

Disability Duration Guidelines



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Introduction

The Saskatchewan WCB uses these guidelines to determine which workers might require additional case management and/or medical services to reach maximum recovery and return to work.

Recovery Time

Many factors influence recovery time, i.e. psychosocial considerations, age, associated medical conditions, complications, and treatment including surgery and medications. It is important that these are taken into account when using these guidelines. Refer to Factors Influencing Duration of Disability section for more information.

Return to Work

The guidelines give an estimate of the approximate time required for workers to return to work after various work-related injuries and treatments. It should be emphasized that:

- The maximum time given is not necessarily a definite RTW date, but rather the time when questions should be asked as to why the worker has not returned to work.
- The questions may be answered by medical reporting, discussion with the treating physician or it may be necessary to attend an independent assessment team review.
- These guidelines are specific to the injured part (e.g. fracture, tendon rupture, etc.) yet take into account that the worker need not lose time away from work if modified or alternate job duties are available or work duties may be safely performed using uninjured limbs, without compromising treatment.

Permanent Functional Impairment (PFI)

With respect to PFI, the following terms are utilized in the Guidelines:

Term	Definition
Not anticipated	Complete recovery anticipated
Possible	Injury may result in some assessable impairment depending on case.
Expected	PFI anticipated or scheduled

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- The *Medical Disability Advisor - Workplace Guidelines for Disability Duration* by Presley Reed, M.D., Second Edition, 1994. This resource is the industry standard, supported by occupational health and safety associations in United State and Canada.
- External clinical experience
- Alberta WCB experience.

No warranty of any kind, implied, expressed or statutory, including, but not limited to, the warranties of merchantability or fitness for a particular purpose is given with respect to the contents of the Guidelines.

Disclaimer

These Disability Duration Guidelines are not intended to provide strict rules for these conditions in all workers. The Guidelines have been prepared to assist case managers and care providers in medical management of claims.

No warranty of any kind, implied, expressed or statutory, including, but not limited to, the warranties of merchantability or fitness for a particular purpose is given with respect to the contents of the Guidelines.

Injury duration may vary from these guidelines if, in the judgment of the WCB or care provider, variance is warranted:

- To meet the health care needs of the workers
- To fall within standards generally accepted by the health care community.

In determining the expected length of disability, the physical and other specific requirements of the job to which an injured worker is to return must be considered. Disability Duration Guidelines classify all jobs into categories based on their physical requirements - sedentary, light, medium, heavy and very heavy. These categories are accepted by occupational health professionals in both the United States and Canada.

These guidelines are specific to the injured part (e.g. fracture, tendon rupture, etc.) that take into account that the work need not lose time away from work if modified or alternate job duties are available or work duties may be safely performed using uninjured limbs, without compromising treatment.

These Guidelines cannot be used to determine the period for which benefits are paid.

Job Classifications

The job classifications in the tables are taken from the U.S. Department of Labor's Dictionary of Occupational Titles, and are comparable to those classifications as found in the National Occupational Classification Career Handbook (NOC-CH).

Sedentary Work - Exerting up to 10 pounds of force occasionally and/or a negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief periods of time. Jobs are sedentary if walking and standing are required only occasionally and all other sedentary criteria are met.

Light Work - Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force frequently, and/or negligible amount of force constantly to move objects. Physical demand requirements are in excess of those for sedentary work. Light work usually requires walking or standing to a significant degree. However, if the use of the arm and/or leg controls require exertion of forces greater than that for sedentary work, and the worker sits most of the time, the job is rated light work.

Medium Work - Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.

Heavy Work - Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.

Very Heavy Work - Exerting in excess of 100 pounds of force occasionally, and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects.

Factors Influencing Duration of Disability

A. General Factors

Some important factors that may influence duration of disability include:

Psychological Factors

- Motivation to return to work
- Attitude of employer towards employee
- Availability of co-worker to help out
- Pre-existing psychological condition(s)
- Prior experience with injury/illness

Age

- Age may contribute to the course/progress of recovery/healing

Complications

- Medical complications resulting from the primary condition and/or subsequent therapeutic procedures

Medication

- Medications can restrict the type of work an individual can safely perform

Individual Variation

There may be different durations of disability among workers with the same injury/illness or undergoing the same procedure because of:

- Severity of the condition
- Individual response to treatment
- The course of recovery
- Late diagnosis
- Whether treatment is medical or surgical
- Presence of pre-existing or incidental condition(s)

B. Fractures

Factors that may influence duration of disability:

- Age
- The specific fracture
- The stability of the fracture
- Direction and degree of displacement
- Degree of comminution
- Extent of articular damage
- Severity of associated soft tissue injury (nerves, blood vessels, tendons and ligaments)
- Promptness, method and adequacy of treatment
- Duration of immobilization
- Presence of complications
- Surgical treatment
- Life style/occupational requirements
- Pre-existing or incidental condition(s) e.g. osteoporosis

C. Dislocations

Factor that may influence duration of disability:

- Which joint is involved
- Direction and degree of displacement
- Severity of associated damage to ligaments, tendons, or articular surfaces
- Neurovascular damage
- Type and promptness of treatment
- Life style/occupational requirements
- Pre-existing or incidental condition(s)

D. Sprains and Strains

Factor that may influence duration of disability:

- Severity of the injury
- Location
- Need for surgical repair
- Timing of surgical repair
- Promptness of treatment
- Life style/occupational requirements
- Pre-existing or incidental condition(s)

E. Amputations

Factors that may influence duration of disability:

- An underlying disease process
- The particular limb or digit amputated
- Whether dominant or non-dominant hand/arm is involved

- Complications
- Life style/occupational requirements
- Pre-existing or incidental condition(s)

F. Procedures

Factors that may influence duration of disability:

- The condition for which the procedure is done
- Whether dominant or non-dominant hand/arm is involved
- Complications
- Joint involved
- Lifestyle/occupational requirements
- Pre-existing or incidental condition(s)

General Procedures

Head/Trunk/Spine

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	1 day - 1 week	Not anticipated
Light Work	1 day - 2 weeks	
Medium Work	1 day - 2 weeks	
Heavy Work	1 day - 2 weeks	
Very Heavy	1 day - 2 weeks	

Miscellaneous Soft Tissue Injuries (all body regions):

Bursitis:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 day - 2 week	Not anticipated
Light Work	0 day - 3 weeks	
Medium Work	1 week - 4 weeks	
Heavy Work	1 week - 6 weeks	
Very Heavy	1 week - 8 weeks	

Open Wounds:

Lacerations and Punctures: superficial		
I Single Fusion		
Job Classification	RTW- Minimum/Maximum	PFI
Sedentary Work	0 days - 2 weeks	Not anticipated
Light Work	0 days - 2 weeks	
Medium Work	1 week - 2 week	
Heavy Work	1 week - 2 week	
Very Heavy Work	1 week - 2 week	
Complex:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	by report	Possible 12 Months
Light Work	by report	
Medium Work	by report	
Heavy Work	by report	
Very Heavy Work	by report	

Contusion: usually not disabling		
Job Classification	RTW- Minimum/Maximum	PFI
Sedentary Work	0 days - 2 weeks	Not anticipated
Light Work	0 days - 2 weeks	
Medium Work	0 days - 2 weeks	
Heavy Work	0 days - 2 weeks	
Very Heavy	0 days - 2 weeks	

Crash Injury:		
Job Classification	RTW- Minimum/Maximum	PFI
	by report if return to work more than 4 weeks	Possible 18 Months

Complications of Trauma or Surgical Procedures	
	PFI
<ol style="list-style-type: none"> 1. Deep vein thrombosis 2. Pulmonary embolus 3. Fat emboli 4. Infection 	Be guided by reports and Medical Advisor review

Scapula	
Job Classification	PFI
Sedentary Work	Possible 18 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Nerve Injuries of Extremities

There are usually other injuries involved with major nerve injuries (i.e. crush injury). The return to work date will often depend on the severity of the combined injuries.

Upper Extremities

Upper Extremities: Fractures

Clavicle : Shaft	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Humerus:	
Job Classification	PFI
Sedentary Work	Possible 12 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Radius: shaft	
Job Classification	PFI
Sedentary Work	Not Anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Ulna: shaft	
Job Classification	PFI

Sedentary Work	Not Anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Radius and Ulna: shaft	
Job Classification	PFI
Sedentary Work	Not Anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Colles Fracture:	
Job Classification	PFI
Sedentary Work	Possible 18 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Carpal Bones: excluding scaphoid	
Job Classification	PFI
Sedentary Work	Possible 18 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Scaphoid Bone: any evidence of avascular necrosis/non-union requires Medical Advisor opinion	
Job Classification	PFI

Sedentary Work	Possible 24 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Metacarpal Bones	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Phalanges	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Upper Extremities: Dislocations

Acromioclavicular (AC) Joint and Sternoclavicular (SC) Joint:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 3 weeks	Possible 18 Months
Light Work	0 days- 4 weeks	
Medium Work	2 weeks- 6 weeks	
Heavy Work	3 weeks - 8 weeks	
Very Heavy Work	4 weeks- 8 weeks	

Includes all sprains (Grade I-III) treated non-surgically.

Glenohumeral Joint: traumatic anterior and posterior and first time dislocation (different for multidirectional instability and for multiple

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 2 weeks	Possible 18 Months
Light Work	1 week - 4 weeks	
Medium Work	1 weeks- 4 weeks	
Heavy Work	4 weeks - 6 weeks	
Very Heavy Work	4 weeks- 6 weeks	

Elbow:

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	1 week - 3 weeks	Expected 18 Months
Light Work	2 week - 6 weeks	
Medium Work	4 weeks- 8 weeks	
Heavy Work	6 weeks - 10 weeks	
Very Heavy Work	6 weeks- 12 weeks	

Wrist: includes distal radial ulnar joint

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 days- 2 weeks	Expected 24 Months
Light Work	1 week - 4 weeks	
Medium Work	2 weeks- 6 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Finger or Thumb Joints: interphalangeal joints (all) and distal interphalangeal (DIP) and proximal interphalangeal (PIP) joints of the finger

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 1 week	Not anticipated
Light Work	0 days - 2 weeks	
Medium Work	1 weeks- 3 weeks	
Heavy Work	1 weeks - 4 weeks	
Very Heavy Work	1 weeks- 4 weeks	

Metacarpophalangeal (MCP) Joint(s):

Job Classification	RTW - Minimum/Maximum	PFI
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	Requires Medical Advisor opinion	Possible 18 Months
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Glenohumeral Joint Instability: recurrent dislocation and/or subluxation		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary/ Light Work	0 days - 2 week	Not anticipated (where WCB not responsible for the underlying condition or surgery)
Medium Work	1 week - 3 weeks	
Heavy/Very Heavy Work	1 week - 4 weeks	

Upper Extremities: Soft Tissue Injuries: Sprains and Strains

Shoulder/Wrist/Elbow/Fingers:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days - 3 weeks	Not anticipated
Light Work	0 days - 3 weeks	
Medium Work	1 weeks- 4 weeks	
Heavy Work	2 weeks - 4 weeks	
Very Heavy Work	2 weeks- 4 weeks	

Tendonitis, Epicondylitis: medial/lateral		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 3 weeks	Not anticipated
Light Work	0 days- 3 weeks	
Medium Work	1 weeks- 4 weeks	
Heavy Work	2 weeks - 6 weeks	
Very Heavy Work	2 weeks- 8 weeks	

Thumb: including sprain to media/lateral ligament		
Job Classification	RTW - Minimum/Maximum	PFI

Sedentary/Medium work	0 days- 6 weeks	Possible 12 Months
Heavy/Very Heavy Work	1 week- 8 weeks	

* Depends on joint injured, severity and whether dominant or non-dominant hand is involved

Biceps Tendinitis: long head		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary/ Light Work	0 days- 3 weeks	Not anticipated
Medium Work	0 days- 4 weeks	
Heavy/Very Heavy Work	4 weeks- 12 weeks	

*Depends on severity of symptoms, whether dominant and extremity involved.

Rotator Cuff Tendinitis/Strain: 1st to 3rd degree		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 4 days	Not anticipated but possible with 3rd degree
Light Work	0 days- 1 weeks	
Medium Work	2 weeks- 6 weeks	
Heavy Work	4 weeks - 12 weeks	
Very Heavy Work	4 weeks- 12 weeks	

Upper Extremities: Amputations

Finger: any level		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 2 weeks	Expected 18 Months
Light Work	0 days- 2 weeks	
Medium Work	2 weeks- 4 weeks	
Heavy Work	4 weeks - 6 weeks	
Very Heavy Work	4 weeks- 6 weeks	

Thumb: Interphalangeal (IP)

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days- 2 weeks	Expected 18 Months
Light Work	2 days- 4 weeks	
Medium Work	4 weeks- 6 weeks	
Heavy Work	6 weeks - 8 weeks	
Very Heavy Work	6 weeks- 8 weeks	

Thumb: TOTAL

Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Expected 18 Months
Light Work	3 weeks- 4 weeks	
Medium Work	4 weeks- 6 weeks	
Heavy Work	by assessment	
Very Heavy Work	by assessment	

Upper Extremities: Miscellaneous**Carpal Tunnel Syndrome: no surgery**

Need for layoff/return to work would be based on Doctor's reports and whether modified, non-repetitive duties are available.	PFI Not anticipated
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Upper Extremities: Surgical/Therapeutic/Diagnostic Procedures**Tendon Repairs/Transfers**

Job Classification	RTW- Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Possible 18 Months
Light Work	2 weeks - 6 weeks	
Medium Work	4 weeks- 8 weeks	
Heavy Work	4 weeks- 8 weeks	
Very Heavy Work	6 weeks - 12 weeks	

Tenolysis/Tendon Releases:		
Job Classification	RTW- Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Possible 18 Months
Light Work	2 weeks - 4 weeks	
Medium Work	3 weeks- 6 weeks	
Heavy Work	3 weeks- 6 weeks	
Very Heavy Work	4 weeks - 8 weeks	

Repair of Rotator Cuff and/or Biceps Tendon Tear(s):arthroscopic or open arthrotomy		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary / Light Work	1 weeks - 3 weeks	Possible 24 Months
Medium Work	4 weeks - 8 weeks	
Heavy\Very Heavy Work	8 weeks- 12 weeks	

* Disability may be permanent if work requires arms overhead

Decompression Surgery for Impingement syndrome: arthroscopic or open arthrotomy		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary / Light Work	2 weeks - 4 weeks	Possible 24 Months
Medium Work	6 weeks - 12 weeks	
Heavy\Very Heavy Work	12 weeks- 16 weeks	

* Disability may be permanent if work requires arms overhead

Radial Head/Neck Resection: primary radial head/neck resection for fracture		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 weeks	Possible 18 Months
Light Work	6 weeks	
Medium Work	8 weeks	
Heavy Work	12 weeks	
Very Heavy Work	12 weeks	

Ulnar Nerve Transposition:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks	Not anticipated
Light Work	4 weeks	
Medium Work	6 weeks	
Heavy Work	6 weeks	
Very Heavy Work	6 weeks	

Shoulder Repair- Glenohumeral Dislocation: recurrent		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Possible 24 Months post-surgery
Light Work	3 weeks - 6 weeks	
Medium Work	4 weeks- 8 weeks	
Heavy Work	6 weeks - 10 weeks	
Very Heavy Work	Unlikely to return to Very Heavy Work	

Carpal Tunnel Release:		
Job Classification	RTW -Minimum/Maximum	PFI
Sedentary Work	0 days - 3 weeks	Not anticipated but possible Minimum 24 Months post-surgery
Light Work	0 days - 3 weeks	
Medium Work	0 days - 3 weeks	
Heavy Work	3 weeks - 6 weeks	
Very Heavy Work	3 weeks - 6 weeks	

Carpal Fusion:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	8 weeks - 12 weeks	Expected 24 Months post-surgery
Light Work	12 weeks - 16 weeks	
Medium Work	12 weeks - 16 weeks	
Heavy Work	6 months - probably not advisable	
Very Heavy Work	6 months - probably not advisable	

Fusion of Metacarpal - Phalangeal (MP) Joint of Thumb:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	6 weeks - 10 weeks	Expected 18 Months post-surgery
Light Work	6 weeks - 10 weeks	
Medium Work	10 weeks - 14 weeks	
Heavy Work	18 weeks	
Very Heavy Work	18 weeks	

Fusion of Interphalangeal Joints of Finger and Thumb:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	1 week - 6 weeks	Expected 18 Months post-surgery
Light Work	1 week - 6 weeks	
Medium Work	4 weeks - 8 weeks	
Heavy Work	8 weeks - 10 weeks	
Very Heavy Work	8 weeks - 10 weeks	

Acromioclavicular (AC) Excision (Mumford):		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Expected 24 Months post-surgery
Light Work	4 week - 6 weeks	
Medium Work	6 weeks - 8 weeks	
Heavy Work	8 weeks - 10 weeks	
Very Heavy Work	10 weeks - 12 weeks	

Acromioclavicular (AC) Joint Surgical Reduction : (Grade IV - V ACJ Separation)		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 8 weeks	Not anticipated
Light Work	6 weeks - 8 weeks	
Medium Work	8 weeks- 10 weeks	
Heavy Work	10 weeks - 12 weeks	
Very Heavy Work	10 weeks - 12 weeks	

Injured arm should be relatively immobile for 6 weeks to allow for good soft tissue healing.

Lower Extremities

Lower Extremities: Fractures Pelvis

Minor Fracture: stable pelvic ring or avulsions not involving pelvic ring	
Job Classification	PFI
Sedentary Work	Not anticipated with single fracture Possible if symptom resolution slow 18 Months to 24 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Major Fractures: unstable/serious complications	
Job Classification	PFI
	expected 24 Months post-injury

Acetabulum - Displaced:	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury (in future due to O.A.)
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Acetabulum - Displaced:	
Job Classification	PFI
	expected 24 Months post-injury

Hip: head, neck including sub trochanter region	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Femur: shaft	
Job Classification	PFI
Sedentary Work	Expected 18 Months to 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Intra-Articular Fractures of the knee: distal femur and proximal tibia	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Patella: Displaced: non-operative treatment	
Job Classification	PFI
Sedentary Work	Expected 18 Months to 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Patella: Displaced: surgical reduction	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Tibia: shaft	
Job Classification	PFI
Sedentary Work	Possible 18 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Fibula: shaft	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Ankle: Unimalleolar: Lateral or medial malleolus (excluding flake fractures):	
Job Classification	PFI
Sedentary Work	Lateral malleolus: Not anticipated Medial malleolus: Possible 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Ankle: Bimalleolar:	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury
Light Work	
Medium	
Heavy Work	
Very Heavy Work	

Trimalleolar:	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury
Light Work	
Medium	
Heavy Work	
Very Heavy Work	

Trimalleolar fracture with diastasis of the inferior tibiofibular joint:	
Job Classification	PFI
Sedentary Work	Expected 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Talus:	
Job Classification	PFI
Sedentary Work	Expected 24 Month post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Calcaneum: os calcis - Displaced	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Calcaneum: os calcis - Displaced:	
Job Classification	PFI
Sedentary Work	Possible 24 Months post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Tarsal Bones: excluding talus and os calcis

Job Classification	PFI
Sedentary Work	Expected 24 Month post-injury
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Metatarsal:	
Job Classification	PFI
Sedentary Work	Not anticipated Possible- with multiple fractures
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Toes: lesser	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Toes : great	
Job Classification	PFI
Sedentary Work	Possible with joint involvement (interphalangeal or metatarsalphalangeal) 18 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Lower Extremities: Dislocation

Hip Joint:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 12 weeks	Possible 24 Months post-injury
Light Work	8 weeks - 12 weeks	
Medium Work	8 weeks - 12 weeks	
Heavy Work	8 weeks - 12 weeks	
Very Heavy Work	by report	

Knee Joint:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	by report	Expected 24 Months post-injury
Light Work	by report	
Medium Work	by report	
Heavy Work	by report	
Very Heavy Work	by report	

Patella:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	1 weeks - 3 weeks	Not anticipated
Light Work	3 weeks - 6 weeks	
Medium Work	6 weeks - 8 weeks	
Heavy Work	8 weeks - 12 weeks	
Very Heavy Work	8 weeks - 12 weeks	

Tarso-Metatarsal Joint:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 weeks - 6 weeks	Possible 24 Months post-injury
Light Work	3 weeks - 6 weeks	
Medium Work	6 weeks - 8 weeks	
Heavy Work	8 weeks - 10 weeks	
Very Heavy Work	by report	

Toes:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 weeks - 1 weeks	Not anticipated
Light Work	0 weeks - 3 weeks	
Medium Work	0 weeks - 3 weeks	
Heavy Work	0 weeks - 3 weeks	
Very Heavy Work	3 weeks - 5 weeks	

Lower Extremities: Soft Tissue Injuries: Sprains and Strains

Knee: medial and lateral collateral ligaments		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 weeks - 1 weeks	Not anticipated
Light Work	0 weeks - 2 weeks	
Medium Work	2 weeks - 8 weeks	
Heavy Work	2 weeks - 8 weeks	
Very Heavy Work	2 weeks - 12 weeks	

Anterior Cruciate Ligament (ACL) Tear (without surgery) and Posterior Cruciate Ligament Tear (PCL):		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 weeks - 4 weeks	Possible 24 Months
Light Work	4 weeks - 6 weeks	
Medium Work	6 weeks - 8 weeks	
Heavy Work	8 weeks - 12 weeks	
Very Heavy Work	8 weeks - 12 weeks	

Ankle: without chronic instability		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days - 3 days	Not anticipated
Light Work	10 days - 3 weeks	
Medium Work	10 days - 3 weeks	
Heavy Work	3 weeks - 6 weeks	
Very Heavy Work	3 weeks - 6 weeks	

Lower Extremities: Amputations

Hip Disarticulation:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 months - 1 year	3 Months after satisfactory fitting of prosthesis
Light Work	by report	
Medium Work	by report	
Heavy Work	by report	
Very Heavy Work	by report	

Above Knee		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	12 weeks - 30 weeks	3 Months after satisfactory fitting of prosthesis
Light Work	12 weeks - 30 weeks	
Medium Work	by report	
Heavy Work	by report	
Very Heavy Work	by report	

Below Knee:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	12 weeks - 26 weeks	3 Months after satisfactory fitting of prosthesis
Light Work	12 weeks - 26 weeks	
Medium Work	18 weeks - 26 weeks	
Heavy Work	18 weeks - 26 weeks	
Very Heavy Work	18 weeks - 26 weeks	

Foot - Mid-Metatarsal Amputation:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	6 weeks - 8 weeks	Expected 18 Months post-amputation
Light Work	6 weeks - 8 weeks	
Medium Work	by report	
Heavy Work	by report	
Very Heavy Work	by report	

All Toes at Metatarsophalangeal Joint:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 8 weeks	Expected 18 Months post-amputation
Light Work	8 weeks - 10 weeks	
Medium Work	10 weeks - 14 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Great Toe:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Expected 18 Months post-amputation
Light Work	4 weeks - 5 weeks	
Medium Work	6 weeks - 8 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Lesser Toe: single		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	1 weeks - 2 weeks	Expected 18 Months post-amputation
Light Work	3 weeks - 4 weeks	
Medium Work	4 weeks	
Heavy Work	4 weeks	
Very Heavy Work	4 weeks	

Lower Extremities: Surgical/Therapeutic/Diagnostic Procedures

Meniscectomy: partial to total meniscal removal		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	1 weeks - 2 weeks	Possible 18 Months
Light Work	2 weeks - 4 weeks	
Medium Work	2 weeks - 4 weeks	
Heavy Work	4 weeks - 6 weeks	
Very Heavy Work	4 weeks - 6 weeks	

Meniscal Repair: suture repair of meniscal tear (combined arthroscopy and arthrotomy)		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 3 weeks	Possible 18 Months
Light Work	6 weeks - 8 weeks	
Medium Work	8 weeks - 12 weeks	
Heavy Work	12 weeks - 24 weeks	
Very Heavy Work	12 weeks - 24 weeks	

Lateral Retinacular Release: recurrent patellar dislocation		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 days - 1 weeks	Not anticipated
Light Work	2 weeks - 3 weeks	
Medium Work	2 weeks - 3 weeks	
Heavy Work	2 weeks - 3 weeks	
Very Heavy Work	based on primary injury	

Patellectomy:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Expected 24 Months post-surgery
Light Work	2 weeks - 6 weeks	
Medium Work	3 weeks - 8 weeks	
Heavy Work	6 weeks or by report	
Very Heavy Work	6 weeks or by report	

Anterior Cruciate Ligament (ACL) Reconstruction/Replacement:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 weeks - 6 weeks	Possible 24 Months post-surgery
Light Work	4 weeks - 12 weeks	
Medium Work	12 weeks - 24 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Return to very heavy repetitive work may take 9-12 months.

Functional brace may/will be required for heavy and very heavy work and for medium work on uneven terrain and/or rotational activity.

Ankle Ligament Reconstruction (Evans Repair):		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Possible 24 Months post-surgery
Light Work	6 weeks - 8 weeks	
Medium Work	8 weeks - 12 weeks	
Heavy Work	8 weeks - 14 weeks	
Very Heavy Work	12 weeks - 16 weeks	

Hip Replacement:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	3 weeks - 6 weeks	Expected 24 Months post-surgery
Light Work	4 weeks - 6 weeks	
Medium Work	4 weeks - 6 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Osteotomy of Tibia: requires Medical Advisor review		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 6 weeks	PCI based on knee joint status in 24 months
Light Work	6 weeks - 8 weeks	
Medium Work	8 weeks - 12 weeks	
Heavy Work	12 weeks - 24 weeks	
Very Heavy Work	12 weeks - 24 weeks	

Arthroplasty of Knee / Total Knee Replacement:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 6 weeks	Expected 24 Months post-surgery
Light Work	12 weeks - 16 weeks	
Medium Work	12 weeks - 20 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Ankle Fusion:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 6 weeks	Expected 18 Months post-surgery
Light Work	12 weeks - 16 weeks	
Medium Work	12 weeks - 16 weeks	
Heavy Work	by report	
Very Heavy Work	by report	

Achilles Tendon Rupture: for surgical and nonsurgical intervention		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Possible 24 Months
Light Work	8 weeks - 10 weeks	
Medium Work	10 weeks - 12 weeks	
Heavy Work	14 weeks - 16 weeks	
Very Heavy Work	14 weeks - 16 weeks	

Plantar Fasciitis:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days - 1 week	Not anticipated
Light Work	2 weeks - 3 weeks	
Medium Work	2 weeks - 3 weeks	
Heavy Work	2 weeks - 3 weeks	
Very Heavy Work	2 weeks - 3 weeks	

Head/Trunk/Spine

Head/Trunk/Spine: Fractures

Skull: Simple fracture	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Skull : Compound, comminuted or depressed fracture	
Job Classification	PFI
	by Medical Advisor review (Brain injury assessed separately)

Maxilla:	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

If job requires verbal communication, modified duties may be required. Minimum return-to-work 1 week for all levels.

Mandible:
For fracture management of jaw bone go to Head/Trunk/Spine Surgical/Therapeutic/Diagnostic Procedures section.

Nose:	
Job Classification	PFI
Sedentary Work	Not anticipated with displaced fracture Possible (displaced fracture) 12 Months
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Ribs: Single or Multiple	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Sternum:	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Vertebrae: non-vertebral body: e.g. spinous process, transverse processes	
I. Single Level Fractures	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy Work	

Vertebrae: non-vertebral body: e.g. spinous process, transverse processes	
II. Multiple Level Fractures	
Job Classification	PFI
	Possible 24 Months post-injury

Compression Fractures: vertebral bodies (Requires Medical Advisor review)	
Job Classification	PFI
Sedentary Work	Possible 24 Months
Light Work	
Medium Work	
Heavy /Very Heavy Work	

Head/Trunk/Spine: Dislocations/Subluxations

Temporomandibular Joint(s): TMJ		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 days - 1 week	Not anticipated
Light Work	0 days - 1 week	
Medium Work	0 days - 1 week	
Heavy Work	0 days - 1 week	
Very Heavy Work	0 days - 1 week	

Spondylolysis, Spondylolisthesis: Medical Advisor referral necessary if layoff exceeds 3 weeks (otherwise see lumbosacral sprain)

Head/Trunk/Spine: Soft Tissue Injuries: Sprains and Strains

Temporomandibular Joint Disorders (TMJD):	
Job Classification	PFI
No time loss from work usually anticipated	Not anticipated

Cervical: e.g. Whiplash or non-whiplash soft tissue injuries without nerve root involvement		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 weeks - 4 weeks	Not anticipated
Light Work	0 weeks - 5 weeks	
Medium Work	0 weeks - 6 weeks	
Heavy /Very Heavy Work	Medical Advisor opinion based on medical reporting if lay off exceeds 6 weeks	

Lumbosacral:		
Job Classification	RTW Minimum/Maximum	PCI
Limited Work	0 weeks - 2 weeks	Not anticipated
Light Work	0 weeks - 2 weeks	
Medium Work	0 weeks - 3 weeks	
Heavy Work	0 weeks - 4 weeks	

Sacroiliac:		
Job Classification	RTW Minimum/Maximum	PCI
Limited Work	0 weeks - 2 weeks	Not anticipated
Light Work	0 weeks - 3 weeks	
Medium Work	0 weeks - 4 weeks	
Heavy Work	2 weeks - 4 weeks Medical consultant opinion based on medical reporting if layoff exceeds 4 weeks	

Head/Trunk/Spine: Surgical/Therapeutic/Diagnostic Procedures

Coccyx Disorder: Coccydynia following direct trauma		
Job Classification	RTW - Maximum/Minimum	PFI
	Medical Advisory opinion based on medical reporting if layoff exceeds 2 weeks	Not anticipated

Herniated Disc: Conservative medical treatment		
Job Classification	RTW - Maximum/Minimum	PFI
Sedentary Work	0 weeks - 4 weeks	Expected - Medical Advisor review /recommendation at 24 Months post-injury
Light Work	0 weeks - 4 weeks	
Medium Work	4 weeks - 8 weeks	
Heavy Work	by report	
Very Heavy	by report	

Nerve Root and Plexus Disorders: including arachnoiditis/scarring		
Job Classification	RTW - Maximum/Minimum	PFI
	Medical Advisor opinion recommended when nerve root and plexus disorders first diagnosed on medical reporting	Expected -Medical Advisor review/ recommendation at 24 Months post-injury

Paralytic Syndrome: Post traumatic or post procedural		
Job Classification	RTW - Maximum/Minimum	PFI
	Medical Advisor opinion recommended when paralytic syndrome first diagnosed on medical reporting	Expected - Medical Advisor review/ recommendation at 24 Months post-injury/surgery

Spinal Cord Injury:		
Job Classification	RTW - Maximum/Minimum	PFI
	Medical Advisor opinion based on medical reporting	Possible 24 Months post-injury

Spinal Osteoarthritis: Degenerative joint disease, spondylosis - post traumatic or post-surgical		
Job Classification	RTW - Maximum/Minimum	PFI
	Medical Advisor opinion recommended when Spinal Osteoarthritis first diagnosed on medical reporting	Possible 24 Months post-injury/Surgery

Mandible: wired	
Job Classification	PFI
Sedentary Work	Not anticipated
Light Work	
Medium Work	
Heavy Work	
Very Heavy	

If job requires verbal communication, modified duties may be required.

Repair of Vertebral Fracture: surgical instrumental e.g. rods, screws	
Job Classification	PFI
	Expected 24 Months post-surgery

Lysis of Adhesions of Spinal Cord and Nerve Roots:		
Job Classification	RTW - Minimum/Maximum	PFI
	Medical Advisory opinion based on medical reporting if layoff exceeds 12 weeks	Expected at least 24 Months post-surgery

Discectomy/Excision of Interverbal Disc:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 6 weeks	Expected 24 Months Post-surgery
Light Work	4 weeks - 6 weeks	

Medium Work	6 weeks - 10 weeks	
Heavy /Very Heavy Work	by report	

Microdiscectomy:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	4 weeks - 6 weeks	Expected 24 Months Post-surgery
Light Work	4 weeks - 6 weeks	
Medium Work	6 weeks - 10 weeks	
Heavy/Very Heavy Work	by report	

Spinal Fusion: requires Medical Advisor referral: I Single Fusion		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	12 weeks - 16 weeks	Expected 24 months surgery
Light Work	14 weeks - 16 weeks	
Medium Work	16 weeks - 24 weeks	
Heavy\Very Heavy Work	by report	

Spinal Fusion: requires Medical Advisor referral: II Multiple Levels		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	16 weeks - 20 weeks	Expected 24 Months Post-surgery
Light Work	22 weeks - 26 weeks	
Medium Work	26 weeks - 32 weeks	
Heavy\Very Heavy Work	by report	

Hernia Surgery: inguinal and femoral		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Not anticipated
Light Work	6 weeks - 8 weeks	
Medium Work	6 weeks - 8 weeks	
Heavy Work	6 weeks - 8 weeks	
Very Heavy	6 weeks - 8 weeks	

Neurostimulator Implants: insertion		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	0 weeks - 2 weeks	For primary surgical procedure or condition
Light Work	0 weeks - 2 weeks	
Medium Work	0 weeks - 2 weeks	
Heavy/Very Heavy Work	by report	

Coccygectomy:		
Job Classification	RTW - Minimum/Maximum	PFI
Sedentary Work	2 weeks - 4 weeks	Not anticipated
Light Work	3 weeks - 5 weeks	
Medium Work	3 weeks - 5 weeks	
Heavy/Very Heavy Work	4 weeks - 6 weeks	

Appendix A

Glossary of Terms

Glossary of Terms	
Term	Meaning
endo-	Inside, within
trans-	Across, through, over
-ectomy	Excision
-ology	Study of
-lysis	Breakdown
-plasty	Plastic repair/reconstruction/replacement
-rrhaphy	To suture, sew
-ostomy	Creation of an opening
-otomy	Incision into
-itis	Inflammation
-lysthesis	Slippage
-desis	Fusion
-osis	Degeneration
diastasis	Separation beyond normal between associated bones
duration of disability	Refers to the approximate time required to return the worker to pre-accident or modified work. It does not denote how long the worker should be away from work or when they should absolutely return to work.
sprain	A sprain is an injury to the ligaments (bands of tough fibrous tissue) that bind bones together at a joint. Sprains result from overstretching of ligaments, usually due to twisting of a joint.
strain	A strain is an injury to a muscle or tendon (fibrous attachment of a muscle to a bone). Strains result from overstretching or overuse of a muscle.

Appendix B

Categorization of Muscle/Tendon Strains and Joint/Ligament Sprains

Categorization of Muscle/Tendon Strains and Joint/Ligament Sprains			
Grades of Severity	Structural Damage	Loss of Function	Joint Stability (Sprains Only)
First Degree (mild)	Minimal - structure mostly intact	Minimal - early resolution	Minimal - No instability
Second Degree (moderate)	Partial tear; large spectrum of injury; few to most fibers torn	Significant early loss, especially when more fibers torn	Mild to moderate instability
Third Degree (severe)	Complete tear; rupture	Severe/complete loss of function of involved structure	Significant instability