



A functional capacity evaluation and a cognitive assessment

In this case, the referral for assessment indicated that the employer wanted to know the physical abilities and cognitive abilities of a longstanding employee who was still working, but was now experiencing physical health issues. The individual also had some learning difficulties, so the employer wanted to know what tasks would be suitable for him, as they were considering re-deployment into a less physical role within the organisation.

The employee had been working in a warehouse environment for more than 25 years, picking products for orders, therefore the role had resulted in much of the day being on his feet and also performing manual handling tasks.

The employer provided questions which they wanted answering in the report following the assessments, such as:

- What tasks could he do without further detriment to his physical health and psychological wellbeing?
- Would he be able to learn new alternative tasks? If so, what sort of tasks would he be suited to do?

At the beginning of the assessment the employee explained the details of his current physical health issues, including details of his symptoms including pain and fatigue, along with details of his social situation, how he manages day-to-day personal and domestic tasks and how he felt about the changes that were being proposed to his work role.

Following the discussion, the employee was provided with a variety of physical activities to perform, in order that the occupational therapist could further establish movements and durations of postures which were problematic for him. This included physical postures such as walking, standing, squatting, kneeling, sitting and how he performed manual handling tasks etc. he also undertook other standardised tests with clear set instructions to follow, so the results could be compared to other individuals of a similar age.

Following this, the individual was then tested using various standardised cognitive tests, known as neuropsychological tests, to look at areas such as memory, planning ability to perform activities etc. Again the tests could compare his cognitive abilities to others of the same age.

After the assessment the report detailed the results of the assessments and provided the employer with answers to their questions, details of his abilities and guidance for future work role suitability.

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