



Functional Capacity Assessments

Functional Capacity Assessments (FCAs) objectively evaluate a **person's physical ability to perform job tasks safely**. When included in **pre-employment screening** or **annual health assessments**, FCAs help businesses determine an employee's **suitability for a role** and identify any necessary **workplace accommodations**. These assessments support both employee wellbeing and operational efficiency by guiding decisions on work modifications or alternative duties. FCAs typically assess fitness, endurance, strength, movement, manual handling, repeated movements, or simulated work tasks.

Why would FCAs be needed?

Musculoskeletal injuries have a significant economic and social impact in the workplace and are high-impact on the cost of Lost Time Injuries (LTIR's). Conducting a FCA prior to/during employment can reduce the risk of injury during employment and improve productivity by ensuring employees are physically suited for their roles.

Who should have FCA done?

- **Pre-employment Health Assessments:**

Provides employers with the necessary information to ensure a good match between the candidate's abilities and the job requirements. The goal is to ensure that new hires can perform the essential tasks of the role safely and efficiently, reducing the likelihood of workplace injuries, minimising absenteeism and improving overall productivity.

- **Employees with Work-Related Injuries:**

Assesses the extent of their recovery and determines if they can return to their previous role, modify their duties, or transition to a different position within the company.

- **Employees in High-Demanding /Physically Strenuous Roles:**

Evaluates whether physical limitations or injuries could affect their ability to safely perform their job duties, and to recommend possible accommodations or role adjustments.



• Employees Seeking Career Transitions:

It assesses their abilities to potential new roles that might be better suited to their functional capacity.

The Functional Capacity Assessment

LifeCare FCA will assess according to 3 role intensities (medium role, heavy role and very heavy role [with/without safety risk]). The presence of safety risk relates to roles involved in working at heights or on water. The role intensity is identified by the business. Should further information be required to make a decision, the **ACC Work Type Detail Sheets** can be used for some useful extra information (www.acc.co.nz).

Includes:

- Pre-safety questionnaire, which covers prerequisites for testing (i.e. to check that it's safe to proceed and at what point we need to stop testing) and range of motion screening (includes spine, upper limbs, hips and lower limbs)
- YMCA 3-minute step test (provides a submaximal measure of cardiorespiratory fitness)
- Functional screening (upper limb, lower limb, trunk)
- Functional screening – static balance (and dynamic balance for those with safety risk)
- Manual lifting assessment - testing lifting capacity of up to 25kg, depending on role type



Job Role & Assessment	Medium Role Duration: 25 min	Heavy Role Duration: 30 min (With/without safety risk)	Very Heavy Role Duration: 35 min (With/without safety risk)
Physical demands of work	<ul style="list-style-type: none"> • 10-20kg handled occasionally • 3-9kg handled frequently • 0-4.5kg handled constantly Includes: walking, standing, stairs, steps, use of tools <10kg, operation of machinery, lifting and carry of loads less than 20kg occasionally.	<ul style="list-style-type: none"> • >20kg handled occasionally • 10-20kg handled frequently • 0-9kg handled constantly Includes: walking, standing, stairs, steps, use of tools <10kg, operation of machinery.	<ul style="list-style-type: none"> • over 45 kg handled occasionally • 20-45 kg handled frequently • over 9kg constantly Includes: walking, standing, stairs, steps, use of tools <10kg, operation of machinery.
Examples of job roles	Foreman, operations support, truck drivers, manufacturing and production, insurance assessors, field representatives, retail and sales, supermarket.	Lighter construction workers, warehouse workers, farm workers, road workers, miners.	Heavy construction work, farm workers, forestry workers, miners, scaffolders, stevedores, fisherman, riggers.
3min Step Test	✓	✓	✓
Range of Motion	✓	✓	✓
Upper Limb Funct.	✓	✓	✓
Lower Limb Funct.	✓	✓	✓
Trunk Functional	Functional reach & reach and sit only	✓	✓
Balance	Static only	Static and dynamic if safety risk role	Static and dynamic if safety risk role
Weight	Lifting to 15kg	Lifting to 20kg	Lifting to 25kg



How to book

- To book an **FCA with a pre-employment test**, the request can be added to the referral booking notes on Predict, and our team will book this for you or,
- To add **FCA testing to your annual health assessments**, reach out to your **Account Manager** who will assist you with this booking

Service delivery:

We deliver FCA as part of pre-employment medical checks or annual health monitoring across NZ at our clinics or directly at your workplace.



Reporting:

Reports can be accessed **within 48 hours**. FCA results are summarised using a **traffic light system** regarding the individual's suitability for a specific role. The **Health Services team** will review results and documentation before generating the final report. The client report includes **recommendations, further support and guidance** on findings for the client. Recommendations and task-specific comments are provided around task relevance and functional impact for any orange or red rating assessment scores, so a business knows which specific task may be impacted. An individual is referred to a GP if any pain is experienced during the FCA or if their blood pressure is elevated prior or during FCA.

- **Green** - No issues have been identified or declared to indicate a risk in employing this person in the role specified. Successfully able to complete all assessments with no restrictions. Meets or exceeds the norms and was successful at meeting all components of the assessment with good technique applied. May indicate a low risk of injury within the role.
- **Orange** - Issues have been identified or declared, which may have an impact on their ability to carry out the work in the role specified. Meets some of the norms or was successful at meeting most components of the assessment, however, they scored below what would be expected of them to safely conduct some physicality's of the role. May indicate a moderate risk of injury within the role. Further information on the specific implications and weaknesses is provided.
- **Red** - Issues have been identified or declared, which may have an impact on their ability to carry out the work in the role specified. Meets some norms or was successful at meeting some components of the assessment but may have a high risk of a new injury or aggravation of pre-existing condition based on poor manual handling techniques or identified weakness in functional assessment components.

Further information on the specific implications and weaknesses is provided.

- Unable to conduct functional capacity assessment - Current medical certificate prohibiting physical activity provided, or absolute contraindications of testing criteria met.



Reduce the risk!
Contact us to book Functional Capacity Assessments for your team today.