



Functional Capacity Evaluations (FCE)

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Aims of presentation

- What are Functional Capacity Evaluations?
- How are jobs classified?
- Understanding physical demand classification?
- What are the criteria for a FCE?
- Where are they used?
- Where are OTs used in FCEs?

- Gives a brief insight into the baseline theoretical framework for classifying and defining job demands and job roles used in FCEs, based on significant work study done in the 1980s and 1990s. (DOT & Revised Handbook of analyzing jobs, 1991).



FCE-functional Capacity Evaluations

- An assessment process used to assess work capability.
- Incorporates a number of tools and assesses against job demands (physical and cognitive).
- Indicates job demands across a range of jobs roles, and the classification of the strength demands of each job over an **8-hour workday**.
- Commonality of framework used by FCE protocols - the Dictionary of Occupational Titles (1991) and Handbook of Analyzing Jobs (1991).
- Providing framework of definition of job demands; frequency of each job demand; validity for tools, testing job demands; and reliability of assessment framework between different assessors.



How jobs are classified

- 1) Based on an 8-hour workday.
 - 2) Jobs rated as Sedentary; Light; Medium; Heavy; Very Heavy, according to 3 key physical job demands:
 - a) Postural tolerances – sit, stand and walk;
 - b) Manual handling – lift (3 levels), carry, push and pull;
 - c) Use of hand and foot controls – resistance, duration.
 - 3a) The amount and duration of postural tolerances/manual handling impacts on endurance.
- Endurance** is a key factor in regaining and staying in



Classification of Jobs based on Physical demands.

Physical Demand Characteristics of Work (DOT 1991, Matheson.L 1993)

DOT -Physical demand level	Occasional (0 – 33% of the work day)	Frequent (34 to 66% of the workday)	Constant (67 to 100% of the work day)	Typical full-day energy requirement NIOSH/Jorgensen (1985)
Sedentary	10lbs (4.5kgs)	Negligible	Negligible	1.5 – 2.1 METS
Light	20 lbs (9kgs)	10 lbs (4.5 kgs) and/or walk/stand/push/pull of arm/leg controls	Negligible and/or walk/stand/push/pull of arm/leg controls	2.2 – 3.5 METS
Medium	20 to 50lbs (9 to 23kgs)	10 to 25 lbs (4.5 to 11.4 kgs)	10lbs (4.5kgs)	3.6 – 6.3 METS
Heavy	50 to 100lbs (23 to 45 kgs)	25 to 50 lbs (11.4 to 23 kgs)	10 to 20 lbs (4.5 to 9 kgs)	6.4 – 7.5 METS
Very heavy	Over 100 lbs (Over 45 kgs)	Over 50 lbs (Over 23 kgs)	Over 20 lbs (Over 9 kgs)	Over 7.5 METS



Criteria for FCE

- FCE must at least be 3 hours of duration (continuous)
- Must assess the KEY job demands of the person's role. (Especially if they fall into frequent or constantly durations)
- Must assess: postural tolerances; manual handling (floor to knuckle lift) & use of hand-foot controls
- Must assess visual and auditory attention demands, if condition impacts on cognition, or fatigue/pain that results in 'brain fog'.
- Must measure and record either pain or effort, HR and BP throughout, to adhere to safety biopsychology cut-off points.



Where are they used

- Medico-legal – Tribunals (reliant on functional assessments of work capability).
- Income protection insurance -
- Occupational Health – specialist Occupational Therapists and Physiotherapists carry out FCEs.
- To stop the many ‘one touch’ OH referrals
- Case resolution in all cases



Where are OTs used in FCEs

- Mostly used in complex cases, but can carry out more simple MSK cases.
- Neurodiverse – e.g dyslexia, dyscalculia; ADHD
- Where individual perception of capability versus actual capability does not correlate. (disciplinary, performance management, complaints)
- Neurological – MS, MND, Parkinson's
- Degenerative – visual conditions
- Mixture of physical, mental health or cognitive/perceptual or executive function issues which are affecting work capability.
- Specialists in work study, thus job demands.



Questions?