

WORKER CARE SPECTRUM

- The most common methods of data collection therapists use are observation, interview, and measurement.
- In order to select appropriate work-related assessments to use, we must consider the purpose of the assessment, the level of assessment (ensuring consistency between the purpose and level), and then the attributes of the assessment, including utility and dependability.
- Work related assessments purposes are as follows:
 - ✓ To determine the need for intervention
 - ✓ To assess an individual's ability to perform the roles, duties, tasks, task elements, and physical demands of work
 - ✓ To determine effort during work tasks
 - ✓ To measure and document outcomes of workrelated interventions
 - ✓ To evaluate programs and engage in research.

TABLE 4-1 Definitions of Individual Performance and Work Levels

| Individual | Work |
|--|--|
| Lifetime role—career developed over lifetime; not context dependent | Career—general course of action or progress through life; may be linear, expert, spiral or transitory, or a combination |
| Current role—worker; dependent on context | Job position—complex of tasks and duties for any individual |
| Activities—complex collection of tasks that result in an identifiable whole (e.g., making a table) | Job duties—major activities involved in the job, consisting of several related tasks |
| Task—discrete identifiable component that contributes to a whole activity (e.g., hammering a nail) | Task—a discrete unit of work performed by an individual; logical and necessary step of a duty; typically has identifiable beginning and end |
| Skill—ability to perform specific physical tasks (e.g., manual dexterity) | Task elements—smallest step into which it is practical to subdivide any work activity without analyzing separate motions, and so on |
| Body system—physical, cognitive, and psychologic aspects of function (e.g., strength, balance, color discrimination) | Elemental components—very specific separate motions or movements (biomechanical aspects); may also include cognitive and psychologic variables |

From O'Halloran D, Innes E: *Understanding work in society*. In Whiteford C, Wright-St Clair V, editors: *Occupation and practice in context*, London, 2005, Churchill Livingstone.

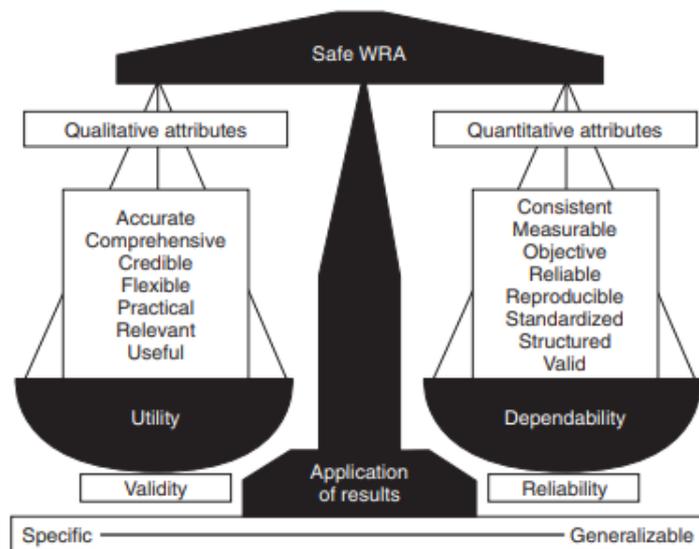


FIGURE 4-4 Utility and dependability constructs of work-related assessments. (From Innes E, Straker L: Attributes of excellence in work-related assessments, *Work* 20[1]:63, 2003.)

Functional capacity evaluation (no job) (FCENJ)- Assessments of this type are “focused on an individual worker performing physical demands related to work in general, rather than to a specific job or duties.

Functional capacity evaluation (job) (FCEJ)- Assessments of this type are “focused on an individual worker performing specific tasks within a specific workplace with an identified employer.

Physical ergonomic assessment- Assessments that examine and measure the physical aspects of a job, task, and/or environment. This may include measurement and observation of workers’ posture, movements, strength, and range of motion; weight handled; force exerted; distances traveled; working heights; exposure times; and light, sound, and temperature levels.

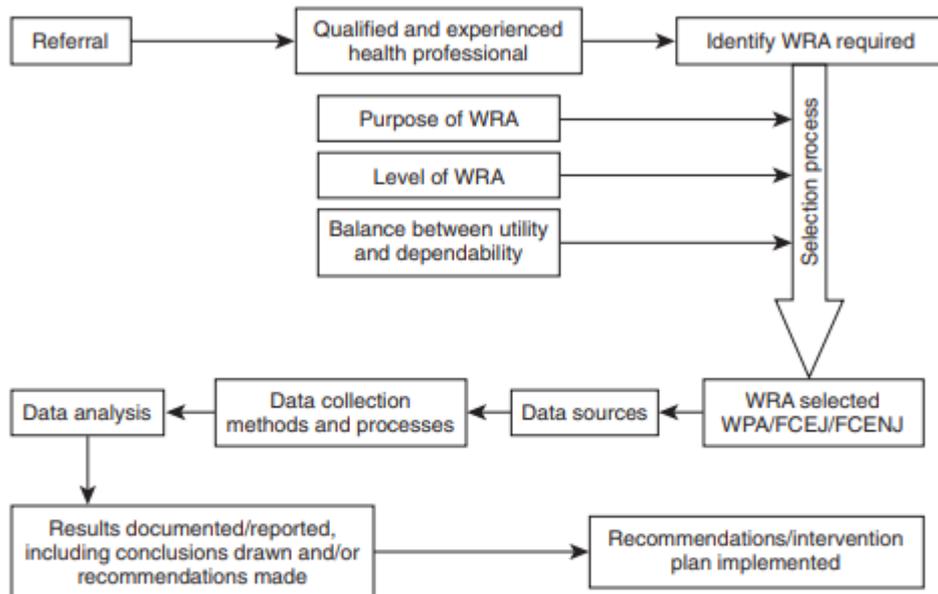


FIGURE 4-1 Model process of excellence in work-related assessments (WRA). (From Innes E: Factors influencing the excellence of work-related assessments in Australia, Unpublished PhD thesis, Perth, Western Australia, 2001, Curtin University of Technology.)