

Impact of Primary Presenting Concerns on Work and Personal Functioning

(Impact Rating Categories for Form B)

Severity Rating	Work Functioning	Personal Functioning
None	<i>Nil or minimal impact on work duties</i> eg: functioning well at work despite any fluctuating change/demands, engaging in all normal duties, satisfied with work	<i>Nil or minimal impact on life functioning</i> eg: seeking advice for issues, no routines changed, no subjective distress
Mild	<i>Mild impact on work functioning and attitudes, but coping well with assigned tasks. Mild but expected reactions to workplace stressors/change/demands</i> eg: briefly falling behind in duties, mild concentration problems, mild morale issues	<i>Mild reactions of stress, anxiety or depression which do not greatly inhibit social & life functioning, but create subjective distress</i> eg: temporary withdrawal from some social contact, routines interrupted, falling behind in chores, some changes in sleep and appetite, some negative thinking or worry
Moderate	<i>Moderate impact on working behaviour and attitudes</i> eg: regularly falling behind in tasks, poor motivation, moderate concentration problems, causing potential mistakes and requiring increased break time, causing relationship/conflict issues with co-workers, or withdrawal, days off or avoiding work/thoughts of leaving the organisation	<i>Regular reactions causing moderate subjective distress and moderate disturbance in life and social functioning</i> eg: depressed mood, sleeping problems, weight changes, moderate phobias causing disruption to one or more areas of life, withdrawal from social contacts, or conflicts with family/friends, withdrawing from normal life/social activities, problematic alcohol or drug use
Serious	<i>Pervasive and serious disturbance in work functioning and attitudes</i> eg: marked concentration problems with potential to cause mistakes, regularly taking days off or periods off work (2-7 days), serious thoughts/plans about leaving the organisation, can't perform full range of normal duties, working relationships breaking down	<i>Pervasive and serious disturbance in life functioning and social functioning</i> eg: withdrawn from significant others, depressed, highly anxious, serious phobias/anxieties restricting wide range of usual activities, serious alcohol or drug abuse, serious disturbance in thinking and behaviour
Severe	<i>Persistent, severe work disturbance, leading to inability to perform duties, requiring direct workplace intervention</i> eg: not at work (time off for long periods - months), can't perform duties, complex/sustained workplace conflict, perpetrating/seriously contemplating physical assault at work	<i>Persistent, severe disturbance in functioning, leading to inability to function in all areas of life, requiring specialist medical/psychiatric/hospital intervention or supervision</i> eg: extreme mental distress, clinical condition (major depression, psychosis, PTSD) requiring hospitalisation, total isolation from usual close contacts, at risk of harming self or others (suicidal, extreme substance abuse)