“Own Occupation” & “Any Occupation” Assessment Schematas

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Impairment & “Own Occupation” Disability Determination

Illness/Injury

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

Occupational Disability Determination: Can client perform essential job tasks?

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)

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

Potential Job Alternatives

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Stage I: “Any Occupation” Disability Determination

Illness/Injury

Physical Impairments
- Physical Abilities/Limitations
  - General FAE

Emotional Impairments

Cognitive Impairments
- Significant Cognitive Impairment
  - Neurovocational Assessment

Personal & Vocational Characteristics
- Minimal Cognitive Impairment
  - Psychovocational Assessment
- Significant Cognitive Impairment
  - Neurovocational Assessment

Potential Job Alternatives

Many insurers/IEs/s. 24 inappropriately stop at this stage.

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Stage II: *Competitive Employability* & “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**
    - 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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