

Functional Reporting

What is a functional report?

Typically, medical reports are clinical descriptions of the person's condition or diagnosis, usually only interpretable by other medical professionals in the same speciality field, like ENTs, some GPs and speech therapists.

This is not language used or understood by corporate owners, employers, HR managers or insurance brokers, or persons with an impairment wanting to negotiate for their own reasonable accommodations. This type of report normally does not quote or reflect any information specified in any of the official legal documentation on the reasonable accommodation of persons with disabilities, and is therefore of little to no value to either the individual or his/her employer or insurer.

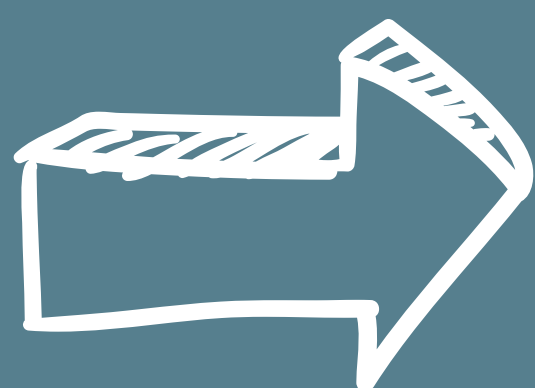


It says nothing about the actual loss, the impact of the loss, the disablement experienced, or the reasonable accommodation required. Mediation is impossible with a clinical report which only describes the clinical loss and recommends an assistive device as management. The report has to cover the clinical description, the functional impact and all the recommendations in line with universal reasonable accommodation principles. This type of functional report will pave the way to a much better understanding on all sides of what it is that the person with the impairment needs and what society can do to relieve any disabilities caused.

A functional report includes details on the impact the individual's loss has on his/her daily life, recommendations for reasonable accommodation which must be backed up by the South African law on the rights of persons with disabilities. Experts on disability rights must be involved in the process of functional report writing so as to address any additional reasonable accommodations needed to ensure that all proposals made are in line with the UN Convention and the White Paper on the Rights of Persons with Disabilities and SA Legislation. Functional reports are not only applicable for the workspace. Any adult with an impairment (or their family) is entitled to a functional report based on their needs and the merits of their case.

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CLICK HERE
for a full explanation



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