

Alternate Ideas for Return to Work Duties

Manufacturing

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
Cardboard box or product packaging builder	Yes	Yes	Possible
Comparison shopper (are suppliers providing best product/prices, what prices/services are competitors offering)	Yes	Yes	Yes
Conduct customer opinion surveys (via telephone)	Yes	Yes	Yes
Designer assistant	Yes	Yes	Possible
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
Label pipes/conduit/breaker boxes	Yes	Yes	Yes
Machine guard inspector/painter	Yes	Yes	Yes
Machine operator that includes light/no-material handling	Possible	Possible	Yes
SDS book updater/organizer	Yes	Yes	Possible
Paint room attendant	Yes	Yes	Yes
Painter/stenciler (building support posts, curbs/barriers, machine guards, floor striping, small signs)	Possible	Yes	Yes
Pallet and high stack rack inspector	Yes	Yes	Yes
Power tool inspector/inventory taker/minor maintenance	Yes	Yes	Possible
Product packaging labeler	Yes	Yes	Yes
Parts runner	Possible	Possible	Yes
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
Production assistant	Yes	Yes	Yes
Quality control inspector	Yes	Yes	Yes
Small-parts deburring operator	Yes	Yes	Possible
Superintendent/manager assistant	Possible	Possible	Possible
Tool sharpener or tool and property engraver	Possible	Yes	No
Trade show booth person	Possible	Possible	Possible
Vehicle/equipment washer	Possible	Possible	Possible
Attend vendor-provided specialty or recurring training	Yes	Yes	Yes
Conduct ergonomic assessments	Yes	Yes	Yes
Cross trainer/mentor	Yes	Yes	Yes
Mail/fax delivery for small packages	Possible	Possible	Yes
Outside maintenance (dragging gravel lot, weeding, planting, watering)	Yes	Yes	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
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
Special research projects (industry trends)	Yes	Yes	Yes
Take company vehicles to shop for service (oil change, tires rotation, etc.)	Possible	Possible	Yes
Videotape record of property or process	Yes	Yes	Yes