“Own Occupation” & “Any Occupation” Assessment Schemata
Impairment & “Own Occupation” Disability Determination

Illness/Illness

Impairment/Impairment Diagnosis Determination

Physical Impairments/Dx
- IME's (neurol., orthop., etc.)
- Allied physical assessment (PT, speech, etc.)

Emotional/Behavioural Impairments/Dx
- Psychological assessments
- Psychiatric assessment

Cognitive Impairments/Dx
- Neuropsychological assessments

Physical Functional Abilities (FAE)
- IME’s – basic sensory-motor (e.g. visual, hearing)
- FAE Specific

Emotional/Interpersonal Functional Abilities (CP-FAE)
- Comprehensive Psychological Disability Assessment
- Cognitive/Psych. FAE
- Neuropsychological

Cognitive Functional Abilities (CP-FAE)
- Neuropsychological (Neurocognitive impairment)
- Cognitive/Psych. FAE (or NPA) (Non-neurological impairments)

Physical Demands (PDA)

Emotional/Psychosocial Demands (CP-JDA)

Cognitive Demands (CP-JDA)

Occupational Disability Determination: Can client perform essential job tasks?

Job Demands Analysis

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Stage I: P104 “Any Occupation” Disability Determination

Illness/Injury

Physical Impairments
- Physical Abilities/Limitations
  - General FAE

Emotional Impairments

Cognitive Impairments
- Significant Cognitive Impairment
  - Neurovocational Assessment
- Minimal Cognitive Impairment
  - Psychovocational Assessment

Personal & Vocational Characteristics

Potential Job Alternatives

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Many insurers/IEs/s. 24 inappropriately stop at this stage.
Stage II: *Competitive Employability* & “Any Occupation” Disability Determination

Illness/Injury

- Physical Impairments
  - Physical Abilities/Limitations
    - General FAE

- Emotional Impairments
  - Minimal Cognitive Impairment
    - Psychovocational Assessment

- Cognitive Impairments
  - Significant Cognitive Impairment
    - Neurovocational Assessment

Personal & Vocational Characteristics

Potential Job Alternatives

Competitively Employable?
- Productivity
- Sustained concentration & work pace
- Work-like demeanor
- Stamina over full work day/week

Work Trial

Situational Work Assessment

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