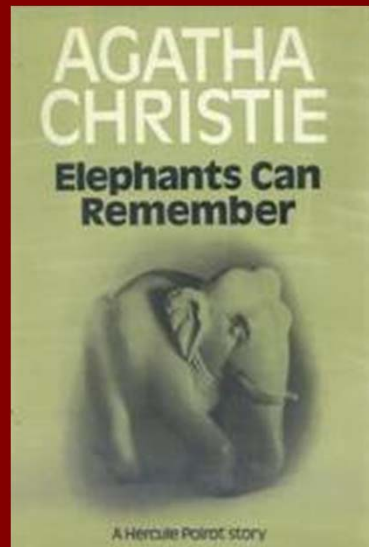


# Elephants can remember



Work Assessment : *The early days*

# OVERVIEW

This is how it was

This is (somewhat) how it is today

# The people.....then



The work  
related  
programme

1966

*"...the more things change, the more they stay the same..."*

Evaluate the person

Analyse the job

Match the person to the job

*Classifications change, but basic truths remain*

Methods of evaluation **were:**

- \* Formal tests
- \* Job samples
- \* **Work simulation**
- \* Real work

*Then.....*

Evaluate the person, using  
*Work simulation*

Well equipped workshops

Technical staff

Full day programmes

Long term (weeks and months)

Mix of disabilities

Work atmosphere

Then.....

## *Work Simulation*

- *Humphries Chart System : Job Analysis*
- *Time consuming , manual system, but thorough knowledge of industry*
- *Not proven reliability or validity , but face validity*

Then.....

Job samples  
from

Detailed analysis of elements of work  
(various industries)

Detailed recording (manual system)

Developed job samples (simulating real work)

MODAPTS (to set times, to measure productivity)



Then.....

## Preparation for Work

Attached to an acute hospital (academic)

Continuum from early intervention  
(impairment) to rehabilitation (disability)

*Endpoint : Work and Follow Up*

# The Big Five - *then*

Factors for employment

*Speed*

*Skills & Knowledge*

# Match the person to the Job

Placement in work

...then

Stereotyped employment

*"blind persons are suited for switchboards"*

Lack of awareness of PWD

Job reservation policies

# Placement

Relationship with the Department of  
Labour

*Jock negotiated for many months :*

Placement officers attended our weekly meetings

Placement figures in the Open Labour Market  
increased significantly

*A major contribution in*

## OT Pioneers:..... then

Access College (Priscilla Stevenson, 1983)

MODE (Vivienne Zwennis, 1990)

Valpar at Hillbrow ( Hester van Biljon, 1992)

Insurance Industry (Elise Burns-Hoffman, 1989)

Protective Workshop (Sophia Oosthuizen)

Medico-legal (Margaret Thomson)

.....and all those not mentioned

# OT leaders in Work.....now

Lana van Niekerk (Psychiatry)

Tia-Mari Hofmann (FWC - Mining Industry)

Tanya Buys (Disability Equity legislation)

and

Many OTs in private practice.....

# OT practice opportunities

*Then* : Mainly Hospital based

*Now* : Private practice

## *The excitement of NOW*

Employment Equity Act (PWD)

Learnerships for PWD

Post graduate course in Voc. Rehab (UP)

Ergonomics awareness

Formal, commercial measuring tools:

*Valpar (300, T/PAL, Joule) BTE, Key*

Computerised Systems – generating  
records and reports



Now.....Unusual opportunities to  
deliver Work Practice services

Insurance Industry  
Claims consultant

Medico-legal  
consultant

# Insurance Industry

Presentations by OTs

*(Disability Claims Conference : 2008)*

National & International claims trends

Rehabilitation and disability claims

Guidelines to assess malingering

The Risk team - the role of the OT

# Diversified functions and job titles

## OTs in the Insurance Industry

*Capacity Consultant*

*Life Claims consultant*

*Health Risk Manager*

*Marketing Claims Manager*

*Disability Claims Assessor/ Consultant*

*Claims Manager/ Assessor/ Consultant*

# Ergonomics consultant

Preventive /promotive health programmes

Welness programmes

Workplace health assessments

Re-designing work stations, processes, tools,  
furniture

# The excitement of NOW

Internet and e-mail

Digital photography

Access to information

Easy communication

Documentation cross referencing

Recordkeeping

Legislation

# Medico-legal consultant challenges

The impact of HIV/Aids on cognitive abilities

Pre-existing pathology vis a vis functional capacity after a MVA

Determining physical fitness for work after long absence

Determining ability to drive after illness / trauma

To treat or not to treat by assessing OT

Disclosure of client's HIV status in report

# The Big Five - *Now*

productivity

competence

volition

Where to from here ?

Where to from here ?



OT can only soar higher and higher

*May the small things of the past enhance  
the great future that lies ahead*

The end

The End