Functional Assessments May Show a Better Way

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Social Insurance and Disability

• **Social Insurance**: Disability is very different than survivorship and retirement. The expectations are higher and disability is not immutable!

• **Statutory Definition of Disability**:  
  - Inability to engage in any substantial gainful activity (SGA) by reason of any **medically determinable** physical or mental impairment ...

• **Modern Concepts of Disability**  
  - Focus on functioning and allow for the role of the environment  
  - Calls for a comprehensive assessment of function necessary to assess capacity for work.  
  - Measuring human functioning and job requirements may hold promise for SSA’s data collection methods, disability assessment and early intervention rehabilitation services.
Functioning

Personal Functioning

- Basic Mobility
- Cognition
- Interpersonal Interactions
- Communication
- Self-care
- General Tasks & Demands

Functional Assessment & Subsequent Rehabilitation:

- Functional Restoration
- Job/Environment Modification
- Acquiring New Skills

Functional Job Requirements

- Basic Mobility
- Cognition
- Interpersonal Interactions
- Communication
- Self-care
- General Tasks & Demands
SSA (Form 3368): Medical Focus

- **Condition(s):** Names of illnesses, injuries, or conditions.
- **Open ended questions:**
  - “How do your illnesses, injuries, or conditions limit your ability to work?”
  - “… cause you to work fewer hours?”
  - “… change your job duties?”
  - “… make any job-related changes such as your attendance, help needed, or employers?”
- **Medical Records:** Names of doctors, therapists hospital, clinics and reasons for going and treatment received.
- **Medication:** Do you currently take any medications for your illnesses, injuries or conditions?
- **Tests:** Have you had, or will you have, any medical tests for illnesses, injuries, or conditions