

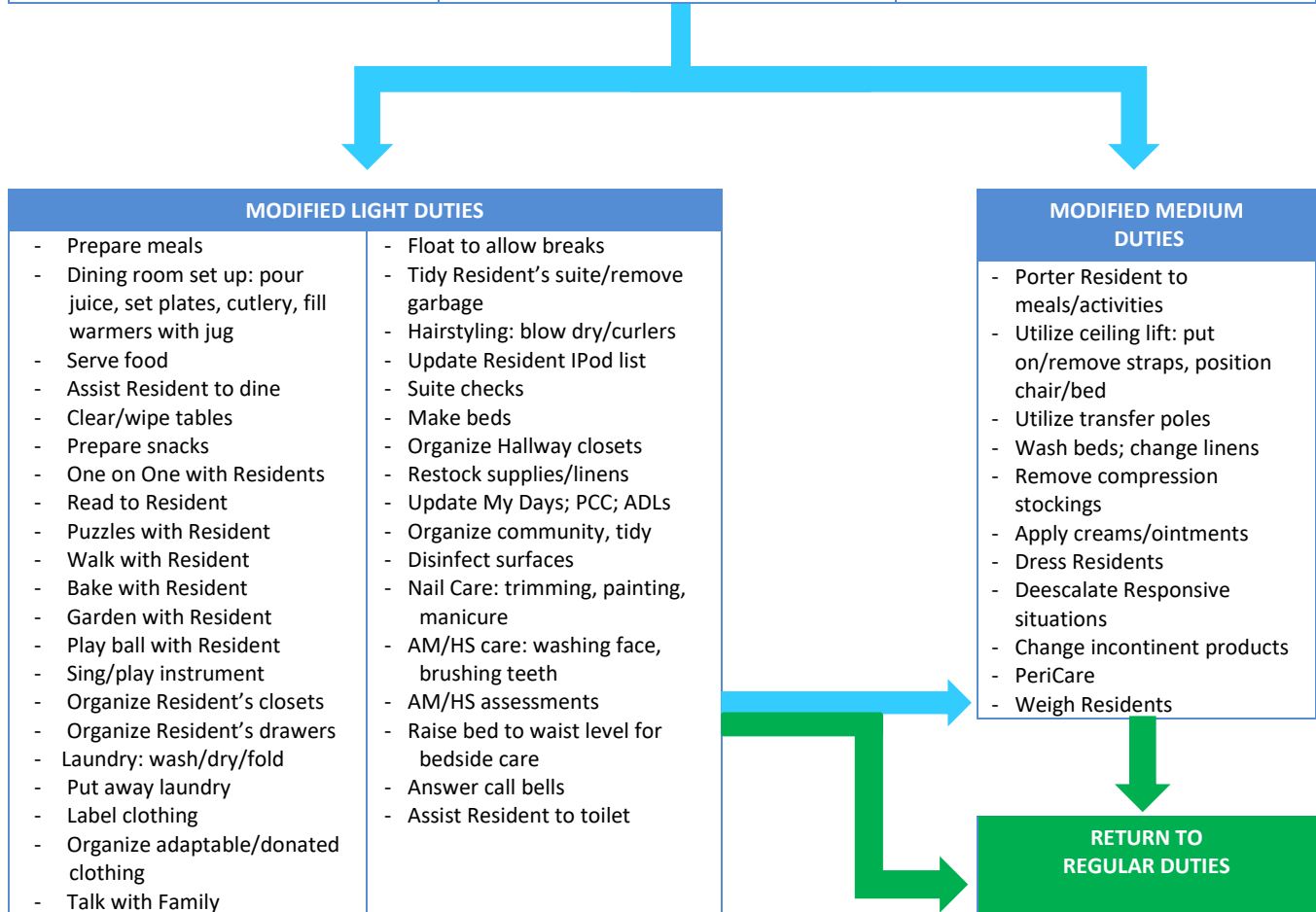


Baptist Housing Modified Duties Care Assistant Back Injuries

The goal of modified duties is to help your injured Team Member rehabilitate on the job so he/she can transition back to regular pre-injury duties. This guide provides modified duties that can be assigned following an injury. The duties are divided into two categories: **Light** duties that may be required initially and **Medium** duties that allow injured Team Members to work toward their full pre-injury jobs.

Note: Planning modified duties is a collaborative process involving the supervisor, the injured Team Member and his/her health-care provider (as necessary).

| *TYPICAL PHYSICAL LIMITATIONS FOR BACK INJURIES* | | |
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| <p>Ensure</p> <p>The team member can self-pace and/or take micro breaks The worker can change positions between walking, standing and sitting</p> | <p>Limit</p> <p>Walking on uneven ground Lifting and carrying to light or medium loads, depending on frequency and postures</p> | <p>Avoid</p> <p>Jarring Repetitive bending Long periods of static standing or sitting Extreme bending of the back Twisting of the back</p> |



* These "Typical Physical Limitation" guidelines are based on data from the *Official Disability Guidelines* (ODG), published by the Work Loss Data Institute. Ensure that assigned duties are appropriate, given the worker's current limitations and restrictions (as specified by the worker, health-care provider, and the typical physical limitations provided).