

Alternate Ideas for Return to Work Duties

Construction

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
Comparison shopper (are suppliers providing best product/prices, what are competitors' prices/services)	Yes	Yes	Yes
Designer assistant	Yes	Yes	Possible
Fall-protection equipment inspector	Yes	Yes	Yes
Gate attendant/site security	Yes	Yes	Yes
Heavy-equipment inspector	Possible	Possible	Yes
SDS book updater/organizer	Yes	Yes	Possible
Power tool inspector/inventory taker/minor maintenance	Yes	Yes	Possible
Pre-shift prep (arrive prior to shift start, have all tools and equipment out and ready to go)	Possible	Possible	Possible
Quality control inspector	Yes	Yes	Yes
Site clean-up (put tools away, clear debris)	Possible	No	Possible
Site housekeeping (magnet sweep, pick up debris, organize job trailer/tool trailer)	No	Possible	Possible
Superintendent/manager assistant	Possible	Possible	Possible
Take company vehicles to service shop (oil change, tire rotation, etc.)	Possible	Possible	Yes
Tool sharpener or tool and property engraver	Possible	Yes	No
Traffic flagger (if certified, qualified)	Possible	Possible	Possible
Vehicle/equipment washer	Possible	Possible	Possible
Water tank truck driver	Possible	Possible	Yes
Attend vendor-provided specialty or recurring training	Yes	Yes	Yes
Cross trainer/mentor	Yes	Yes	Yes
Conduct customer opinion surveys (via telephone)	Yes	Yes	Yes
Develop safety training schedule, identify and schedule topics/trainers	Yes	Yes	Yes
Foreign language translator (translate policies/practices/posters to other common language)	Yes	Yes	No
Mail/fax delivery for small packages	Possible	Possible	Yes
Research laws/regulations pertaining to industry	Yes	Yes	Yes
Review and evaluate safety training videos, recommend those to use for staff training	Yes	Yes	Yes

Review and update safety programs (accident prevention program, evacuation maps, etc.)	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
Small-sign painter	Yes	Yes	Possible
Special research projects (industry trends)	Yes	Yes	Yes
Trade show booth person	Possible	Possible	Possible
Videotape operator for record of property or process	Yes	Yes	Yes