

Common Long COVID Work Accommodations

Please review the chart for common language for specific functional limitations, work accommodations, and readiness indicators for return to work for individuals living with Long COVID and PEM. This chart also aligns with the FUNCAP functional self-assessment questionnaire. You can have your patients complete this assessment and based on areas with low scores (<5), it can help guide your recommendations. Please note these recommendations are more general. Further discussion may be required to make it specific to an individual's limitations, their roles and responsibilities outside of work (ie: parent, caregiver) and the type of job they are returning to (ie: physical job vs. desk job).

FUNCAP Section	Specific Functional Limitation	Implications for Work/Possible Accommodations
Personal hygiene/basic functions	Decreased independence and/or tolerance for activities of daily living (toileting, showering, dressing).	<ul style="list-style-type: none"> • If an individual cannot manage at home, they are not ready to return to work.
Walking – moving around	Patient unable to walk more than ____m without symptom exacerbation.	<ul style="list-style-type: none"> • If a patient cannot tolerate the walking required for daily activities (walking short distances indoors), they are not ready to return to work. • Patient may require sedentary and remote work due to being unable to tolerate walking at work, and the commute to get to/from work. • Patient may require dedicated parking spot or SPARC Pass, if remote work is not an option.
Being upright	Patient unable to tolerate upright position (sitting or standing) for more than ____ minutes without symptom exacerbation. *Please note individuals with POTS often have worsened symptoms in the morning and may require extra time to complete morning routine.	<ul style="list-style-type: none"> • Patient may require work set up in a reclined position. • Patient may require frequent and unscheduled rest. • Patient may require a private and quiet dedicated rest space allowing for a reclined and/or supine position. • Patient may require remote work due to being unable to tolerate the upright time required for commuting to/from work. • Patient may require a modified and reduced work schedule. For example, patient can only work ____ hours per day for ____ days per week. • *Patient may also require flexible schedule or later start time.



FUNCAP Section	Specific Functional Limitation	Implications for Work/Possible Accommodations
		<ul style="list-style-type: none"> • Patient may require alternating days off. (Non-consecutive workdays)
Activities in the home	<p>Patient unable to tolerate instrumental activities of daily living. This may be due to the physicality of heavier housework like washing floors and vacuuming. This may also be due to the cognitive demand of multi-tasking.</p> <p>Depending on the job demands, the physical limitation may be written as: Patient unable to tolerate _____ (lifting/moving/pushing/bending/pulling), ____ (weight) for _____ (repetitions/time) without PEM.</p> <p>Please refer to concentration section for the cognitive limitation.</p>	<ul style="list-style-type: none"> • If an individual cannot manage physical tasks at home, they are less likely to be ready to return to a physical job. • May require sedentary work and modified work duties that do not require sustained physical activity. • May require modified and reduced work schedule. • If an individual cannot manage multi-tasking at home, they are less likely to be ready to return to a cognitively demanding job or may require modified job duties. Please see concentration section.
Communication	<p>Patient unable to tolerate conversation for more than ____ minutes with:</p> <ul style="list-style-type: none"> • one-on-one • three or more speakers • large group (more than three speakers) 	<ul style="list-style-type: none"> • Patient may require a private space or remote work to limit interruptions. • Patient may benefit from frequent check-ins with supervisor/colleagues rather than attending large meetings. • Patient may require modified duties to reduce interactions with others (coworkers, customers etc.)
Activities outside your home	<p>Patient unable to tolerate more than ____ min/hours outside the home without worsening symptoms.</p>	<ul style="list-style-type: none"> • Patient may not be ready to return to work, if unable to tolerate their daily activities and responsibilities outside the home. • Patient may require remote work.
Reactions to light and sound	<p>Patient unable to tolerate more than ____ min/hours of ____ sensory stimulation</p> <ul style="list-style-type: none"> • light (fluorescent or bright light) • sound • crowded space (visual movement) • smells 	<ul style="list-style-type: none"> • Patient may require private and/or remote work where they have more control over the environmental stimulation. • Patient may require modifications to their workstation lighting (no fluorescent light, lamps instead of overhead lighting, access to natural light). • Patient may require use of sensory dampening tools (ear plugs, noise-cancelling headphones, sunglasses, ball cap).

FUNCAP Section	Specific Functional Limitation	Implications for Work/Possible Accommodations
		<ul style="list-style-type: none"> • Patient may require a private and low sensory environment to rest.
Concentration	<ul style="list-style-type: none"> • Patient unable to tolerate more than ____ min/hours of concentration without worsening symptoms. 	<ul style="list-style-type: none"> • Patient may require flexible unscheduled breaks in addition to scheduled breaks and patient may require breaks every ____ min/hours for ____ min/hours. • Patient may require a modified and reduced work schedule. For example, patient can only work ____ hours per day for ____ days per week. • Patient may require alternating days off. (Non-consecutive workdays) • Patient may require support from colleagues to review documents/reports.