exclusive. For the vast majority, having a job is vital to the quality of life. And if you manage to create the right setting and express care and understanding, you are likely to get a highly motivated employee who is prepared to go that extra mile. Even when it hurts.

Support through dialogue

Because of the taboo surrounding HS, engaging in dialogue may be difficult for your employee. The process of approaching you may have been even longer than you think. Therefore, it is important that you understand, care and are willing to help when you talk about the disease. In the dialogue with your employee it is important that you discuss how you – together – can

"Before I talked with Anne, I knew nothing about HS. So I didn't act the way I would have, if I had known something about the disease. It was incredibly rewarding for me to find out more about Anne's disease and her daily life. In this way, we were able to create a work environment that enabled Anne to perform her best. I haven't regretted it."

- Employer

create the best work environment. In this, it is important that you gain an understanding of the disease, how breakouts affect your employee and, most importantly, how you can give space when needed.

Subsidy schemes

Your employee with HS may have to call in sick at varying intervals – either because of severe pain or in connection with surgery. In these situations, you have the option of entering into special agreements with the municipality that will make the process easier for both you and your employee.



HS is a dermatological disease, and it is a dermatologist, decides the course of treatment for the patient



The word most HS patients associate with the disease is pain

"Juggling daily life is not always easy when you have a disease, a child and a job. But thanks to the many talks I have had with my boss and our mutual understanding, I love going to work in the morning."

- HS-patient

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EXEMPTION FROM PAYING SICKNESS BENEFITS



Whether you are a public or private employer, you can be exempted from paying sickness benefit during the employer period, i.e. the first 30 working days of a period of absence due to sickness, when the notice of sickness concerns a chronic disease such as HS. You can get sickness benefit reimbursement from the first day of absence.

This is obtained by way of a Section 56 agreement. A Section 56 agreement is an agreement that you conclude with your employee and his or her municipality of residence.

Flexible jobs

In some cases, your employee's pain may be so severe that a flexible job is the best solution for all concerned. A flexible job involves an agreement between you and your employee. You must apply for this in your employee's municipality of residence. If you conclude an agreement with your employee about a flexible job, it is important that you invite him or her to an open discussion about suitable work tasks and any limitations that you should take into account.

Questions

If you have any questions please contact the Patient Association HS Denmark at www.hidrosadenitis.dk



HS affects mental health; 36% suffer from depression



Many HS patients suffer from other diseases such as rheumatism and the intestinal Morbus Crohn

How to conclude a Section 56 agreement

