

Alternate Ideas for Return to Work Duties

General Industry

Use this chart to find possible transitional job duties for recovering workers. The ideas presented here should be adapted to your own situation to help the returning employee be as productive as possible. Always evaluate the unique conditions of an employee's injury when assigning transitional duties.

Alternative Duty Options	Type of Injury		
	Back	Lower Extremity	Upper Extremity
Attend vendor-provided specialty or recurring training (CDL, CPR, animal behavior)	Yes	Yes	Yes
Comparison shopper (suppliers providing best product/prices, what prices/services are competitors offering?)	Yes	Yes	Yes
Conduct ergonomic assessments	Yes	Yes	Yes
Conduct customer opinion surveys (via telephone)	Yes	Yes	Yes
Create Job Safety Analysis (JSA)	Yes	Possible	Yes
Cross trainer/mentor	Yes	Yes	Yes
Develop safety training schedule, identify and schedule topics/trainers	Yes	Yes	Yes
Label pipes/conduit/breaker boxes	Yes	Yes	Yes
Light maintenance (dragging gravel lot, planting, watering)	No	Possible	Possible
Mail/fax delivery for small packages	Possible	Possible	Yes
SDS book updater/organizer	Yes	Yes	Yes
Parking lot inspector/maintenance	Possible	Possible	Yes
Portable power tool inspector/inventory taker	Yes	Possible	Yes
Quality control inspector	Yes	Yes	Yes
Research laws/regulations pertaining to industry	Yes	Yes	Yes
Review and update safety programs (accident prevention program, evacuation maps, etc.)	Yes	Yes	Yes
Review, evaluate and recommend safety training videos for staff training	Yes	Yes	Yes
Rotate/replace/update/clean warning signs/posters	Yes	Yes	Yes
Safety inspector on fire extinguishers, extension cords, first aid kits, emergency exit routes, etc.	Yes	Yes	Yes
Safety program trainer	Yes	Yes	Yes
Site housekeeping (pick up debris, organize equipment)	Possible	Possible	Yes
Special research projects (industry trends)	Yes	Yes	Yes
Take company vehicles to shop for service (oil change, tire rotation, etc.)	Possible	Possible	Yes
Tool room attendant/sharpener or tool and property engraver	Yes	Yes	No
Trade show booth person	Possible	Possible	Possible
Translate important documents into commonly used foreign languages	Yes	Yes	Yes
Vehicle inspector	Yes	Yes	Yes
Vehicle/equipment washer	Possible	Possible	Possible
Videotape operator for record of property or process	Yes	Yes	Yes