Institute for Disability Certification, Professional Rehabilitation and Employment of Persons with Disabilities

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Legal foundation

- Persons with Disabilities Professional Rehabilitation and Employment Act (*Narodne novine* (official journal), no. 157/13 and 152/14)
  - Art. 33 – 40; 45

- Unified Certification Body Act (*NN 85/14*)
Institute

- Public institution
- Registered head office in Zagreb
- Organizational units
  - Central office in Zagreb
  - Regional offices
    - Zagreb
    - Split
    - Rijeka
    - Osijek
    - Varaždin
  - Branch operating units (12)
    - Pula, Gospić, Zadar, Šibenik, Dubrovnik, Sl.Brod, Vukovar, Koprivnica.....
Institute - tasks

- Three sectors
  - Certification
  - Professional rehabilitation
  - Employment of persons with disabilities
Certification for the needs of the following systems:

- pension insurance,
- labor/employment,
- social welfare,
- protection of military and civilian war victims,
- professional rehabilitation,
- maternity and parental assistance,
- education,
- and other fields in which exercise of rights requires findings and opinions from certification bodies staffed by teams (MDs, soc. workers, psychologists, special education experts, speech therapists, education specialists, etc.)
Institute – certification tasks

- First- and second-rank certification for the needs of establishing
  - ability to work
    - disability pensions (personal, familial, veteran’s)
  - occupational ailments
  - types and % of bodily impairment
  - severity and type of disability – impaired functional abilities
  - professional rehabilitation
  - care and assistance to other persons who are disabled Croatian war veterans or military and civilian victims of war
  - orthopedic allowance for disabled Croatian war veterans and military and civilian victims of war
  - health-care for Croatian war veterans above CHII standards
  - medical and physical rehabilitation of disabled Croatian war veterans
  - leave or reduced work hours for parents of children with severe developmental impairments
Institute – certification tasks

- deferment of child for enrollment in first grade of primary school
- adapted school curricula and suitable forms of assistance for developmentally-impaired children
- types, degree and severity of bodily or mental impairments,
- types and severity of mental illness,
- permanent or temporary changes in general health,
- and right to child allowance
Institute – certification tasks

- Proposals and expert opinions in the certification field
- Monitoring, organization and improvement of certification tasks
- Education in the field of certification
Institute – professional rehabilitation tasks

- Development and improvement of professional rehabilitation of persons with disabilities
  - Establishment of standards and norms for professional rehabilitation
  - Assistance to establishment of professional rehabilitation centers
  - Rehabilitation adapted to beneficiary needs – individual approach
  - Incorporate the highest possible number of persons with disabilities into the labor market

- Organization and implementation of education for job training, professional rehabilitation and hiring of persons with disabilities
  - employers and
  - experts

- Expertise-based oversight of the work of
  - professional rehabilitation centers
  - integrative and
  - protective workshops
Institute – employment of persons with disabilities

- Development and improvement of the employment system (persons with disabilities)
- Financing
  - Subsidies for hiring persons with disabilities
  - Subsidies on wages paid to persons with disabilities
  - Programs and projects to encourage hiring and maintain employment of persons with disabilities
- Monitoring/maintenance of records on employers required to participate in quota system
- Oversight of fulfillment or non-fulfillment of quota obligations by employers
- Cooperation with employers for the purpose of
  - analyzing employment of persons with disabilities
  - seeking possibilities for hiring persons with disabilities

…. and other tasks in compliance with law, special regulations, charters…
Institute - staff

- Multidisciplinary teams
  - specialist physicians,
  - social workers,
  - psychologists,
  - speech therapists,
  - rehabilitation/special education experts,
  - education specialists
  - economists,
  - lawyers
Institute - objectives

Certification
- Equal treatment of all beneficiaries
- Findings and opinions provided in the briefest possible time
- No “shuffling” of beneficiaries – all services provided at a single location
- One finding and opinion for entitlements in several systems

Professional rehabilitation
- Rehabilitation adapted to beneficiaries - individual approach
- Incorporate the highest possible number of persons with disabilities into the labor market

Hiring of persons with disabilities
- Increase the number of employed persons with disabilities
- Quality allocation of financial resources
- Motivation of employers
Thank you for your attention