

Approaching the 104 week mark? Time to assess which vocational services are right for your client

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As is always the case regarding rehabilitation issues, taking a proactive approach definitely provides the best results. Where the 104 week mark is concerned this couldn't be more the case. Being proactive, by gathering information *before* your client reaches the 104 week stage—you will be armed with up-to-date, accurate, objective information necessary to make critical decisions regarding your client's functional status—and ultimately, their future.

When you think 104—think 1, 2, 3 Steps...

Although the 104 week mark can seem daunting, there are a number of proactive measures you can take while the 104 week approaches to make sure you are prepared. For instance, if your client was employed at the time of the accident and is an Income Replacement Benefit (IRB) recipient, first, look for the signs that it is time to take action by developing a profile of your client. This should take into consideration everything from their age and current income to their educational background and location of residence to job demands, and so on. Next, based on your client's profile, check their medical status and return to work status: Has their medical condition stabilized, and/or can they return to regular employment? And finally, depending on your client's specific situation, arrange for the most appropriate functional and/or vocational assessments.

Being proactive pays...

There are a variety of functional and vocational services that provide a thorough assessment of the types of employment your client is physically able to perform while taking into consideration their individual characteristics like education, interests, and experience. Taking a proactive approach in coordinating the assessments assists claim resolution in many ways:

- Establishes realistic goals and minimizes or even eliminates the amount of benefits payable at the 104 week mark.
- Helps address motivational issues and facilitate skill enhancement like worksite training, computer skills upgrading, and English language development.

The next time you have a client approaching the 104 week mark, consider using the attached checklist to help you be as proactive as possible.

104 Week Checklist

As your IRB client approaches the 104 week mark, take a proactive approach by using this checklist so that you have all of the information you need to make the best decisions:

Step 1: Look for the following signs that it is time to take action:	
• Older	
• High income/low education	
• Lives in a remote area	
• Performing physically demanding job	
• Lack of English language skills	
• Limited mobility/driving	
• Low motivation	
• Lack of transferable skills	
• Pre-existing medical conditions	
• Financial incentive exists to remain on claim	
• Unsuitable accommodations for restrictions	
• Lack of support from family/friends	
Step 2: If your IRB client shows any of the signs described in Step 1, check their medicals and return to work status by assessing whether:	
• Medical condition has stabilized, and/or	
• Client cannot return to regular employment	
Step 3: Based on steps 1 and 2, arrange for the appropriate functional and/or vocational assessments:	
• Job Site Analysis / Work Site Evaluation	
• Physical Demands Analysis	
• Functional Abilities Evaluation	
• Ergonomic Assessments	
• Transferable Skills Analysis	
• Vocational Assessment	
• Psychological Vocational Assessment	
• Labour Market Survey	
• Job Search Training Programs	
• Job Placement Services	
• Job Coaching	

For more information, please contact Sibley at 1-800-363-8900