



Neuro-diversity and Hearing Case Study using the Allied Health Professions Advisory Fitness for Work Report

An employee with a hearing impairment and neurodiversity had been employed as an administrator by the justice system for over 10 years. Throughout his career he found difficulties with some aspects of his role due to his hearing impairment, dyspraxia and dyscalculia.

His employer stated that Mr X had previous input with another OH company with limited success.

An assessment was completed at his place of work where a Job Demands Analysis and an Activity Analysis of his work performance was completed.

Using both approaches the areas with which he struggled were identified, as was the fact that with task modifications he could potentially overcome his performance difficulties.

In addition, the assessment highlighted that his hearing impairment did not impact his work performance as much as the dyspraxia and dyscalculia.

Due to the complexity, a table was used to organise the job demand analysis of an Administrator role against Mr X's work performance difficulties.

The table indicated that he had some problems in the following cognitive and sensory areas:

**Proprioception, Visual perception,
Comprehension of language,
Concentration/attention, Mental Arithmetic,
Organisation & planning, problem solving,
initiation of some job tasks, self-regulation
and working memory.**

Each administration task with which Mr X found difficulty was then re-assessed; an intervention was put in place for each task:

- Visual aid Prompts (stickers to aid in counting & remembering where he's up to).
- One instruction to be given at a time.
- Visual aid for organising/prioritising tasks/time management.
- Where lots of written text is required, convert to flow charts/process maps.
- Flow chart process prompt for filing.
- Continue to use letter templates.
- Meetings -use Dictaphone and convert with speak to text software.
- Use hand held reading rulers for letters. Use online reading ruler for computer work.
- Change background colour of computer screen to aid input.
- Soft key keyboard (proprioception).
- Allow Mr X more time to learn new tasks and procedures.
- Encourage Mr X to use the above so that they become routine.

Benefits of Occupational Therapy

Other Occupational Health companies had used the traditional way at looking for solutions to Mr X's functional work performance using the medical model.

None had looked in depth at the employee's functional performance at work or used the job analysis to look in depth at the job demands of his work role.

As Occupational Therapists we have the unique ability to be able to break down an activity into its fundamental components that are required to perform the activity e.g. cognition, perception, sensory, motivation, work behaviour, gross motor and fine motor skills etc.

This core occupational therapy skill allows us to be able to ascertain the real narrative of the work performance, ensuring that the correct intervention is given to keep the individual in work.

Royal College of Occupational Therapists Specialist Section – Work Contact details:

<https://www.rcot.co.uk/about-us/specialist-sections/work-rcot-ss> or cotsswork@gmail.com

Find an Occupational Therapist?

<https://www.rcot.co.uk/about-occupational-therapy/find-occupational-therapist>

Allied Health Professions Advisory Fitness for Work Report

<p>1 Patient's name: Mr X</p> <p>Date of birth: 00-00-0000</p> <p>I advised you that:</p> <p>1a <input type="checkbox"/> you are not fit for work.</p> <p>1b <input checked="" type="checkbox"/> you may be fit for work taking account of the advice below</p>	<p>2 This form has been completed by a Physiotherapist / Occupational Therapist / Podiatrist / Other.....</p> <p>Practitioner's name:</p> <p>HCPC registration number:</p> <p>Organisation/Service:</p> <p>Contact details (email / tel no.):</p>
<p>3 Date assessment completed: 03.02.2019</p>	

4 AHP Advisory Fitness for Work Report issued for period from 0 3 0 2 2 0 1 9 to 2 1 0 2 2 0 1 9

A follow up review **is required** has been made for 2 1 0 2 2 0 1 9 *delete as appropriate

5 With your employer's agreement you may benefit from these or more options:

a phased return to work amended duties

altered hours a workplace assessment

6 Patient-reported work-relevant difficulty, recommendations and goals:

Difficulty	Recommendations / goals
Mr X may find it difficult to complete mathematical tasks due to dyscalculia. He experiences difficulties with inputting data onto the computer due to reduced proprioception.	Introduce the use of visual aid prompts (stickers to aid in counting & remembering where he is up to). Change background colour of computer screen to aid input. Soft key keyboard (proprioception).
Mr X may find it difficult to process lots of information, particularly if this is written, due to dyspraxia.	
Mr X has difficulties organising his own workloads, initiating work tasks and organising and planning these.	Visual aid for organising/prioritising tasks/time management.
Mr X experiences difficulties concentrating in meetings due to working memory and reduced concentration	A Dictaphone should be used in meetings and converted with speak to text software.

7 Comments:

Mr X requires some small adjustments to his work equipment and working processes in order to support him to fully fulfill the demands of his job role. Although Mr X has a hearing impairment, a worksite assessment has identified his main difficulties to lie with dyspraxia and discalculia. If the above recommendations are implemented he should be able to complete his job demands. It is recommended that this is reviewed in 2 weeks time to ensure no further adjustments are required.

8 Additional information is provided on accompanying sheets

9 Signature:

AHPs: please follow the guidance held on the website of your professional body when filling out this form and always attach the information sheet for employees, employers and doctors. Employees, employers and doctors: please read information attached or log on to: www.ahpf.org.uk



This report does not replace the Statement of Fitness for Work (fit note) for benefits purposes.