Appendix F: Guidelines for Modified and Alternate Work – Standard Abilities

Month/2021

Source: Worksafe BC with permission

**(Organization's Logo)**

**Guidelines for Modified and Alternate Work - Standard Abilities**

As you are aware, (Organization's Name) has developed a return to work program which provides modified or alternate duties for workers who are unable to perform their full regular job duties due to a workplace injury. While waiting for a completed Functional Abilities Form (FAF), if safe to do so, it is the expectation you work to your tolerance level until clarity of your abilities is received. As a guide we will use standard physical abilities based upon common injuries.

**I have checked off the area of the body that applies to your injury:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| □ Low Back | □ Neck | □ Shoulder | □ Upper Extremity (including wrist, hand,  elbow, forearm) | □ Lower Extremity (including hip, knee,  ankle, foot) |
| **Ensure:** | **Ensure:** | **Ensure:** | **Ensure:** | **Ensure:** |
| - self-pace and/or | - self-pace and/or | - self-pace and/or | - self-pace and/or take | - self-pace and/or take |
| take micro breaks | take micro breaks | take micro breaks | micro breaks | micro breaks |
| - change position |  |  |  | - occasionally elevate |
| b/w walking, |  |  |  | knee/ankle/foot |
| standing, sitting |  |  |  | - frequently change |
|  |  |  |  | position b/w standing, |
|  |  |  |  | walking, sitting |
| **Limit:** | **Limit:** | **Limit:** | **Limit:** | **Limit:** |
| - walking on | - activities with | - climbing ladders | - repetitive/sustained | - walking on uneven |
| uneven ground | arms above | - activities using arm | gripping | ground |
| - lift/carry to light | shoulder level, | above shoulder | - repetitive elbow | - use of stairs |
| or medium loads, | including reaching | level, including | bending |  |
| depending on | down | reaching down | - total time spent |  |
| frequency and | - lift/carry to light | - activities which | keyboarding/driving |  |
| postures | or medium loads | require | - lift/carry to light or |  |
|  | - hanging weights | lifting/carrying to | medium loads |  |
|  | - ladder climbing | light or medium | - use of impact tools |  |
|  |  | loads |  |  |
| **Avoid:** | **Avoid:** | **Avoid:** | **Avoid:** | **Avoid:** |
| - jarring | - lifting/carrying | - holding arm | - hanging weights | - long periods of |
| - repetitive | with arms above | outstretched for | - forearm rotations | standing/walking |
| bending | shoulder level | periods esp. while | - pressure on the | - deep squatting, |
| - long periods of | - extremes of | holding weights & | elbow | kneeling, crouching |
| static | looking up, down | applying force | - extreme wrist | - pivoting of knee |
| standing/sitting | or over the | - lift/carry with arm | postures, esp. with | - running, balancing, |
| - extreme bending | shoulder, esp. if | above shoulder level | force | bracing |
| - twisting | sustained for |  |  | - stairs, ladders |
|  | more than a few |  |  | - walking on uneven |
|  | seconds |  |  | ground |

**Strength Categories for Handling Loads Based on National Occupational Classification (NOC)**

Limited: work activities involve handling loads up to 5 kg (11 lbs)

Light: work activities involve handling loads of 5 kg (11 lbs) but less than 10 kg (22 lbs) Medium: work activities involve handling loads between 10 kg (22 lbs) and 20 kg (44 lbs) Heavy: work activities involve handling loads more than 20 kg (44 lbs)