

Karen Theunissen

Functioning Matters

Services Offered to Employers

Experience

- Occupational therapist with 20 years experience in work assessments.
- Post-graduate training in malingering.
- Consultant to various employers ensuring experience in real life recommendations.
- Training provided at universities, employers and interest groups.



Assessments and Rehabilitation

- Special interest in psychiatry, pain and fatigue.
- Assessments range from screenings to advise on strategy for return-to-work after illness, to comprehensive assessments for disputes.
- “Light duty” audits.
- Vocational rehabilitation includes various condition-specific programmes, as well as on-site vocational support and work hardening to ensure relapse prevention.
- Recommendations to employer regarding appropriate management strategies, including job adaptation and accommodation, if necessary.

Training

- Approach includes groupwork in order for practical approach and development of “soft skills” in the workplace
- Training is customised to include existing employer policies and dovetailed with available resources.

Topics Include

- Incapacity and disability for HR and line managers.
- Managing persons with illnesses: “When helping is not helping”.
- Psychiatric conditions in the Workplace.
- Handling “difficult” employees.



www.functioning.co.za

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