



# FUNCTIONAL ASSESSMENT AND RTW

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► Benefit experiences that help create and protect financial wellness.

# GOALS

- ❖ Comprehensive understanding of all of the medical conditions impacting the employee.
- ❖ Identifying current functional capacity and restrictions and limitations
- ❖ Identifying prognosis and when return-to-work is expected, if possible.
- ❖ Leveraging vocational rehabilitation resources as quickly as possible to facilitate a safe return to work.

# PRUDENTIAL MEDICAL RESOURCES

- ❖ Clinicians
- ❖ Orthopedic Clinicians
- ❖ Behavior Health Clinicians
- ❖ Physicians



# INITIAL ACQUISITION OF CLINICAL INFORMATION

- ❖ Statement of disability/claim submission by the employee.
- ❖ Attending Physician Statement
- ❖ Medical Records: surgery, therapy, medications
- ❖ Internal clinical medical review

# INTERNAL REVIEW OF MEDICAL INFORMATION

- ❖ Clinical Open Hour
- ❖ Referral for file review by internal Prudential clinician (RN)
- ❖ Claim Discussion: Claim Manager, Clinician, Vocational Rehabilitation Specialist, Facilitator
- ❖ Physician Claim Discussion
- ❖ Referral for file review by internal Prudential physician

# INITIAL ASSESSMENT OF CLINICAL INFORMATION AND FUNCTIONAL CAPACITY

## Internal Clinical Assessment

- ❖ Is the information clear and consistent?
- ❖ Is there a clear path to recovery and return-to-work?
- ❖ Are restrictions and limitations and recovery parameters consistent with Presley Reed Medical Disability Advisor?
- ❖ Does reported level of home activity correspond to reported restrictions and limitations?

## Internal Clinical Assessment

- ❖ Is additional information required to understand condition and barriers to return-to-work?
- ❖ Identification of restrictions and limitations and functional capacity
- ❖ Prognosis, expected recovery, and return-to-work expectations.

# ADDITIONAL MEDICAL INFORMATION

- ❖ Activities of Daily Living Questionnaire (employee)
- ❖ External Medical Review
- ❖ Independent Medical Examination
- ❖ Functional Capacity Evaluation
- ❖ Neuropsychological Evaluation

# CONSIDERATIONS

- ❖ Consistency
- ❖ Consensus
- ❖ Sustainability
- ❖ Subjectivity
- ❖ Ambiguity





**Q&A**