

Course : Managing workplace accidents, occupational illnesses and employee unfitness for work

Practical course - 1d - 7h00 - Ref. ATW

Price : 790 € E.T.

★★★★☆ 4,5 / 5

This training course will teach you the right reflexes to follow up on declarations of work-related accidents, occupational illnesses and unfitness for work. You'll be able to challenge and follow up on Social Security disputes, CPAM decisions and manage reclassification.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Master the regulations governing the management of work-related accidents and illnesses
- ✓ Reporting work-related accidents and illnesses
- ✓ Master the process of recognizing an employee's unfitness for work
- ✓ Managing the compulsory redeployment procedure for employees recognized as unfit for work

Intended audience

HR managers, members of personnel, payroll or accounting departments.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Alternating theoretical and practical contributions. Numerous case studies will illustrate the theoretical inputs.

Course schedule

PARTICIPANTS

HR managers, members of personnel, payroll or accounting departments.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

1 Recognize legal situations of employee absence and master their framework

- The notion of industrial accident: criteria for recognition.
- Commuting accidents: definition, case law, coverage.
- The concept of occupational disease: conditions for recognition of occupational diseases.
- Distinguish between the notions of disability and unfitness.

Hands-on work

Quiz on assessing the legal framework in which to classify different situations.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

2 Declaring an accident at work and understanding the rules for calculating premiums

- Know the obligations of the victim, the employer and the physician.
- Draw up documents relating to workplace accident declarations.
- Master the principles of the administrative appraisal procedure.
- Find your way around and understand the pricing rules for each situation.
- Understand the AT/MP rate set by CARSAT.
- Avoiding the employer's inexcusable fault.

Hands-on work

Case study of different types of inexcusable fault on the part of the employer. Draw up all documents relating to a work accident declaration.

3 Challenging social security decisions

- Refer the matter to the amicable settlement board.
- File a petition with the Court of Justice.
- Know how to appeal.

Hands-on work

Write a protest.

4 Managing an employee's unfitness for work

- Understand the notice of unfitness and the resulting obligations.
- Understand your outplacement obligations.
- Implement the redundancy procedure if redeployment is impossible.
- Understand the consequences of unfitness following an accident or occupational illness.

Hands-on work

React when faced with a notice of unfitness that is incomprehensible, incomplete or does not take account of the company's constraints. Discussions with participants on how to comply with the obligation to reclassify.

Dates and locations

2026 : 27 May, 6 Oct.

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