



FUNCTIONAL ASSESSMENTS - An Information Sheet for Injured Workers

What is a Functional Assessment (FA)?

A Functional Assessment (FA) is generally a two-day process of determining your capabilities and limitations as they relate to your ability to work. You will be asked to work to your maximum capabilities with the assessor to ensure accurate results.

What is the purpose of the FA?

The purpose of the FA is to enable the assessor and yourself to determine your maximum capabilities and any limitations that would apply to the job you perform or may be able to perform in your workplace. The results of the FA will be used with other relevant information to help in planning your next steps toward work.

What information is gathered prior to the assessment?

In order to ensure that this is a safe and effective Functional Assessment and a valuable experience for you, the assessor will require background information from you, your treating physician, your employer, and the referral source. This information will include: your medical condition, symptoms, treatments, medications, workplace environment, as well as your abilities regarding daily activities, and any changes that have occurred since your injury.

The assessor will tailor the assessment to your own work environment. Bring any safety equipment required to perform your job as well as job descriptions if you have them. The assessor has requested a copy of the physical demands analysis for your job but we also need your understanding of the work environment.

What will happen during the FA?

During the assessment, the assessor will use a variety of techniques, tools, equipment and activities that will best simulate the job you perform or may be able to perform in your workplace. You will be asked to work to your maximum abilities and inform the assessor of any symptoms or difficulties as they arise. The assessor will provide a safe setting to assess your abilities and provide you with education on ways to overcome barriers. You will be asked to participate safely and you will have control over the assessment. You can stop any task at any time. The assessor will work with you to discuss reasons for difficulties and determine with you methods that may assist you to continue with the

assessment.

Throughout the assessment, we encourage you to be an active participant and to communicate openly with the assessor. The assessor will discuss any difficulties and inconsistencies with you to ensure that your best effort is captured in the results.

The assessor will provide you with feedback during the assessment as well as your results at the end of the assessment. You are the key to this assessment. The assessor will be working with you to ensure that the results are an accurate reflection of you and your day-to-day capabilities at work.

Who is the assessor and what is their training?

Either the assessor or a member of the assessment team must be a registered member in good standing with a regulatory college. Your assessor:

- Is trained to understand the impact of injury/illness on an individual's ability to function in everyday life
- Has an understanding of the demands of occupations and workplace environments
- Will conduct a fair, objective assessment according to ethical, evidence-based practice
- Has at least one year of related assessment experience or will be supervised by an experienced assessor.

What consents will I need to sign?

Prior to the FA, the assessor will have received medical clearance from your treating physician to ensure that you can safely participate in the assessment. You will be asked to provide consent to release the results of the assessment to others (e.g. referral source, treating physician and any rehabilitation professional you may be working with to return you to work).

The location of your assessment is:

Your assessor is:

Feel free to contact your assessor at: