

Guidelines for modified work

(Use to develop modified work plan)

This document provides a list of typical physical limitations for common injuries. These limitations are guidelines to help develop an appropriate offer of selective/light employment or a return-to-work plan.

<p><u>Low Back</u></p> <p>Ensure:</p> <ul style="list-style-type: none"> The worker can self-pace and/or take micro breaks The worker can change position between walking, standing, and sitting <p>Limit:</p> <ul style="list-style-type: none"> Walking on uneven ground Lifting and carrying to light or medium loads, depending on frequency and postures <p>Avoid:</p> <ul style="list-style-type: none"> Jarring Repetitive bending Long periods of static standing or sitting Extreme bending of the back Twisting of the back 	<p><u>Shoulder</u></p> <p>Ensure:</p> <ul style="list-style-type: none"> The worker can self-pace and/or take micro breaks. <p>Limit:</p> <ul style="list-style-type: none"> Climbing ladders Activities using arm above shoulder level, including reaching down Activities which require lifting and carrying to light or medium loads <p>Avoid:</p> <ul style="list-style-type: none"> Holding the arm outstretched for periods especially while holding weights and applying force Lifting and carrying with arm above shoulder level 	<p><u>Knee</u></p> <p>Ensure:</p> <ul style="list-style-type: none"> The worker can self-pace and /or take micro breaks The worker can occasionally elevate the knee The worker can frequently change position between standing, walking, and sitting <p>Limit:</p> <ul style="list-style-type: none"> Walking on uneven ground <p>Avoid:</p> <ul style="list-style-type: none"> Long periods of standing or walking Deep squatting, kneeling, or crouching Pivoting of the knee Participating in activities requiring bracing, balancing, or running Stair use or ladder climbing 	<p><u>Ankle</u></p> <p>Ensure:</p> <ul style="list-style-type: none"> The worker can occasionally elevate the ankle The worker can self pace and/or take micro breaks <p>Limit:</p> <ul style="list-style-type: none"> The use of stairs <p>Avoid:</p> <ul style="list-style-type: none"> Long periods of standing or walking Walking on uneven ground Climbing ladders Deep squatting and crouching Activities requiring balancing, bracing, or running
<p><u>Elbow/Forearm</u></p> <p>Ensure:</p> <ul style="list-style-type: none"> The worker can self-pace and/or take micro breaks <p>Limit:</p> <ul style="list-style-type: none"> Repetitive or sustained gripping, especially where high forces are required Repetitive elbow bending The total time spent keyboarding or driving The use of impact tools (including power tools and hammers) <p>Avoid:</p> <ul style="list-style-type: none"> Hanging weights Forearm rotations Pressure on the elbow 	<p><u>Wrist/Hand</u></p> <p>Limit:</p> <ul style="list-style-type: none"> Repetitive gripping, especially where high or sustained forces are needed Lifting and carrying to light or medium loads The total time keyboarding or driving <p>Avoid:</p> <ul style="list-style-type: none"> Extreme postures of the wrist, especially with force 	<p><u>Neck</u></p> <p>Ensure:</p> <ul style="list-style-type: none"> The worker can self-pace and/or take micro breaks <p>Limit:</p> <ul style="list-style-type: none"> Activities with arms above shoulder level, including reaching down Activities with lifting and carrying to light or medium loads Hanging weights Ladder climbing <p>Avoid:</p> <ul style="list-style-type: none"> Lifting and carrying with arms above shoulder level Extremes of looking up, down or over the shoulder, especially if sustained for more than a few seconds 	

Strength categories for handling loads

National Occupational Classification (NOC) is the nationally accepted reference on occupations in Canada and provides a standardized framework for definitions such as pulling, pushing, lifting and/or moving objects during the work performed.

The NOC defines strength used in handling loads (e.g. pulling, pushing, lifting and/or moving objects during the work performed) as follows:

Limited: Work activities involve handling loads up to 5 kg

Light: Work activities involved handling loads of 5 kg but less than 10 kg

Medium: Work activities involve handling loads between 10 and 20 kg

Heavy: Work activities involve handling loads more than 20 kg