

THE FOLLOWING LIST WILL HELP YOU IDENTIFY WAYS IN WHICH AN INJURED WORKER MIGHT BE ACCOMMODATED

Temporary Accommodation

Light Duties: Demand less physical exertion than pre-injury job. Worker's duties are limited according to the recommendations of the health care provider.

Lesser Duties: The worker performs reduced duties at a slower pace.

Alternate Duties/Tasks: Although the worker may be unable to perform regular duties, he or she may be able to perform other duties within his or her limitations. The worker must have the necessary skills and abilities to perform these duties competently and safely. A short-term skill development-training program to upgrade skills may be required.

Reduced Hours: The number of work hours may be reduced to match the worker's tolerance level.

Temporary Accommodation as Treatment: The employer may be asked by the health care provider to make certain additional modifications to the worker's job to accommodate the treatment process. These modifications include work hardening, extended therapy, and graduated duties.

Work Hardening: Work duties may be used as part of a conditioning and strengthening process. The work is designed to progressively increase the worker's physical ability until he or she is able to perform his or her regular duties.

Extended Therapy Program: The health care provider designs a treatment program incorporating actual work duties in a work setting. Under supervision, the worker's usual work duties are gradually added. This ensures that the duties are performed correctly and are within the worker's ability.

Graduated Return-to-Work Program: Work accommodations are made to allow the worker to return to work as soon as medically able and to gradually resume regular duties as recovery allows.

Permanent Accommodation

If it is determined that the injured worker is unable to return to his or her pre-accident duties, a permanent accommodation may be required. The employer may be asked to participate in identifying an appropriate job change. This may include training on the job and work assessment.

Training on the Job: The work site may be used to train an injured worker in a new job. Work is performed under the supervision of a qualified worker and the program is intended as preparation for a specific job. This program is most effective if a job is available with the training employer following the training period.

Work Assessment: The worker performs the job under supervision to evaluate if he or she has the ability to perform their job duties. This may be required prior to training on the job or enrolling in academic or technical training programs.