**Guidelines for modified work**

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.

### Low Back
**Ensure:**
- The worker can self-pace and/or take micro breaks
- The worker can change position between walking, standing, and sitting

**Limit:**
- Walking on uneven ground
- Lifting and carrying to light or medium loads, depending on frequency and postures

**Avoid:**
- Jarring
- Repetitive bending
- Long periods of static standing or sitting
- Extreme bending of the back
- Twisting of the back

### Shoulder
**Ensure:**
- The worker can self-pace and/or take micro breaks.

**Limit:**
- Climbing ladders
- Activities using arm above shoulder level, including reaching down
- Activities which require lifting and carrying to light or medium loads

**Avoid:**
- Holding the arm outstretched for periods especially while holding weights and applying force
- Lifting and carrying with arm above shoulder level

### Knee
**Ensure:**
- The worker can self-pace and/or take micro breaks.

**Limit:**
- The worker can occasionally elevate the knee
- The worker can frequently change position between standing, walking, and sitting

**Avoid:**
- 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

### Ankle
**Ensure:**
- The worker can occasionally elevate the ankle
- The worker can self pace and/or take micro breaks

**Limit:**
- The use of stairs

**Avoid:**
- Long periods of standing or walking
- Walking on uneven ground
- Climbing ladders
- Deep squatting and crouching
- Activities requiring balancing, bracing, or running

### Elbow/Forearm
**Ensure:**
- The worker can self-pace and/or take micro breaks

**Limit:**
- 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)

**Avoid:**
- Hanging weights
- Forearm rotations
- Pressure on the elbow

### Wrist/Hand
**Limit:**
- Repetitive gripping, especially where high or sustained forces are needed
- Lifting and carrying to light or medium loads
- The total time keyboarding or driving

**Avoid:**
- Extreme postures of the wrist, especially with force

### Neck
**Ensure:**
- The worker can self-pace and/or take micro breaks.

**Limit:**
- Activities with arms above shoulder level, including reaching down
- Activities with lifting and carrying to light or medium loads
- Hanging weights
- Ladder climbing

**Avoid:**
- 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