

The Sibley Report

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... the place to find valuable information to help make your job – and your life easier!

You will receive a copy of this brief, easy-to-read report every month – and it will cover topics that are of interest to you! If you have a topic idea or any other suggestions, please call our Editor - Angie Catenaro.

Sibley & Associates is a national disability management firm with a decade of experience, 115 plus healthcare professionals and state-of-the-art technology. Our customers benefit from all the advantages a large company has to offer...while also benefiting from the "small business" customer service philosophy of our dedicated **Insurance Services Division**.



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How to Get the Most from FAEs and IMEs

Often, a lot of time and money is wasted if your assessments are not conducted in a logical sequence. To make sure you get the most out of your FAEs and IMEs, try this process:

STEP 1

Income Replacement Benefits:

Worksite Analysis: Provides the necessary baseline data for FAE/IME - without it, the FAE/IME is less accurate or useful. **Caution** - a worksite analysis is not a job description or any kind of subjective assessment. It includes the objective measurement of job duties by a qualified assessor, such as Kinesiologist, Ergonomist, or Occupational Therapist.

Non-Earners:

Activities of Daily Living Assessment (ADL):

Provides a detailed, objective assessment of an individual's ability to perform his/her activities of daily living. **Caution** - an ADL assessment must provide a very comprehensive analysis of all daily activities to be effective (e.g., personal care, housekeeping, caregiving, house maintenance). It is usually conducted by an Occupational Therapist.

STEP 2

Functional Abilities Evaluation: Objectively assesses the client's functional abilities to perform their job/activities of daily living. **Caution** - for an FAE, detailed, objective information is required about the job/activities of daily living, in order to properly assess the individual's ability to perform the job/activities of daily living. An Occupational Therapist, or a Registered Physiotherapist in conjunction with a Certified Kinesiologist, should be used to perform this assessment.

STEP 3

Independent Medical Examination: Medically assesses whether or not an individual is capable of performing their job/activities of daily living. **Caution** - an IME must include specific, objective information regarding the job/activities of daily living in order to make an accurate evaluation and appropriate recommendations regarding treatment.

The above process applies to typical soft-tissue, non-catastrophic injuries. However, there may be other factors to consider, such as psychological/emotional issues, severity of injuries sustained, etc. Each case needs to be assessed individually by a qualified, rehabilitation professional to ensure that specific needs/requirements are being addressed.

Also, to help you in coordinating your assessments, we have included the attached "Medical Specialties Most Often Required"

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