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**The impact of cognitive impairment on the workplace (employer and employee) and needed collaboration between the employer and the specialists**

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The burden of Brain Disorders on the society is immense and can be considered one the top global health challenges of the 21st century. This is one of the findings of a recent report, coordinated by the European Brain Council (EBC) and the European College of Neuropsychopharmacology (ECNP). The societal and workplace burden increases when the net is cast a little wider to include the broader area of Cognitive Impairment due to various etiologies. Cognitive Impairment can develop gradually as a result of a disease, or suddenly as a result of a specific injury. In either case, the individual may seem to make a full recovery, but may have subtle “invisible” cognitive impairment, which may have a major negative impact on their work ability and productivity. This in turn has a major cost effect on the employer with regards to direct costs (salary, sick leave, etc.) as well as indirect costs (burnout of and resignations by other employees taking on an extra load, decreased production, etc). How do we manage individuals with cognitive impairment? Fulfilling our ethical obligation, we as health care practitioners have to take hands with organisations, collaborating in the design and implementation of programmes and systems to work in the best interest of the individuals and the organisations.

**Biography**

Pani Schutte has completed two Masters degrees in Psychology and Clinical Psychology and a DPhil in Psychology from Stellenbosch University. The topic of her study was Exposure Therapy and Brain Metabolic Changes in the Treatment of PTSD. Dr Schutte is currently the Senior Station Psychologist at Koeberg Nuclear Power Station, Eskom Holdings SOC, South Africa. The main focus of her role is providing assurance to the National Nuclear Regulator, and thereby to the public, that no adverse event will occur at KNPS due to psychological deficiencies of nuclear operators. Dr Schutte has a strong interest in Neuropsychological Assessments and Interventions. She has published and presented over 15 papers, both nationally and internationally.

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