



# formhealth<sup>+</sup>

strategies for work and life

Vocational Rehabilitation Wellbeing provider of choice,  
helping to maximise an individual's working potential

## Brochure of Services 2025

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# About Form Health

Established in 1999, Form Health is the vocational rehabilitation well-being provider of choice. Our highly skilled team, delivering specialist multi-disciplinary, work-focused assessments and solutions, allows us to explore and formulate work outcomes and strategies to help maximise an individuals' working potential.

## Our aim is twofold, to enable:



### Individuals

To make the safest, earliest, and most sustainable return to work



### Our Customers

(Employers, Insurers, Occupational Health)

To benefit from positive business performance

The vocational rehabilitation pathways we design are function-focused and specific to each individual we work with. They are designed collaboratively to avoid uncertainty and to agree expectations, as the way an injury or illness affects an individual may depend on multiple contributing factors that often create barriers to bringing about a sustainable return to/remain in work.

## Why choose Form Health?

### Assessments

- Return-to-work (RTW) focused, therapy-led specialist assessments
- Objective functional assessments including the unique Chronic Pain Abilities Determination (CPAD) & Functional Capacity Evaluation (FCE)

### Timely intervention

- Highly effective early-intervention absenteeism-management
- Prevention support for struggling employees at risk of absence
- In-work support to promote positive wellbeing at work
- Prompt RTW engagement with absent employees

### Vocational Rehabilitation

- Works with the employee and manager
- Solution-focused guidance
- Access to specialist clinical assessments and treatment
- Multi-channel delivery
- Coordinated, therapy-led RTW case management

### Specialist team

- Musculoskeletal specialists, mental-health specialists, occupational therapists, occupational psychologists, occupational physicians, neurological & neuro-diversity specialists, and fatigue & chronic pain specialists



# Vocational Rehabilitation Consultancy

## Vocational Rehabilitation, Case Management, and Early Intervention

Vocational Rehabilitation is an intervention that aims to help people with symptoms of ill health to **remain in work or achieve a sustained return to work** following absence. Form Health adopts a biopsychosocial model for vocational rehabilitation, recognising that a person's well-being is influenced by a combination of biological, psychological, and social factors. This holistic approach ensures that we address all aspects of an individual's health and well-being, leading to more effective and sustainable outcomes.

We understand the critical importance of work in an individual's life so our service can also be used for employees who are at work but struggling to cope with the demands of their normal hours and duties. In this situation VR aims to minimise the risk of long-term or recurrent absences and improve productivity in the short and longer terms.

Vocational Rehabilitation is not a one-time event but a continual process that provides ongoing, coordinated support until the end result has been achieved. Through comprehensive case management Form Health ensures that the individual receives the necessary assistance to reach their VR goal.

Case management can include timely signposting to in-work health-related benefit, other short, work-focussed clinical and therapeutic interventions, job coaching, work conditioning, and ergonomic assessments. We collaborate with the employer to ensure that any necessary work-related modifications are made, facilitating a seamless reintegration into work.

It is well documented that early intervention greatly increases the chances of achieving a successful return-to-work outcome. At Form Health, we prioritise prompt assessment case management and have a 97% success rate for returning individuals (who are assessed within 12 months of commencing their absence from work) back to their own occupation, and in addition, we have a 65% success rate for returning employees who have been out of work for up to 6 years back into employment.

Our team includes healthcare and vocational rehabilitation professionals who have extensive experience in the occupational health space, and who can work effectively and compassionately with individuals to explore work readiness, identify areas of need, and provide effective ongoing support to aid a timely and sustained return to work.

Choosing Form Health's vocational rehabilitation service means selecting a partner dedicated to your success. Our comprehensive and personalised approach ensures that your employees will receive the support needed to return to or remain in work. With our focus on early intervention, ongoing case management, and a biopsychosocial model of care, we are able to achieve lasting, positive outcomes.

## Vocational Redirection Case Management

At Form Health, we understand the critical importance of work in an individual's life and can provide an assessment for employees who are **able to work in some capacity** but who cannot return to their own occupation, with or without reasonable adjustments.

The vocational redirection assessment is a comprehensive evaluation of a person's suitability to return to work in a different occupation. It looks at their skills, abilities, interests, education, training, and work history to determine suitable alternative vocational opportunities, required training, and potential salaries, and uses local labour market information to explore avenues to available job vacancies.

This information is shared in a detailed report and lists costed actions recommended to address any barrier to reaching the suitable alternative vocational goal and maximise the sustainability of the return to an alternative area of the labour market. Actions can include vocational coaching, support to locate and apply for necessary training, CV development, interview preparation, and injury disclosure, and is supported on a one-to-one basis by a Form Health vocational rehabilitation consultant.

Our team includes healthcare and vocational rehabilitation professionals who have extensive experience in the occupational health space, and who can work effectively and compassionately with individuals to explore work readiness, identify areas of need, and provide effective ongoing support to aid a timely and sustained return to work.

This assessment is also suitable when the individual no longer meets the definition of their policy and requires support to seek alternative, suited occupations following a transferable skills analysis (TSA); or where a settlement or redundancy has been agreed to seek future working opportunities.

## Active Work Solutions (AWS)

AWS is a specialist service from Form Health providing **solution-focussed mediation** services to UK and Irish insurance and employer industries.

Our experienced specialists are trained to a senior level in HR and are fully versed in all aspects of occupational mediation. They are drawn from a professional network of HR and operational management consultants. Our consultants work with large corporates as well as SME clients, meaning that regardless of the size of the business, we have the means and know-how to aid you every step of the way. All of our consultants are up to date with current legislation and best practice and treat every case with sensitivity and pragmatism whilst being outcome focussed.

Our training and philosophy are based on the way relationships between employee and employer operate. We always seek out options from a commercial standpoint, whilst also taking into account the individual's health position.

Mediation and negotiation between the parties is often an integral part of our service, and at Form Health we always seek out a 'win-win' conclusion, by coming to an agreement that benefits all parties. We work on rebuilding relationships between the employer and employee, which is often a strain on office relations.



# Assessments

## Functional Capacity Evaluation (FCE) & Functional Capacity and Cognitive Evaluation (FCCE)

For individuals whose **physical and cognitive issues are reported to be the main barriers to work**, FCE and FCCE assessments provide, through objective and observational measurements, the individual's capacity to perform work activities related to either their own or alternative forms of employment and/or activities of daily living (ADL). The assessments can be a one-off assessment or form part of the individual's return-to-work programme through VR.

Both the FCE and FCCE are conducted by trained functional assessors and expert healthcare professionals such as physiotherapists, occupational therapists, nurses, and osteopaths, all of whom specialise in working with individuals suffering with conditions and symptoms which impact their ability to work and/or perform ADL.

The FCE is a face-to-face assessment, generally undertaken over one day, over a 3-4-hour period, depending on the speed at which the individual performs the tests, as well as on-the-job requirements.

The FCCE utilises all the components of the FCE, and in addition, includes a set of computerised cognitive tests. This is particularly helpful if the individual reports both physical and cognitive barriers which are preventing them from performing daily living activities or a return to work.

Form Health utilises proprietary software and a peer-reviewed and researched battery of standardised tests in areas such as mobility, dexterity, strength, endurance, agility, and cognitive function (in an FCCE), which will vary, based on the purpose and nature of the assessment required.

Both the FCE and FCCE can provide the referrer with the following:

- Clear conclusions on whether the individual can, in their present state of health, return to employment, whether that be in their own or alternative suited roles, and/or their ability to conduct ADL, depending on the nature of the referral
- Help with identifying any barriers to employment or ADL
- Help with overcoming any issues that are required to be addressed in order to expedite a safe and successful return to work, and where appropriate, provide work-focused recommendations for further rehabilitation and/or reasonable adaptations and modifications that are required to help the individual back into the workplace



- Detailed conclusions regarding the individual's reliability of performance, symptom reporting, and overall effort during the assessment
- A baseline for tracking progress should a rehabilitation programme be undertaken

## Chronic Pain Abilities Determination Assessment (CPAD)

Like the FCE and FCCE, a CPAD assessment is used to objectively evaluate an individual's functional capacity and ability to perform either their own or alternative suited job demands and/or ADL. It can be a one-off assessment or form part of the individual's return-to-work programme through VR.

The CPAD assessment is specifically designed for individuals for whom **fatigue is their main barrier to work or ability to undertake ADL**. It is suitable for conditions such as post-COVID syndrome/long COVID, chronic fatigue syndrome, fibromyalgia, or other various chronic debilitating conditions.

The face-to-face assessment is conducted over two consecutive days or on two days with a rest day in between, depending on the condition. This is to address the 'good-day' / 'bad-day' or post-exertional-malaise phenomenon, so that any effects of fatigue and/or pain that may not have manifested on the first day of testing can be identified on the second.

CPAD assessments are conducted by trained functional assessors and expert healthcare professionals such as physiotherapists, occupational therapists, nurses, and osteopaths, all of whom specialise in working with individuals suffering from these debilitating symptoms.

CPAD assessments can provide the referrer with the following information:

- A measurement of the effects of activity, regardless of how small, on symptoms and the condition
- Current functional capabilities to perform specific work-related tasks and/or ADL
- Identification of potential barriers preventing:
  - a return to work
  - Increasing hours at work
  - performing activities of daily living
- Potential recommendations that may assist a return to good health and function and therefore a return to work and/or ability to undertake ADL from both a physical and cognitive perspective
- Detailed conclusions regarding the individual's reliability of performance, symptom reporting, and overall effort during the assessment from both a physical and cognitive perspective
- A baseline for tracking progress should a rehabilitation programme be undertaken



Conditions that are referred for a CPAD include, but are not limited to:

- Chronic Fatigue Syndrome
- Fibromyalgia
- Chronic pain
- Multiple Sclerosis
- Psoriatic Arthritis
- Headaches
- Post-COVID syndrome
- Cancer
- CVA (Stroke)
- Meningiomas
- Migraines
- Lymphoedema
- Chronic Regional Pain
- Rheumatoid Arthritis
- Peripheral Neuropathies
- Lyme disease
- Post-sepsis syndrome
- Vasculitis

## Transferable Skills Analysis (TSA)

Form Health's TSA is a comprehensive evaluation process that **identifies and assesses an individual's skills, abilities, and experiences that can be transferred to new roles or industries**. This assessment is particularly valuable for employees who need to find alternative employment due to physical or cognitive limitations, as it helps them to uncover their strengths and align them with suitable job opportunities.

The TSA can be undertaken either via tele-conference or as a desktop review, and utilisation of the results of a functional evaluation and recent medical evidence are particularly helpful in formulating a list of potential alternative roles the individual can currently perform.

These assessments are undertaken by professionals in the vocational rehabilitation and occupational psychology fields.

## Worksite Assessment (WSA)

A worksite assessment is a detailed occupational-health-style evaluation conducted in the workplace to **assess an individual worker against the tasks, environment, and demands of a specific job**. The assessment aims to understand the worker's health conditions, current symptoms (physical/cognitive), and functional and medical capacities. This helps the employer identify risks, provide recommendations for injury management, and support the worker in maintaining or returning to work safely.

The process involves a visit to the workplace by the assessor to meet with the employee and their line manager or supervisor, and includes a detailed assessment of the workplace and associated job tasks to design an appropriate return-to-work programme. The assessment also provides an opportunity to educate the employee about safe work practices, such as manual handling, warm-up and stretching routines, and posture.

This occupational-therapy-led assessment provides a one-off report focussing on what reasonable accommodations, if appropriate, could enable the individual to perform optimally and sustain work.

## Occupational Psychology (Neurodiversity) Assessment

These assessments are conducted **by our team of chartered occupational psychologists** to establish an individual's capacity for work in their own occupation. They can also be helpful when an individual would like a greater understanding of how their cognition impacts their work and if there is an underlying neurodiverse condition.

A comprehensive interview with an employee includes a range of psychometric tests. Bespoke guidance for the individual and their employer regarding feasible adjustments that they can choose to make is detailed in a comprehensive report.

The benefits of Form Health's occupational psychology assessment are numerous and can significantly improve an individual's quality of life. By identifying cognitive deficits and understanding their functional implications, it helps in developing tailored strategies to enhance work participation and overall well-being. This can lead to increased productivity, better job satisfaction, and a more positive outlook on work and life.

In addition to the direct benefits to the individual, Form Health's occupational psychology assessment can also have a positive impact on the workplace as a whole. By helping employees manage their cognitive impairments and emotional well-being, employers can create a more supportive and inclusive work environment. This can lead to reduced absenteeism, improved employee morale, and enhanced organisational performance. Investing in the cognitive health of employees is not only beneficial to the individual but also to the overall success of the organisation.

Coaching can be provided to individuals and their employer to support the implementation of recommendations. Coaching provides an opportunity to unravel what might be going wrong, with the aim of identifying how things can be tweaked or changed to enhance performance at work.

Coaching involves structured conversations, guided by a Form Health occupational psychologist who will ask relevant questions to widen the thinking and understanding of the situation and open up new ideas for solutions that could help to identify different ways of approaching tasks, fine tuning conversation and communication styles to meet each worker's needs and establishing a better understanding of the environment and support systems that could allow the individual to work at their best.

Although the focus is on the individual who may be experiencing difficulties in work, managers also sometimes require a little guidance, reassurance, or ideas to know how best to support their colleague. Coaching provides a safe space for these kinds of discussions to happen in a constructive and helpful way. In so doing, it also creates opportunity for challenges caused by health problems to be better understood so there is clearer appreciation of what relates to the condition and what might be a performance-related concern.

## Ergonomic Assessments (EA)

The cost of time lost at work through poor workstation ergonomics is enormous. Each year, back, leg, and arm pain cause employees to take time off work, which, in turn, reduces productivity. Many of these problems are caused by poor configuration of standard office or home furniture that can be rearranged to create a more comfortable and productive environment, reducing the discomfort that workstation users often experience when spending long hours working at their desks.

**Changes to the position of office equipment and personal posture can make a significant difference to the health and well-being of the worker.**

Form Health can provide a tailored ergonomic review of an individual's workstation or office either face-to-face or via a video call. Evaluations are thorough, looking at existing medical issues, the overall environment, and the equipment used, particularly focusing and providing recommendations on the relative positions and adjustability of individual items such as chairs and desks, PC screens, keyboards, and mouse, and any other equipment that is used day to day.

Workers who spend a significant amount of time driving or those who experience discomfort when driving for business can also benefit from an ergonomic assessment. We carry out stationary vehicle assessments to review and recommend the most appropriate and effective driving positions.

All our ergonomic assessments are carried out by trained clinicians and/or chartered ergonomists.

## Workplace Hearing and Visual impairment Assessments

Form Health can **assess and support workers with hearing and visual impairments through comprehensive workplace assessments**. These are designed to identify the specific needs of workers facing such challenges and to recommend practical solutions to enhance their work experience.

Tailored ergonomic assessments and any recommended reasonable adjustments can lead to increased productivity, job satisfaction, and overall well-being of the workers.

Moreover, addressing the needs of workers with hearing and visual impairments can prevent potential health-and-safety issues, thereby reducing the risk of workplace accidents and injuries.

## Central Nervous System Vital Signs (CNSVS) Cognitive Assessment

The CNSVS assessment is a comprehensive, computer-based tool used to evaluate the cognitive function of individuals. It is designed to **measure a range of cognitive domains and provide valuable insights into the mental capabilities and potential impairments of a person.**

The CNSVS cognitive assessment can be used as a stand-alone evaluation or as part of a more comprehensive neuropsychological assessment.

CNSVS evaluates several key cognitive domains, memory, psychomotor speed, reaction time, complex attention, executive function, processing speed, motor speed, and cognitive flexibility.

Testing can be undertaken remotely or face-to-face, and by providing a standardised, efficient, and comprehensive assessment, CNSVS plays a crucial role in both providing an understanding of the individual's current cognitive function and supporting them in achieving their full cognitive potential.

## Telehealth Functional Abilities Assessment (TFAA)

A TFAA is a type of assessment **conducted remotely to evaluate an individual's capacity to perform daily tasks and work-related activities**, particularly in the context of a disability, illness, or health condition. It is used to better understand how a person's condition affects their functional abilities, particularly where it is not possible, due to geographic restrictions, to conduct a face-to-face assessment. The TFAA can cover various aspects, such as mobility, dexterity, cognitive functions, and emotional well-being. The goal is to determine the level of support or adjustments needed for the individual to carry out daily activities or work tasks effectively.

The assessment helps by offering tailored recommendations for support or adjustments, providing an accurate report to an employer or insurer, and monitoring pain levels to ensure activities are safe. Additionally, it can support recovery by contributing to a personalised rehabilitation plan, ensuring they receive the right assistance to manage their health and daily responsibilities effectively.



# Rehabilitation Interventions

## Fatigue Rehabilitation Programmes

Fatigue rehabilitation programmes are **occupational-therapist-led services suited to individuals whose ill health is resulting in symptoms of predominantly fatigue and pain**. These symptoms can be limiting their daily activities and ability to work.

The programmes support conditions such as chronic fatigue, fibromyalgia, post-COVID syndrome, cancer, and neurological and chronic musculoskeletal conditions.

Individuals should be motivated to improve their level of function in daily activity and their end-goal be a return to work or sustained work engagement if already at work but experiencing difficulties.

The programmes are provided by experienced healthcare professionals who specialise in rehabilitation and delivered either in group settings or on a one-to-one basis.

## Psychological Therapies - Cognitive Behavioural Therapy (CBT) and Eye Movement Desensitization and Reprocessing (EMDR)

Form Health offers a range of work-focused talking therapies, including CBT and EMDR. **These interventions are designed to address the psychological and emotional barriers that individuals may face in their working environment.**

The benefits of CBT and EMDR are numerous and can significantly improve an individual's quality of life. CBT helps individuals to develop healthier coping mechanisms, improve their problem-solving skills, and enhance their ability to manage stress and anxiety. This can lead to increased productivity, better job satisfaction, and a more positive outlook on work and life. EMDR helps individuals to process and resolve traumatic memories, which can reduce symptoms of post-traumatic stress disorder (PTSD), anxiety, and depression. By addressing these underlying issues, individuals can experience a greater sense of emotional stability and resilience, allowing them to perform better in their working roles.

Form Health's work-focused talking therapies are tailored to meet the unique needs of each individual. Our trusted network of registered counselling and therapeutic practitioners work closely with clients to develop personalised treatment plans that address their specific challenges and goals.

In addition to the direct benefits to the individual, the therapies can also have a positive impact on the workplace as a whole. By helping employees manage their mental health and emotional well-being, employers can create a more supportive and inclusive work environment, leading to reduced absenteeism, improved employee morale, and enhanced organisational performance. Investing in the mental health of employees is not only beneficial for the individual but also for the overall success of the organisation.

## Physiotherapy

Our **work-focused physiotherapy intervention is aimed at providing solutions, treatment, and support, to assist an individual's recovery and safe return to work.**

Our physiotherapists are all highly qualified and experienced, and regulated by the Health Care Professionals Council (HCPC). A programme of treatment can be provided as part of the vocational-rehabilitation process and overseen by the VR consultant, or as a stand-alone intervention.

## Work-hardening Programmes

A physiotherapy-led work-hardening programme is designed to **help individuals regain the physical capabilities needed to return to work after an injury or illness.** This programme focuses on improving mobility, strength, endurance, and motor skills through exercises that mimic real work tasks, such as lifting, pushing, or standing for extended periods. By targeting the specific physical demands of the job, the programme helps individuals build the stamina and strength required for their roles, ultimately enhancing their readiness to return to work. And by improving physical readiness for their job demands, the programme can also reduce the risk of future injuries and help workers safely and confidently transition back to their roles.

Form Health's work-hardening programme is tailored to meet the unique needs of each individual. Our network of experienced physiotherapists work closely with clients to develop personalised treatment plans that address their specific challenges and goals.

In addition to the direct benefits to the individual, Form Health's physiotherapy-led work hardening programme can also have a positive impact on the workplace as a whole. By helping employees manage their physical health and well-being, employers can create a more supportive and inclusive work environment. This can lead to reduced absenteeism, improved employee morale, and enhanced organisational performance.

The programmes may form part of case management directed by a VR consultant, or can be in response to a specific one-off referral where an individual is at work but experiencing difficulty in sustaining a normal working week.



# Specialist Medical Examinations

## Psychiatric Examinations (PE)

Form Health offers comprehensive psychiatric examinations with the primary goal of **determining if a mental-health condition is present, its severity if so, and how it impacts the individual's ability to function in daily life and work.**

The examination typically involves a detailed clinical interview, review of medical records, and sometimes psychological testing.

The examination can be particularly beneficial in helping an individual return to work by providing an objective, impartial assessment of their current mental health, identifying specific barriers to returning to work, and recommending appropriate interventions.

The psychiatric examination can be undertaken remotely, and the report often includes recommendations for workplace accommodations or modifications that can help the individual perform their job duties more effectively.

## Neuropsychological Assessments (NPA)

Form Health provides **comprehensive specialised neuropsychological assessments designed to assist individuals experiencing cognitive difficulties that impact their ability to return to or remain in work.**

These assessments are essential in identifying cognitive deficits, understanding their implications, and developing tailored strategies to enhance work participation and quality of life.

The assessments measure various aspects of cognitive functioning, including working memory, attention, executive function, language, and visuospatial abilities. They are conducted by licensed neuropsychologists who use standardised tests and clinical observations to evaluate the cognitive strengths and weaknesses of an individual.

Many individuals with cognitive impairments face significant barriers when attempting to return to work and our neuropsychological assessments play a crucial role in diagnosing cognitive impairments caused by a range of conditions such as traumatic brain injury, stroke, dementia, and mental-health disorders by pinpointing specific cognitive deficits, helping to formulate effective treatment plans and interventions that can significantly improve an individual's cognitive functioning, overall well-being, and ultimately, a return to work.

Neuropsychological assessments can either be arranged face-to-face or remotely.



## Occupational Health Examinations

Form Health is focused on **optimising the health and well-being of employees.**

When an employee's fitness for work is compromised, our robust and proactive approach to occupational health enables us to work in partnership with management to ensure a coordinated and proactive method when managing unwell or absent employees and getting them back to work as quickly and as safely as possible. The OHA is conducted by a physician in occupational medicine and assesses an employee's health in relation to their work, providing guidance on incapacity and ill-health retirement. Assessments can be completed remotely or face-to-face.

Our occupational health physicians can support with the following:

- Definitive absence management
- Complex long-term sickness absence management
- Advice on capability and disciplinary issues
- Proactive assistance in developing new healthcare protocols

## Independent Medical Examinations (IME)

Independent Medical Examinations are conducted by impartial healthcare specialists to **objectively assess an individual's medical condition.** These examinations are often requested to assess the extent of a current injury or illness.

The Individual Medical Examination involves a thorough review of medical records, a comprehensive examination, and the preparation of a detailed report. It ensures fairness and accuracy in legal, insurance, and occupational-health decisions.

The examination can be invaluable when an individual has not yet attended a consultant or specialist, is on a lengthy waiting list to be seen, has not been referred to a specialist, has not been reviewed recently and therefore the medical information provided is not up to date, or when the medical information provided is conflicting or inconclusive and further information is required to assess the claim.

## Medical Review (MDR)

For those organisations that currently do not have or are unable to utilise the experience of a chief **medical officer (CMO)**, Form Health can offer this important service, conducted by one of our occupational health physicians.

The CMO plays a pivotal role in guiding claims, serving as the cornerstone of medical expertise within the organisation, ensuring that all medical aspects of a claim are thoroughly reviewed and accurately assessed. The CMO brings a wealth of medical knowledge and experience to the table, which is crucial in determining the validity and extent of claims. By meticulously evaluating medical records, diagnostic tests, and treatment plans, the CMO helps to identify any inconsistencies or anomalies that could impact the legitimacy of a claim.

Moreover, the CMO collaborates closely with claims assessors providing them with the necessary medical insights to make informed decisions. This collaborative approach not only enhances the accuracy of claim evaluations but also ensures that policyholders receive fair and justified outcomes.

## Peer Review

The peer-review service offered by Form Health is designed to **assist case managers in challenging the content of submitted medico-legal reports**. It includes three main documents: a set of questions for the report author, a suggested letter of concerns for the opposing representatives, and a complete summary of the case for the case managers.

Key benefits:

- **Cost-effective:** Peer reviews are compiled by experts skilled in interpreting medical evidence, providing a cost-effective means of challenging evidence without involving additional clinical experts.
- **Flexibility:** The peer-review wording can be used verbatim or adapted to fit the case manager's needs.
- **Improved skills:** Peer reviews help case managers improve their skills in interpreting reports and enhance their reputation for challenging sloppy evidence.
- **Quality enhancement:** Over time, the use of peer reviews can drive up the quality of reports received.

Additional Services:

- **Forensic Review of Medical Records (FRMR):** Summarises medical records to detail relevant entries, gaps, and contradictions within reports.
- **Second Opinion Reports and Desktop Reviews:** Provides alternative clinical opinions or challenges existing methodologies.
- **Medico-Legal Reports and Joint Opinions:** Work hand in hand with case managers to shape instructions and questions, identifying and instructing the best expert according to case requirements.



# Training

## Certified Functional Evaluator Courses

Form Health, in conjunction with our Canadian partner, Metriks, is proud to offer comprehensive **certified functional capacity evaluator courses**. This course is designed to equip healthcare professionals with the skills and knowledge necessary to conduct thorough and accurate functional capacity evaluations. These are essential in assessing an individual's ability to perform work-related tasks, ensuring that return-to-work decisions are based on objective, evidence-based measurements, rather than mere estimations.

The FCE course offered by Form Health and Metriks combines online, on-demand training, with face-to-face sessions, providing a flexible, yet thorough learning experience. Participants will gain in-depth knowledge of the major components of an FCE, including the intake interview, clinical-records review, physical examination, and functional testing. This holistic approach ensures that attendees are well prepared to conduct comprehensive functional assessments and provide detailed reports that can guide return-to-work decisions.

One of the key benefits of this course is its emphasis on practical skills. Through a combination of lectures, videos, and hands-on practice, participants will learn how to measure joint range of motion, analyse levels of physical effort, and interpret standardised measurements of function. This practical focus ensures that attendees can confidently apply their new skills in real-world settings, enhancing their professional capabilities and contributing to better outcomes for their clients.

By partnering with Metriks, Form Health brings together a wealth of expertise and resources to deliver a top-tier training programme. Metriks, founded by Kevin Cairns, and David Newman, CEO of Form Health, have been leaders in the field of functional capacity evaluations since 1999, providing healthcare professionals with the education and tools they need to excel in their roles.

## Workshop for Employers: Mental-Health Training

Form Health is committed to enhancing workplace well-being by offering specialised HR line manager mental-health training. This is designed to **equip line managers with the knowledge and skills necessary to support employees facing mental-health challenges**. By providing practical tools and strategies, Form Health ensures that managers can recognise early signs of mental-health issues, offer appropriate support, and create a supportive work environment. The training covers various aspects, including stress management, resilience building, and effective communication techniques.

Mental-health issues can significantly impact employee productivity, absenteeism, and overall job satisfaction. By investing in mental-health training for line managers, employers demonstrate their commitment to employee well-being and create a more inclusive and supportive work environment. This proactive approach can lead to reduced staff turnover rates, improved employee morale, and enhanced organisational performance.

Managers trained in mental-health awareness are better equipped to have open and empathetic conversations with employees, reducing the stigma associated with mental-health problems. Early intervention can prevent minor issues from escalating into more severe conditions, ultimately benefiting both the employees and the organisation.

In addition to the direct benefits to employees, mental-health training for line managers can have a positive impact on the overall organisational culture. A workplace that prioritises mental health fosters a sense of trust and loyalty among employees. It attracts top talent and enhances the company's reputation as a caring and responsible employer.

## Workshop for Employers: Neurodiversity

In addition to mental-health training, HR neurodiversity training is equally important in the workplace, **increasing awareness and understanding of neurodiverse conditions such as autism, ADHD, and dyslexia**. It provides practical strategies for creating an inclusive and supportive work environment that accommodates the unique needs of neurodiverse employees. By equipping HR professionals with the skills to address these needs, employers can foster a culture of empathy, inclusivity, and innovation. This not only enhances employee well-being and productivity but also attracts a diverse talent pool, ultimately benefiting the organisation as a whole.

Our training is designed to:

- Increase awareness and understanding of mental-health issues and neurodiversity
  - Provide practical strategies for creating an inclusive and supportive work environment
- Equip HR professionals with the skills to address the unique needs of neurodiverse employees.



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strategies for work and life

If you'd like to learn more or discuss any of our services in detail, please don't hesitate to get in touch.

-  [Formhealth.com](https://www.formhealth.com)
-  [Form Health UK](#)
-  [backtoform@formhealth.com](mailto:backtoform@formhealth.com)