Reviewed: April 2017

Notification of Sickness Executive Employees

Pursuant to clause 7 ('Employees' Obligations when prevented from Working') of the Infineon Company Rules and Regulations which are part of your contract of employment, you are obligated to notify your manager or the Human Resources Department without delay of your inability to work due to sickness, stating the estimated duration of your absence. Please notify us of any inability to work due to sickness even it is likely to be of short duration.

If you are unable to work due to sickness for more than three days, you may be required to present a doctor's certificate attesting your inability to work; however, this is not a standard requirement.

Notwithstanding the above, should you be covered by statutory health insurance (e. g. SBK), you ought to request a doctor's certificate in any event, even if it is not anticipated that your absence may be for a longer period of time and considering that you do not have any obligation towards the health insurance to notify them of your sickness absence during the period when you are entitled to continued payment of remuneration (6 weeks). As a matter of fact, in practice it proves difficult to determine the exact date from which the sickness benefit is to be paid (as of the 7th week of the sickness absence), if the date of when the sickness absence has actually commenced can't be verified by a doctor's certificate. The same applies to cases of repeated sickness absence where pre-existing conditions have to be taken into consideration to review the entitlement to continued payment of remuneration or sickness benefits.

As of the 7th week of sickness absence, employees covered by statutory health insurance will be paid an allowance equaling the difference between the sickness benefit and their net salary.

The payment of sickness benefits will be made by the respective health insurance company. They will also forward the sickness benefit payment request form. Submit the form to your doctor for completion and return it to your health insurance company in order that payment of the sickness benefit can be made promptly.

However, as we would like to ensure continuous payment of your net salary, you may receive an advance payment in the case of the payment of sickness benefit being delayed. The advance payment will be set off against your salary once the payment of sickness benefit is being made.

If you are not covered by statutory health insurance, your salary will be paid for a period up to but not exceeding 72 weeks.