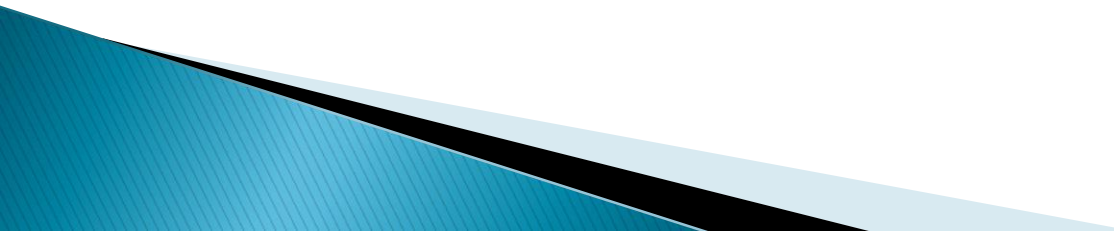




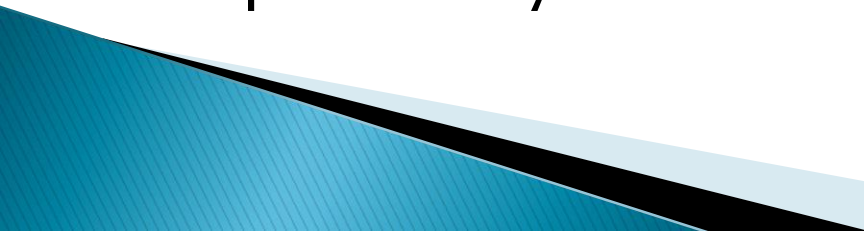
# NHS Fife Occupational Health – Occupational Therapy

Vocational Rehabilitation  
within Occupational Health  
Malcolm Joss & Anna Daly  
November 2024

# OH Vocational Rehabilitation Team

- ❖ Occupational Therapy Fatigue Management
  - ❖ Occupational Therapy Workplace Evaluations
  - ❖ Occupational Therapy Functional Evaluations
  - ❖ Mental Health Nurse Service
- 

# OH Vocational Rehabilitation Team

- ❖ Part of the Occupational Health & Wellbeing Team: share office space, clinic space, attend weekly Case Conference & team meetings
  - ❖ Referrals are all in-house within OH&W Team following management referral
  - ❖ Discussion around potential referrals is strongly encouraged
  - ❖ Open 2 way conversations between clinicians
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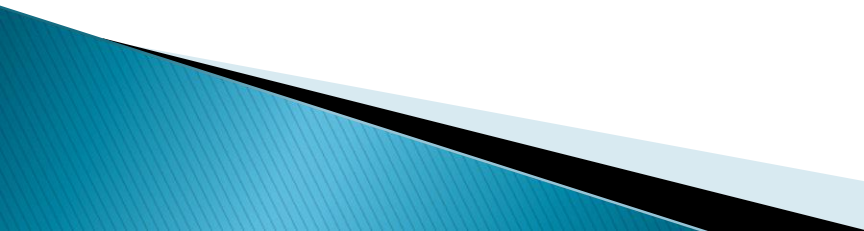


# Occupational Therapy Fatigue Management


Anna Daly  
Specialist Occupational Therapist

Vocational Rehabilitation  
within Occupational Health

# OT Fatigue Management

- ❖ Established in July 2021, in response to the COVID-19 pandemic, to support employees with Long COVID
  - ❖ Since developed to support a variety of health conditions
  - ❖ Fatigue as a barrier to engagement with worker role
  - ❖ Lasting longer than 12 weeks
  - ❖ Development of self-management strategies
  - ❖ Promote functioning in activities of daily living – particularly work
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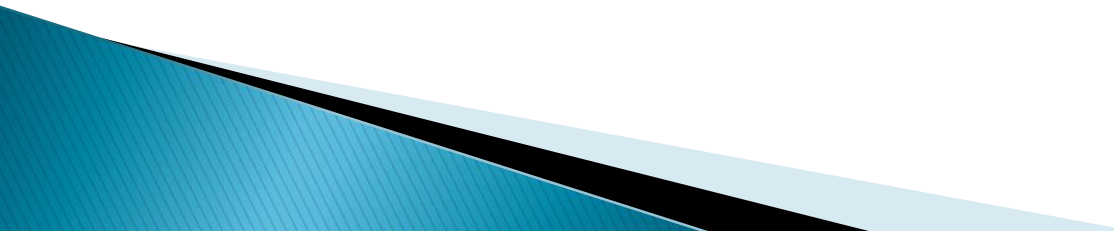
# Referral Process

- ❖ Employee is referred by manager to Occupational Health & Wellbeing
  - ❖ Management referral completed by OH Nurse or Physician
  - ❖ Need for fatigue management intervention or advice identified
  - ❖ OH clinician refers to OT Fatigue Management
  - ❖ Regular and open communication between OH clinicians and OT– discussion of cases is encouraged
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# Active Intervention

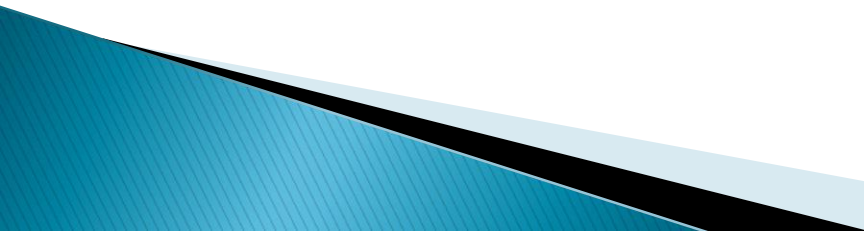
- ❖ Face to face or remote consultation, as preferred by the individual
- ❖ 6–8 sessions, can include:
  - Education: effective prioritising, planning & pacing
  - Identification of achievable baselines for activity
  - Grading
  - Identification of positive restorative activity
  - Activity scheduling – develop healthy balanced routines
  - Challenging unhelpful thought patterns
  - Goal setting & review
  - Sleep hygiene
  - Support to plan a phased return

# Can include completion of:

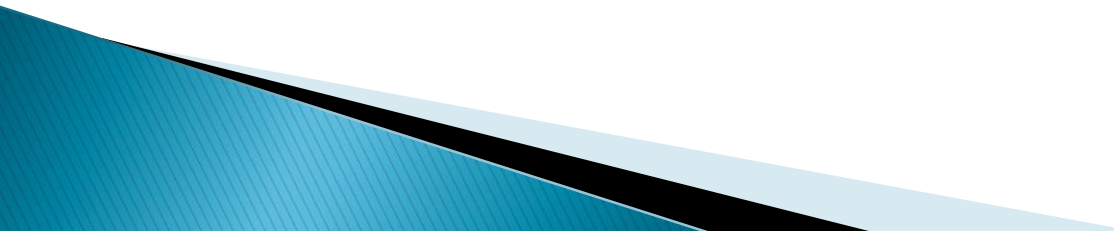
- ❖ Keeping Well at Work Plan – personal toolkit to support management of fatigue at work
  - ❖ Management Advisory Report – recommendations for workplace adjustments, to promote successful return to work, or to support the employee to remain in work
  - ❖ Jobsite Evaluation– to consider impact of environment and ergonomics of workstation
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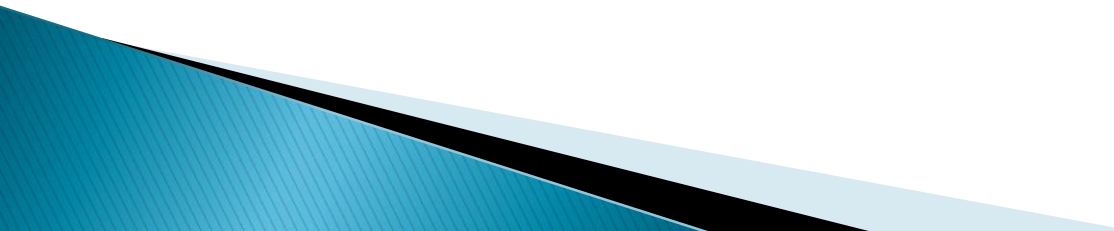
# Fatigue Management General Advice

- ❖ Provided to individuals struggling with fatigue as part of a variety of different health conditions
  - ❖ Brief intervention – 1 to 3 sessions
  - ❖ Initial information appointment, provision of appropriate resources and a follow up telephone call
  - ❖ No management report is provided for these clients
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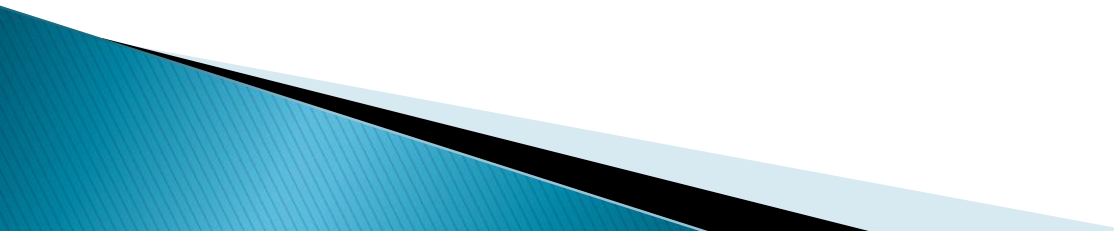
# Emerging Trends

- ❖ Number of clients referred when off work for an extended period, or when struggling to manage fatigue whilst at work.
  - ❖ Clients referred for active intervention usually require on average 6–8 sessions
  - ❖ Those referred for general advice usually receive 1–3 sessions
  - ❖ Average wait time is 4 weeks from referral to initial appointment
  - ❖ Majority of client's are frontline staff, with Nursing staff making up a significant proportion
  - ❖ A number of clients report that this support helped them to return to work
- 

# Employee Feedback

- ❖ “provided support and guidance to develop techniques and coping mechanisms to help me to make sense of my fatigue”
  - ❖ “I now have lots of tools and ways to improve things. I will continue to work with these and hopefully improve further.”
  - ❖ “I have all the tools for managing my fatigue, setting goals and moving forwards”
- 

# Employee Feedback...

- ❖ “Helped me to consider the small changes I can make that can make a big difference”
  - ❖ “The support and information was focused on my difficulties and gave me constructive guidance.”
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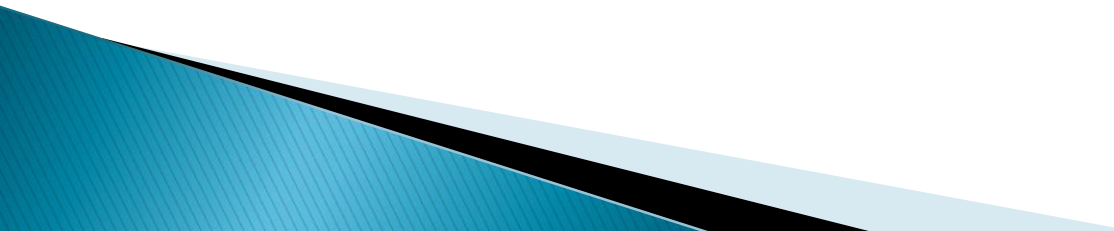


# Occupational Therapy Evaluations

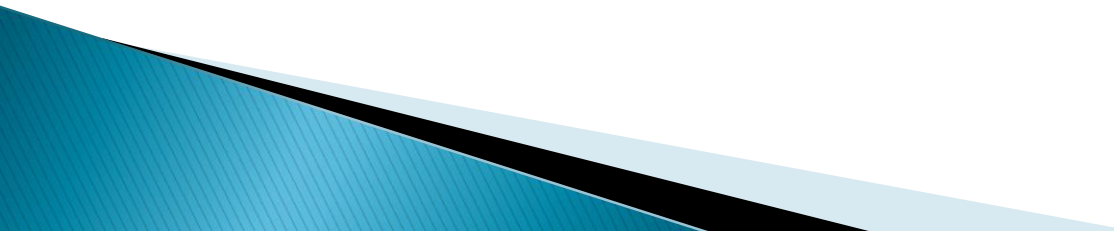
Malcolm Joss  
Highly Specialist Occupational Therapist

Vocational Rehabilitation  
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# Occupational Therapist's Role

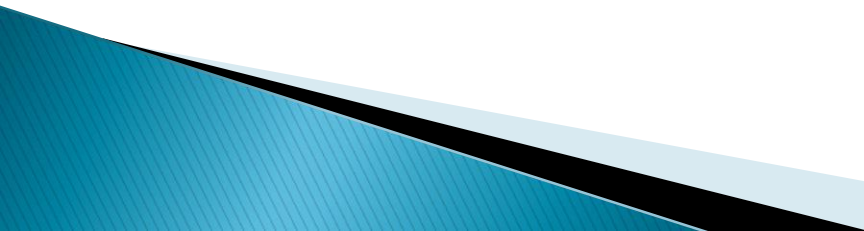
- ❖ As Occupational Therapists we are concerned with assessing the occupational performance of an individual.
  - ❖ In work rehabilitation this focuses our attention more on the workers ability to do the job and less on measuring the extent of the impairment caused by the medical condition.
  - ❖ The aim of occupational therapy intervention is to support an employee in performing their work duties safely with a reduced risk for aggravating their existing medical condition.
- 

# Functional Evaluations

- ❖ Ideally the Occupational Therapist should fully understand the demands of the job that the employee is required to perform to be able to complete a successful assessment of the employee's work abilities.
  - ❖ Assessment of physical capacities alone should not be used to determine a worker's suitability for their work duties.
  - ❖ Psychosocial factors have greater value than medical or physical factors in the prediction for a return to work.
  - ❖ An employee's expectations regarding returning to work can be a powerful predictor for a return to work.
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# Functional Evaluations

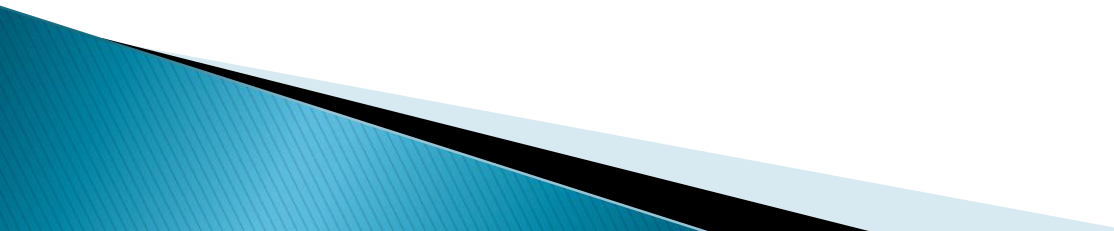
## ADL Interview

- ❖ The interview demonstrates how much time and effort performing their ADLs takes.
  - ❖ Could be an issue for the client tolerating the shift patterns of their job.
  - ❖ It allows the Occupational Therapist to understand how likely the client would be able to tolerate the additional exertion of work.
  - ❖ Underpinning this interview is also the client's expression of their mood and confidence in performing their ADLs.
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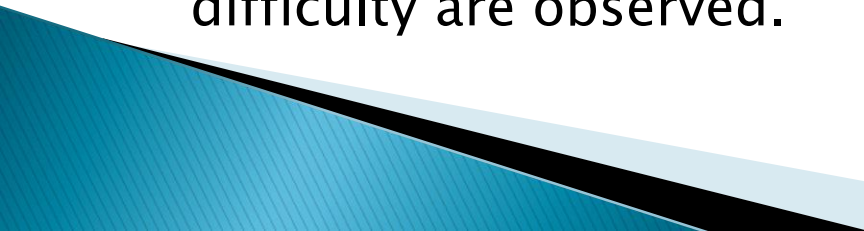
# Functional Evaluations

## Worker Role Interview

- ❖ Provides the occupational therapist with valuable information about how the client's beliefs, attitudes, insight, motivation will support or hinder their ability to work.
  - ❖ The combined ADL interview and WRI provide valuable information and insights into the client's condition that will contribute towards the decisive conclusions that will have to be made.
- 

# Functional Evaluations

## Physical Capacities Assessment

- ❖ The Physical Capacities Assessment includes a crude measurement of a client's moving and handling abilities.
  - ❖ Range of motion and manual muscle test.
  - ❖ Observing the client perform a series of moving and handling tasks allows the occupational therapist to determine a range of issues.
  - ❖ The client can discontinue the task when they feel that they have reached a safe maximal limit; or the occupational therapist will discontinue the activity if objective signs of difficulty are observed.
- 

# Functional Evaluations

## Valpar Component Work Samples

- ❖ Assess for the skills required in work activities.
- ❖ Work samples can be safer, more feasible and more practical than assessing a worker in the workplace.
- ❖ Aptitudes are those skills or abilities that an individual must have in order to learn the skills required to perform a job –

Reasoning

Learning Ability

Maths and Numeracy

Language and Verbal

Clerical

Visual

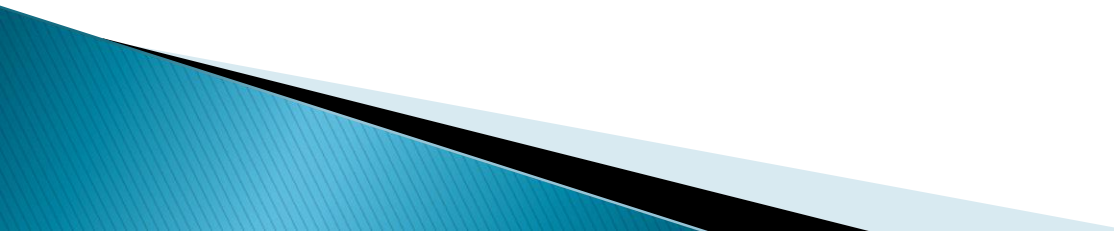
Fine Motor Dexterity

Manual Dexterity

Hand Eye Co-ordination

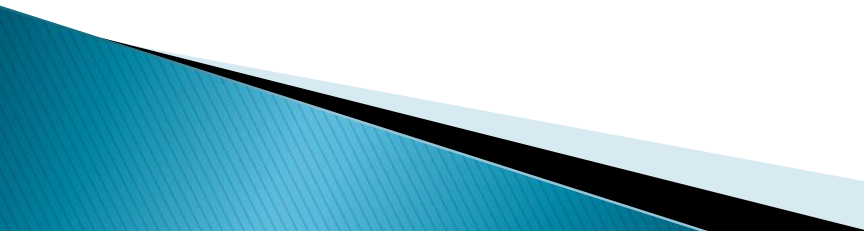
# Functional Evaluations

## Evaluation Conclusions

- ❖ Results can be contradictory, inconsistent or the client can fail assessments.
  - ❖ A workers ability to perform their job is influenced by too many factors to permit return to work decisions to be based on whether a worker meets or fails an assessments criteria.
  - ❖ The essential component in completing credible and valid assessment of an ill or injured workers ability to work, is the clinical reasoning of the Occupational Therapist.
- 

# Functional Evaluations

## Evaluation Recommendations

- ❖ A report is produced and shared with the employee and manager
  - ❖ Conclusions are provided on the employee's suitability for work.
  - ❖ Recommendations are provided for actions the employer can take to support the employee in work – temporary restrictions, equipment modifications, graded return to work or modifications to work duties.
  - ❖ Recommendations can also be provided to the employee for further interventions or support that could help them, and shared with the manager if the employee requests.
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# Workplace Evaluations

## Jobsite Evaluation/Computer Workstation Assessment

- ❖ Assessment of the employees work environment to make recommendations to help them manage an existing medical condition in the workplace.
- ❖ ADL interview and employee explanation of the job i.e. loads handled and frequencies, postures adopted, equipment operated and tools handled, the immediate environment.
- ❖ The evaluation produces a report with recommendations for actions the employee can take to manage their health.
- ❖ Recommendations to the manager for workplace modifications, restrictions or equipment modifications to support the employees in the workplace.

# Questions & Contact Details

We are more than happy to answer any questions anyone may have!

Malcolm Joss

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QUESTIONS

