

Guidelines for Functional Capacity Evaluation of People With Medical Conditions¹

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Professional community standards mark the development of a profession and facilitate its practice. Functional capacity evaluation has been practiced for many years by physical therapists, occupational therapists, vocational evaluators, and psychologists. Each of these professions has well-developed standards of practice. However, none of the professions has standards for the practice of functional capacity evaluation. We believe that these standards are necessary and that they should be developed on an interdisciplinary basis.

In the absence of formal standards, guidelines that we can recommend to the practicing professional have been developed. These guidelines are based on professional experience as well as a review of scientific and technical materials that have been published in the professional literature. These guidelines are offered as a starting point for the interdisciplinary development of professional standards in functional capacity evaluation.

OVERVIEW

Functional capacity evaluation (FCE) is a comprehensive, objective test of a person's ability to perform work-related tasks (4). The evaluation of functional capacity always carries some degree of risk. Control of this risk so that the "risk-to-

Functional capacity evaluation is an important and widely available service provided by rehabilitation professionals, including many physical therapists. In the absence of agreed-upon professional standards, guidelines for practice have been developed. These guidelines provide a basis for the development of standards of practice which the authors believe should be undertaken on an interdisciplinary basis. These guidelines provide a baseline level of care that should be maintained by physical therapists and others who provide functional capacity evaluation services.

Key Words: industrial rehabilitation, functional capacity evaluation, guidelines

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reward ratio" can be maximized has been a focus of study of the Ergonomic Rehabilitation Research Society, Inc., founded by the authors in 1987.

Five issues must be addressed in the selection and use of any functional test in the field of rehabilitation (5,8,9,11). These issues, presented in hierarchical order, are:

- 1) **Safety**—Given the known characteristics of the evaluatee, the procedure should not be expected to lead to injury;
- 2) **Reliability**—The test score should be dependable across evaluators, evaluatees, and the date or time of test administration;
- 3) **Validity**—The interpretation of the test score should be able to predict or reflect the

evaluatee's performance in the target work setting;

- 4) **Practicality**—The cost of the test procedure should be reasonable and customary. Cost is measured in terms of the direct expense of the test procedure plus the amount of time required of the evaluatee plus the delay in providing the information derived from the procedure to the referral source; and
- 5) **Utility**—The usefulness of the procedure is the degree to which it meets the needs of the evaluatee, referrer, and payor.

These five factors relate to each other in a dynamic manner such that a decision to emphasize or minimize one of the factors usually will affect

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