



demasi  
CONSULTING

## Psychological Fitness for Work Assessments (FFWA)

### What is FFWA?

A FFWA will help to determine an employee's capacity to perform their role in accordance with their psychological presentation and within the context of the cognitive, emotional and other psychological demands of their job. The first priority in the assessment is to prevent injury or harm to the returning employee and facilitate a sustainable return to work.



Personal traits, clinical disorders, or stress responses may be contributing to behaviour work conduct or substandard performance. In addition to possible concurrent interventions such as a Performance Improvement Plan (PIP), coaching, counselling, and discipline – a formal psychological FFWA may be requested to:

- (1) determine if the employee is psychologically capable of undertaking their job;
- (2) provide any recommendations to assist the employee to be more effective, confident and able to function according to the standards of the employer; and
- (3) define the nature of any reasonable accommodations may be implemented to assist the employee at work. Specifically, the FFWA will provide a report, including recommendations to optimally maintain an employee at work or transition them back to work whilst accommodating any medical guidelines or restrictions.

#### Service Methodology

- Review of employer's referral brief which includes contact details for the employee, reason for referral and relevant background history. Any specific questions from the employer may also be included in the referral.
- Provision of online psychological assessments for the employee to complete before the appointment.
- Face-to-face assessment interview with employee (approximately 2 hours).
- Provision of FFWA report to employer (P&C) including recommendations.
- Debrief to employer and employee as requested/required.

#### Service Providers

- FFWAs are undertaken by Fully Registered Psychologists (typically with a background in injury management).
- All Psychologists adhere to the ethical and confidentiality guidelines as required by APRHA and the APS.

#### Fee Guidelines

- FFWAs are invoiced on a time-taken basis.
- Typically, the full cost of a FFWA inclusive of report ranges between \$1500 and \$2500 (excluding GST). Costs depend upon the requested assessment deliverables and any related complexities.

### CONTACT US

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