



WorkSafeNB

Disability Duration Guidelines

Edition: July 2009

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Introduction and Use

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WorkSafeNB's disability duration guidelines are based on Presley Reed's 5th edition of *The Medical Disability Advisor*.

Disability Duration Guidelines vs. Healing Times

'Disability duration' is not the same as 'healing time'. 'Disability duration' refers to the interval of time from accident to when 75% of persons are able to return to pre-accident work. The disability duration of an injury is often shorter than the healing time. For example, the disability duration for strains and sprains is 3 to 4 weeks. The healing time is 12 weeks. For information on healing times refer to our document on *Expected Healing Times*.

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 (see ***Factors Influencing Disability Duration***). The questions may be answered by medical reporting, discussion with the treating physician or it may be necessary to call the worker in for an independent examination. 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.

Recovery Time

Many factors influence recovery time (e.g., 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 Disability Duration*** section for more information. These guidelines were prepared based on information from:

- The Medical Disability Advisor - Workplace Guidelines for Disability Duration by Presley Reed, M.D., Fifth Edition, 2005
- External clinical experience
- WorkSafeNB experience

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These Disability Duration Guidelines are not intended to provide strict rules for these conditions in all workers.

Disability duration may vary from these guidelines if, in the judgement of the treating physician or a Medical Advisor, variance is warranted:

- to meet the health care needs of the worker;
- to fall within generally accepted principles of the New Brunswick health care community.

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.

Acknowledgement

Modifications to these guidelines have and will continue to be made based upon WorkSafeNB's experience and the recommendations of its Medical and Consulting staff.

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.

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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 Disability Duration

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), e.g., somatization, depression
- prior experience with injury/illness
- belief that non-specific pain is harmful
- dependence on others to do things for them (external locus of control)
- fear-avoidance behaviour
- job dissatisfaction

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

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Individual Variation

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

- severity of the condition
- multiple areas involved
- individual response to treatment
- the course of recovery
- late diagnosis
- whether treatment is medical or surgical
- presence of pre-existing or personal condition(s) (e.g., spondylolysis, osteoarthritis)

Other factors

- primary care physician fails to establish expectation early on, that the patient will be able to get back to some form of work in the future
- multiple workers' compensation claims
- litigation for personal conditions
- expectation that passive treatment rather than active participation in treatment is best approach
- language or communication barriers
- lack of modified or transitional work
- participates in hobbies that involve the injured area

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

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- life style/occupational requirements
- pre-existing or incidental condition(s) e.g. osteoporosis

C. DISLOCATIONS

Factors 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

Factors 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)

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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)

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General Miscellaneous – Soft Tissue Injuries

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Bursitis:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days - 2 weeks |
| Light Work | 0 days – 2 weeks |
| Medium Work | 0days - 4 weeks |
| Heavy Work | 3 days – 4 weeks |
| Very Heavy Work | 3 days - 4 weeks |

Open Wounds: Finger or hand (without complication)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 days - 1 weeks |
| Light Work | 1days - 1 weeks |
| Medium Work | 1 days – 2 weeks |
| Heavy Work | 1 days – 2 weeks |
| Very Heavy Work | 1 days - 2 weeks |

Open Wounds: Finger (with complication and/or tendon involvement)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days- 2 weeks |
| Light Work | 1 weeks – 3weeks |
| Medium Work | 1 weeks- 6 weeks |
| Heavy Work | 1 weeks- 8 weeks |
| Very Heavy Work | 1 weeks – 8 weeks |

Open Wounds: Hand (with complication and/or tendon involvement)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days- 4 weeks |
| Light Work | 1 weeks – 4weeks |
| Medium Work | 1 weeks- 8 weeks |
| Heavy Work | 3 weeks- 12 weeks |
| Very Heavy Work | 3 weeks – 12 weeks |

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Open Wounds: Foot

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 days- 1 weeks |
| Light Work | 1 days – 1 weeks |
| Medium Work | 1 days- 2 weeks |
| Heavy Work | 1 days- 4 weeks |
| Very Heavy Work | 1 days – 4 weeks |

Contusion: usually not disabling

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days – 3 days |
| Light Work | 0 days – 3 days |
| Medium Work | 0 days – 1 weeks |
| Heavy Work | 0 days – 1 weeks |
| Very Heavy Work | 0 days - 1 weeks |

Crush Injury:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|--|
| | By report if return to more than 4 weeks |

Complications of Trauma or Surgical Procedures

1. Deep vein thrombosis
2. Pulmonary embolus
3. Fat emboil
4. Infection

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. Permanent clinical impairment would be anticipated, but should not be assessed before at least 24 months post injury or post last surgery. Medical Advisor referral imperative.

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General Procedures

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Arthroscopy - Diagnostic:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 day - 2 weeks |
| Medium Work | 1 day - 2 weeks |
| Heavy Work | 1 day - 2 weeks |
| Very Heavy Work | 1 day - 2 weeks |

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Upper Extremity Amputations

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Finger: any level

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 weeks – 6 weeks |
| Light Work | 1 weeks – 6 weeks |
| Medium Work | 2 weeks - 7 weeks |
| Heavy Work | 2 weeks – 9 weeks |
| Very Heavy Work | 3 weeks - 13 weeks |

Thumb: any level

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks – 9 weeks |
| Light Work | 3 weeks - 9 weeks |
| Medium Work | 3 weeks – 11 weeks |
| Heavy Work | 5 weeks - indefinite |
| Very Heavy Work | 5 weeks - indefinite |

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Upper Extremity Dislocations

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Acromioclavicular (AC) Joint:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 weeks - 3 weeks |
| Light Work | 2 weeks - 4 weeks |
| Medium Work | 3 weeks - 6 weeks |
| Heavy Work | 6 weeks – 12 weeks |
| Very Heavy Work | 6 weeks - 12 weeks |

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

Sternoclavicular (SC) Joint (open):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 3 weeks |
| Light Work | 3 days – 5 weeks |
| Medium Work | 1 weeks - 10 weeks |
| Heavy Work | 2 weeks - 13 weeks |
| Very Heavy Work | 2 weeks - 17 weeks |

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

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 4 weeks |
| Light Work | 3 weeks - 8 weeks |
| Medium Work | 3 weeks - 8 weeks |
| Heavy Work | 5 weeks - 12 weeks |
| Very Heavy Work | 5 weeks - 13 weeks |

Elbow:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 weeks - 2 weeks |
| Light Work | 1 weeks - 4 weeks |
| Medium Work | 2 weeks - 6 weeks |
| Heavy Work | 2 weeks - 8 weeks |
| Very Heavy Work | 2 weeks - 13 weeks |

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Wrist: includes distal radial ulnar joint

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 days - 9 weeks |
| Light Work | 1 days - 9 weeks |
| Medium Work | 8 weeks – 12 weeks |
| Heavy Work | 10 weeks- 16 weeks |
| Very Heavy Work | 10 weeks- 24 weeks |

Finger or Hand: closed

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 1 weeks |
| Light Work | 1 day – 1 weeks |
| Medium Work | 1 day – 2 weeks |
| Heavy Work | 1 day – 3 weeks |
| Very Heavy Work | 1 day – 4 weeks |

Finger or Hand: open

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 day - 1 week |
| Medium Work | 1 day – 2 weeks |
| Heavy Work | 1 day – 3 weeks |
| Very Heavy Work | 6 weeks – 12 weeks |

Glenohumeral Joint Instability: recurrent dislocation and/or subluxation

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Light Work | 1 days - 2 weeks |
| Medium Work | 1 week - 3 weeks |
| Heavy / Very Heavy Work | 1 week - 4 weeks |

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Clavicle: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 weeks – 4 weeks |
| Light Work | 2 week – 6 weeks |
| Medium Work | 3 weeks – 12 weeks |
| Heavy Work | 6 weeks – 16 weeks |
| Very Heavy Work | 6 weeks – 26 weeks |

Scapula:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days – 3 weeks |
| Light Work | 1 week – 4 weeks |
| Medium Work | 2 weeks - 6 weeks |
| Heavy Work | 4 weeks - 8 weeks |
| Very Heavy Work | 6 weeks - 12 weeks |

Humerus (distal):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 4 weeks |
| Light Work | 2 weeks - 13 weeks |
| Medium Work | 9 weeks - 21 weeks |
| Heavy Work | 17 weeks - 34 weeks |
| Very Heavy Work | 17 weeks - 39 weeks |

Humerus (proximal):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 5 days - 10.5 weeks |
| Light Work | 2 weeks – 13 weeks |
| Medium Work | 6 weeks – 15 weeks |
| Heavy Work | 12 weeks – indefinite |
| Very Heavy Work | 14 weeks – indefinite |

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Radius: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 3 weeks |
| Light Work | 1 week – 13 weeks |
| Medium Work | 4 weeks - 17 weeks |
| Heavy Work | 8 weeks - 21 weeks |
| Very Heavy Work | 10 weeks - 24 weeks |

Ulna: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 3 weeks |
| Light Work | 1 week - 13 weeks |
| Medium Work | 4 weeks - 17 weeks |
| Heavy Work | 8 weeks - 21 weeks |
| Very Heavy Work | 10 weeks - 24 weeks |

Radius and Ulna: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 3 weeks |
| Light Work | 1 week - 13 weeks |
| Medium Work | 4 weeks - 17 weeks |
| Heavy Work | 8 weeks – 21 weeks |
| Very Heavy Work | 10 weeks - 24 weeks |

Colles Fracture:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 3 weeks |
| Light Work | 1 week - 13 weeks |
| Medium Work | 9 weeks - 21 weeks |
| Heavy Work | 17 weeks – 34 weeks |
| Very Heavy Work | 17 weeks - 39 weeks |

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Carpal Bones: including scaphoid

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 2 weeks |
| Light Work | 3 days - 4 weeks |
| Medium Work | 4 week - 17 weeks |
| Heavy Work | 6 weeks – 26 weeks |
| Very Heavy Work | 6 weeks – 26 weeks |

Metacarpal Bones:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 4 weeks |
| Light Work | 1 week - 4 weeks |
| Medium Work | 2 weeks - 6 weeks |
| Heavy Work | 3 weeks - 12 weeks |
| Very Heavy Work | 4 weeks - 16 weeks |

Phalanges (closed with internal fixation or open):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 6 weeks |
| Light Work | 1 day - 6 weeks |
| Medium Work | 2 weeks - 8 weeks |
| Heavy Work | 4 weeks - 10 weeks |
| Very Heavy Work | 4 weeks - 16 weeks |

Phalanges: (open with internal fixation)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 6 weeks |
| Light Work | 3 days - 6 weeks |
| Medium Work | 3 weeks - 8 weeks |
| Heavy Work | 4 weeks - 10 weeks |
| Very Heavy Work | 4 weeks - 16 weeks |

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Upper Extremity Miscellaneous

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Carpal Tunnel Syndrome: no surgery

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days – 3 weeks |
| Light Work | 0 days – 3 weeks |
| Medium Work | 0 days – 4 weeks |
| Heavy Work | 0 days - 6 weeks |
| Very Heavy Work | 0 days - 9 weeks |

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Tendon Repairs/Transfers:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks - 14 weeks |
| Light Work | 8 weeks - 14 weeks |
| Medium Work | 10 weeks - 14 weeks |
| Heavy Work | 10 weeks - 14 weeks |
| Very Heavy Work | 10 weeks - 14 weeks |

Tenolysis/Tendon Releases:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 weeks - 4 weeks |
| Light Work | 2 weeks - 6 weeks |
| Medium Work | 4 weeks - indefinite |
| Heavy Work | 4 weeks - indefinite |
| Very Heavy Work | 4 weeks - indefinite |

Repair of Rotator Cuff and/or Biceps Tendon Tear(s): arthroscopic

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Light Work | 1 week - 3 weeks |
| Medium Work | 4 weeks - 8 weeks |
| Heavy / Very Heavy Work | 8 weeks- 12 weeks |

** Disability may be permanent if work requires arms overhead*

Repair of Rotator Cuff and/or Biceps Tendon Tear(s): open repair

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Light Work | 4 weeks - 10 weeks |
| Medium Work | 6 weeks - 12 weeks |
| Heavy / Very Heavy Work | 10 weeks- 20 weeks |

** Disability may be permanent if work requires arms overhead*

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Decompression Surgery for Impingement syndrome: arthroscopic or open arthrotomy

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Light Work | 1 week – 3 weeks |
| Medium Work | 4 weeks- 18 weeks |
| Heavy / Very Heavy Work | 8 weeks – 12 weeks |

** Disability may be permanent if work requires arms overhead*

Radial Head/Neck Resection: (arthroplasty elbow)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks – 8weeks |
| Light Work | 2 weeks – 8 weeks |
| Medium Work | 3 weeks – 10 weeks |
| Heavy Work | 4 weeks – 12 weeks |
| Very Heavy Work | 4 weeks – 16 weeks |

Ulnar Nerve Transposition:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 6 weeks |
| Light Work | 1 week – 6 weeks |
| Medium Work | 4 weeks – indefinite |
| Heavy Work | 4 weeks – indefinite |
| Very Heavy Work | 6 weeks – indefinite |

Shoulder Repair- Glenohumeral Dislocation: recurrent

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 4 weeks |
| Light Work | 2 weeks – 4 weeks |
| Medium Work | 6 weeks- 12 weeks |
| Heavy Work | 12 weeks - 26 weeks |
| Very Heavy Work | 12 weeks – 26 weeks |

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Carpal Tunnel Release:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 6 weeks |
| Light Work | 3 days - 6 weeks |
| Medium Work | 2 weeks - 8 weeks |
| Heavy Work | 4 weeks – 12 weeks |
| Very Heavy Work | 4 weeks - 12 weeks |

Carpal Fusion:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 8 weeks - 12 weeks |
| Light Work | 12 weeks - 16 weeks |
| Medium Work | 12 weeks - 16 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Fusion of Metacarpal - Phalangeal (MP) Joint of Thumb:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks - 10 weeks |
| Light Work | 6 weeks - 10 weeks |
| Medium Work | 10 weeks - 14 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Fusion of Interphalangeal Joints of Finger and Thumb:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 6 weeks |
| Light Work | 1 week - 6 weeks |
| Medium Work | 4 weeks - 8 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Acromioclavicular (AC) Excision (Mumford):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 4 weeks |
| 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 |

NB Disability Duration Guidelines

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Acromioclavicular (AC) Joint Surgical Reduction : (Grade IV - VI AC Separation)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 8 weeks |
| 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.

NB Disability Duration Guidelines

Upper Extremity Soft Tissue Injuries

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Shoulder:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days – 1.5 weeks |
| Light Work | 1 days – 1.5 weeks |
| Medium Work | 1 week- 4 weeks |
| Heavy Work | 2 weeks - 12 weeks |
| Very Heavy Work | 2 weeks – 12 weeks |

Elbow:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 days - 1 weeks |
| Light Work | 1 days - 1 weeks |
| Medium Work | 3 days - 2 weeks |
| Heavy Work | 1 weeks - 4 weeks |
| Very Heavy Work | 2 weeks - 6 weeks |

Wrist (first or second degree):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 days - 1 weeks |
| Light Work | 1 days - 2 weeks |
| Medium Work | 1 week- 4 weeks |
| Heavy Work | 2 weeks - 5 weeks |
| Very Heavy Work | 3 weeks - 6 weeks |

Wrist (third degree):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 days - 4 weeks |
| Light Work | 1 days - 5 weeks |
| Medium Work | 2 week- 6 weeks |
| Heavy Work | 3 weeks - 8 weeks |
| Very Heavy Work | 4 weeks - 12 weeks |

Fingers (interphalangeal joint):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Medium Work | 1 days – 3 weeks |
| Heavy / Very Heavy Work | 2 week - 5 weeks |

NB Disability Duration Guidelines

Upper Extremity Soft Tissue Injuries

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Fingers (metacarpophalangeal joint):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Medium Work | 1 days – 4 weeks |
| Heavy / Very Heavy Work | 1 week - 6 weeks |

Tendonitis, Epicondylitis: medial/lateral

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days - 4 weeks |
| Light Work | 1 days - 4 weeks |
| Medium Work | 1 week – 8 weeks |
| Heavy Work | 2 weeks – 8 weeks |
| Very Heavy Work | 2 weeks - 8 weeks |

Thumb (interphalangeal joint):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Medium Work | 1 days – 5 weeks |
| Heavy / Very Heavy Work | 1 week - 6 weeks |

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

Thumb (metacarpophalangeal joint):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary / Medium Work | 1 days - 6 weeks |
| Heavy / Very Heavy Work | 2 week - 8 weeks |

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

Biceps Tendonitis: long head

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary | 1 days – 1 weeks |
| Light Work | 1 days – 2 weeks |
| Medium Work | 3 days – 4 weeks |
| Heavy | 3 days – 4 weeks |
| Very Heavy Work | 3 days - 6 weeks |

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

NB Disability Duration Guidelines

Upper Extremity Soft Tissue Injuries

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Rotator Cuff Tendonitis/Strain: 1st to 3rd degree

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 weeks - 4 weeks |
| Light Work | 3 weeks - 8 week |
| Medium Work | 3 weeks - 8 weeks |
| Heavy Work | 5 weeks - 12 weeks |
| Very Heavy Work | 5 weeks - 13 weeks |

NB Disability Duration Guidelines

Lower Extremity Amputations

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Hip Disarticulation:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 months - 1 year |
| Light Work | By report |
| Medium Work | By report |
| Heavy Work | By report |
| Very Heavy Work | By report |

Amputation of a Lower Extremity:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks - 12 weeks |
| Light Work | 12 weeks – 24 weeks |
| Medium Work | 16 weeks – indefinite |
| Heavy Work | 16 weeks – indefinite |
| Very Heavy Work | 16 weeks - indefinite |

Foot:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks - 12 weeks |
| Light Work | 12 weeks – 24 weeks |
| Medium Work | 16 weeks – indefinite |
| Heavy Work | 16 weeks – indefinite |
| Very Heavy Work | 16 weeks - indefinite |

Toes:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 4 weeks |
| Light Work | 1 week – 4 weeks |
| Medium Work | 2 weeks – 6 weeks |
| Heavy Work | 3 weeks – indefinite |
| Very Heavy Work | 4 weeks - indefinite |

NB Disability Duration Guidelines

Lower Extremity Dislocations

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Hip Joint:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 weeks – 4 weeks |
| Light Work | 3 weeks – 4 weeks |
| Medium Work | 4 weeks - 6 weeks |
| Heavy Work | 6 weeks - 12 weeks |
| Very Heavy Work | 6 weeks – 16 weeks |

Knee Joint:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 4 weeks |
| Light Work | 2 weeks – 6weeks |
| Medium Work | 17 weeks – 32 weeks |
| Heavy Work | 23 weeks – 39 weeks |
| Very Heavy Work | 26 weeks - indefinite |

Patella (closed):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 4 weeks |
| Light Work | 2 weeks - 6 weeks |
| Medium Work | 2 weeks – 6 weeks |
| Heavy Work | 6 weeks – 8 weeks |
| Very Heavy Work | 6 weeks - 8 weeks |

Patella (open):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks – 6 weeks |
| Light Work | 2 weeks – 8 weeks |
| Medium Work | 3 weeks – 12 weeks |
| Heavy Work | 6 weeks – 24 weeks |
| Very Heavy Work | 6 weeks – 24 weeks |

NB Disability Duration Guidelines

Lower Extremity Dislocations

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Tarso-Metatarsal Joint:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 3 weeks |
| Light Work | 2 weeks – 10 weeks |
| Medium Work | 4 weeks – 26 weeks |
| Heavy Work | 6 weeks - 26 weeks |
| Very Heavy Work | 6 weeks – 26 weeks |

Toes: metatarsophalangeal joint

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 3 days |
| Light Work | 1 day - 3 days |
| Medium Work | 1 week - 2 weeks |
| Heavy Work | 2 weeks – 4 weeks |
| Very Heavy Work | 2 weeks – 6 weeks |

Toes: tarsometatarsal joint

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 3 weeks |
| Light Work | 2 weeks - 10 weeks |
| Medium Work | 4 weeks – 26 weeks |
| Heavy Work | 6 weeks – 26weeks |
| Very Heavy Work | 6 weeks – 26 weeks |

NB Disability Duration Guidelines

Lower Extremity Fractures

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Pelvis: Minor Fracture

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks – 8 weeks |
| Light Work | 4 weeks – 12 weeks |
| Medium Work | 6 weeks – 16 weeks |
| Heavy Work | 8 weeks – 20 weeks |
| Very Heavy Work | 12 weeks - 20 weeks |

Pelvis: Major Fracture

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| | By report |

Acetabulum:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 10 weeks - 13 weeks |
| Light Work | 10 weeks - 16 weeks |
| Medium Work | 12 weeks - 16 weeks |
| Heavy Work | 16 weeks – 24 weeks |
| Very Heavy Work | 16 weeks – 24 weeks |

Hip: head, neck including subtrochanter region:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 4 weeks - 12 weeks |
| Light Work | 8 weeks - 16 weeks |
| Medium Work | 8 weeks - 16 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Femur: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 12 weeks |
| Light Work | 4 weeks – 26 weeks |
| Medium Work | 17 weeks – 32 weeks |
| Heavy Work | 23 weeks – 39 weeks |
| Very Heavy Work | 26 weeks - indefinite |

NB Disability Duration Guidelines

Lower Extremity Fractures

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Intra-Articular Fractures of the knee: distal femur and proximal tibia

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 4 weeks - 6 weeks |
| Light Work | 20 weeks - 26 weeks |
| Medium Work | 24 weeks - 36 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Patella:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 4 weeks |
| Light Work | 2 weeks - 6 weeks |
| Medium Work | 2 weeks – 8 weeks |
| Heavy Work | 3 weeks – 13 weeks |
| Very Heavy Work | 4 weeks – 16 weeks |

Tibia: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 12 weeks |
| Light Work | 4 weeks - 26 weeks |
| Medium Work | 17 weeks - 32 weeks |
| Heavy Work | 23 weeks - 39 weeks |
| Very Heavy Work | By report |

Fibula: shaft

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 2 weeks |
| Light Work | 1 week - 4 weeks |
| Medium Work | 3 weeks – 10 weeks |
| Heavy Work | 10 weeks – 12 weeks |
| Very Heavy Work | 12 weeks – 16 weeks |

NB Disability Duration Guidelines

Lower Extremity Fractures

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Ankle (Closed Reduction):

Unimalleolar: Lateral or medial malleolus (excluding flake fractures):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 2 weeks |
| Light Work | 1 week - 4 weeks |
| Medium Work | 3 weeks - 10 weeks |
| Heavy Work | 10 weeks - 12 weeks |
| Very Heavy Work | 12 weeks - 16 weeks |

Ankle (Open Reduction):

Unimalleolar: Lateral or medial malleolus (excluding flake fractures):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 6 weeks |
| Light Work | 8 weeks - 12 weeks |
| Medium Work | 10 weeks - 14 weeks |
| Heavy Work | 12 weeks - 16 weeks |
| Very Heavy Work | 12 weeks - 16 weeks |

Ankle:

Bimalleolar:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 6 weeks |
| Light Work | 2 weeks – 8 weeks |
| Medium Work | 6 weeks – 16 weeks |
| Heavy Work | 8 weeks – 24 weeks |
| Very Heavy Work | 10 weeks - 24 weeks |

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Lower Extremity Fractures

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Ankle:

Trimalleolar:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 6 weeks |
| Light Work | 12 weeks – 16 weeks |
| Medium Work | 16 weeks – 20 weeks |
| Heavy Work | 20 weeks – 24 weeks |
| Very Heavy Work | 20 weeks - 36 weeks |

Trimalleolar fracture with diastasis of the inferior tibiofibular joint:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks - 8 weeks |
| Light Work | 20 weeks - 24 weeks |
| Medium Work | 20 weeks - 24 weeks |
| Heavy Work | 20 weeks - 24 weeks |
| Very Heavy Work | 20 weeks - 24 weeks |

Talus:

Body Fracture, Undisplaced:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 2 weeks |
| Light Work | 6 weeks – 8 weeks |
| Medium Work | 8 weeks - 10 weeks |
| Heavy Work | 10 weeks – 12 weeks |
| Very Heavy Work | 10 weeks – 16 weeks |

Talus:

Body Fracture, Displaced and comminuted:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks – 4 weeks |
| Light Work | 12 weeks – 16 weeks |
| Medium Work | 16 weeks – 24 weeks |
| Heavy Work | 20 weeks – 32 weeks |
| Very Heavy Work | 20 weeks – 32 weeks |

NB Disability Duration Guidelines

Lower Extremity Fractures

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Calcaneus: Undisplaced

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 weeks - 6 weeks |
| Light Work | 8 weeks - 12 weeks |
| Medium Work | 8 weeks - 12 weeks |
| Heavy Work | 8 weeks - 12 weeks |
| Very Heavy Work | 8 weeks - 12 weeks |

Calcaneus: Displaced

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks - 12 weeks |
| Light Work | 12 weeks - 26 weeks |
| Medium Work | 12 weeks - 26 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Navicular (undisplaced):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 3 days |
| Light Work | 1 day – 3days |
| Medium Work | 3 weeks – 16 weeks |
| Heavy Work | 10 weeks – 24 weeks |
| Very Heavy Work | 10 weeks – 32 weeks |

Navicular (displaced):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 2 weeks |
| Light Work | 6 weeks – 8 weeks |
| Medium Work | 8 weeks – 16 weeks |
| Heavy Work | 16 weeks – 24 weeks |
| Very Heavy Work | 16 weeks – 32 weeks |

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Lower Extremity Fractures

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Cuboid or Cuneiform:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 3 days |
| Light Work | 1 day – 3days |
| Medium Work | 2 weeks – 6 weeks |
| Heavy Work | 6 weeks – 84 weeks |
| Very Heavy Work | 8 weeks – 16 weeks |

1st Metatarsal:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 3 days |
| Light Work | 6 weeks - 12 weeks |
| Medium Work | 10 weeks - 16 weeks |
| Heavy Work | 8 weeks - 24 weeks |
| Very Heavy Work | 8 weeks - 24 weeks |

2nd, 3rd, 4th & 5th Metatarsal:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 2 weeks |
| Light Work | 3 weeks - 5 weeks |
| Medium Work | 6 weeks - 10 weeks |
| Heavy Work | 10 weeks - 12 weeks |
| Very Heavy Work | 10 weeks - 16 weeks |

Phalanges of the Foot:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 2 weeks |
| Light Work | 3 days - 3 weeks |
| Medium Work | 2 weeks – 4 weeks |
| Heavy Work | 4 weeks – 6 weeks |
| Very Heavy Work | 4 weeks – 6 weeks |

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Lower Extremity Miscellaneous

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Achilles Tendon Rupture: for surgical intervention

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 week – 4 weeks |
| Medium Work | 4 weeks – 12 weeks |
| Heavy Work | 6 weeks - 22 weeks |
| Very Heavy Work | 8 weeks - 26 weeks |

Plantar Fasciitis:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days – 1 week |
| Light Work | 0 days – 1 week |
| Medium Work | 1 days – 1.5 weeks |
| Heavy Work | 3 days – 2 weeks |
| Very Heavy Work | 3 days – 2 weeks |

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Meniscectomy (open):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 6 weeks |
| Light Work | 1 week – 7 weeks |
| Medium Work | 3 weeks – 8 weeks |
| Heavy Work | 5 weeks – 12 weeks |
| Very Heavy Work | 5 weeks – 18 weeks |

Meniscectomy (arthroscopic):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 4 weeks |
| Light Work | 1 week – 5 weeks |
| Medium Work | 2 weeks – 8 weeks |
| Heavy Work | 3 weeks – 12 weeks |
| Very Heavy Work | 4 weeks – 18 weeks |

Meniscal Repair: repair of meniscal tear

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 6 weeks |
| Light Work | 2 weeks – 12 weeks |
| Medium Work | 4 weeks – 13 weeks |
| Heavy Work | 6 weeks – 20 weeks |
| Very Heavy Work | 8 weeks – 26 weeks |

Lateral Retinacular Release: recurrent patellar dislocation

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days - 1 week |
| Light Work | 2 weeks - 3 weeks |
| Medium Work | 2 weeks - 3 weeks |
| Heavy Work | 2 weeks - 3 weeks |
| Very Heavy Work | By report |

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Patellectomy:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 4 weeks |
| Light Work | 2 weeks - 6 weeks |
| Medium Work | 3 weeks - 8 weeks |
| Heavy Work | 6 weeks or by report |
| Very Heavy Work | By report |

Anterior Cruciate Ligament (ACL) Reconstruction/Replacement:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 weeks - 10 weeks |
| Light Work | 3 weeks - 14 weeks |
| Medium Work | 26 weeks – indefinite |
| Heavy Work | 26 weeks – indefinite |
| Very Heavy Work | 26 weeks – indefinite |

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 |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 4 weeks |
| 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 |
|---------------------------|----------------------------|
| Sedentary Work | 4 weeks - 12 weeks |
| Light Work | 6 weeks - 20 weeks |
| Medium Work | 12 weeks - 26 weeks |
| Heavy Work | Indefinite – indefinite |
| Very Heavy Work | Indefinite – indefinite |

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Osteotomy of Tibia: *requires Medical Advisor review*

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 4 weeks - 6 weeks |
| 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 |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 6 weeks |
| Light Work | 3 weeks - 12 weeks |
| Medium Work | 12 weeks - indefinite |
| Heavy Work | Indefinite - indefinite |
| Very Heavy Work | Indefinite - indefinite |

Arthroplasty of Ankle:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 6 weeks |
| Light Work | 3 weeks - 12 weeks |
| Medium Work | 12 weeks - indefinite |
| Heavy Work | Indefinite - indefinite |
| Very Heavy Work | Indefinite - indefinite |

NB Disability Duration Guidelines

Lower Extremity Soft Tissue Injuries

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Knee: medial and lateral collateral ligaments

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 day - 1 week |
| Medium Work | 3 days – 3 weeks |
| Heavy Work | 3 days – 6 weeks |
| Very Heavy Work | 3 days – 6 weeks |

Anterior Cruciate Ligament (ACL) Tear (without surgery) and Posterior Cruciate Ligament Tear (PCL):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 weeks - 4 weeks |
| 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: (first or second-degree)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days - 1 week |
| Light Work | 1 day - 1 week |
| Medium Work | 3 days – 2 weeks |
| Heavy Work | 1 week – 4 weeks |
| Very Heavy Work | 1 week – 4 weeks |

Ankle: (third-degree)

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 1 week |
| Light Work | 1day – 4 weeks |
| Medium Work | 1 week – 6 weeks |
| Heavy Work | 2 weeks – 10 weeks |
| Very Heavy Work | 2 weeks - 10 weeks |

NB Disability Duration Guidelines

Head Trunk and Spine Dislocations

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Temporomandibular Joint(s): TMJ

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Any Work | 0 days – 2 days |

Spondylolysis:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day – 2 weeks |
| Light Work | 1day – 4 weeks |
| Medium Work | 6 weeks – 13 weeks |
| Heavy Work | 6 weeks – 17 weeks |
| Very Heavy Work | 9 weeks – 26 weeks |

Spondylolisthesis (traumatic):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 days – 1 week |
| Light Work | 0 days – 3 weeks |
| Medium Work | 0 days – 6 weeks |
| Heavy Work | 0 days – 12 weeks |
| Very Heavy Work | 0 days - 16 weeks |

NB Disability Duration Guidelines

Head Trunk and Spine Fractures

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Skull (closed):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days – 3 weeks |
| Light Work | 1 week – 4 weeks |
| Medium Work | 1.5 weeks – 5 weeks |
| Heavy Work | 2 weeks - 6 weeks |
| Very Heavy Work | 2 weeks – 6 weeks |

Skull: Compound, comminuted or depressed fracture

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| | By report |

Maxilla:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Any Work | 1 week - 6 weeks |

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

Mandible:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Any Work | 1 week - 6 weeks |

For fracture management of jawbone go to Head/Trunk/Spine Surgical/Therapeutic/Diagnostic Procedures section.

Nose:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 day - 1 week |
| Medium Work | 1 day - 1 week |
| Heavy Work | 1 day - 2 weeks |
| Very Heavy Work | 1 day - 2 weeks |

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Head Trunk and Spine Fractures

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Rib:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 days – 3 weeks |
| Light Work | 1 week - 4 weeks |
| Medium Work | 2 weeks - 6 weeks |
| Heavy Work | 3 weeks - 8 weeks |
| Very Heavy Work | 3 weeks - 10 weeks |

Sternum:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 4 weeks |
| Light Work | 1 week – 6 weeks |
| Medium Work | 2 weeks – 13 weeks |
| Heavy Work | 6 weeks – 17 weeks |
| Very Heavy Work | 8 weeks - 26 weeks |

Vertebrae: single vertebra (mild to moderate deformity)

Fracture secondary to osteoporosis

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 weeks – 6 weeks |
| Light Work | 6 weeks – 8 weeks |
| Medium Work | 10 weeks – 12 weeks |
| Heavy Work | Indefinite - indefinite |
| Very Heavy Work | Indefinite – indefinite |

Compression Fractures: vertebral bodies (Requires Medical Advisor review).

NB Disability Duration Guidelines

Head Trunk and Spine – Miscellaneous

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Coccyx Disorder: Coccydynia following direct trauma

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Any work | 0 days – 1 week |

Herniated Disc: Conservative medical treatment

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 weeks - 4 weeks |
| Light Work | 0 weeks - 4 weeks |
| Medium Work | 4 weeks - 8 weeks |
| Heavy Work | By report |
| Very Heavy Work | By report |

Nerve Root and Plexus Disorders: including arachnoiditis/scarring

| Job Classification | RTW Minimum/Maximum |
|---------------------------|---|
| | Medical Advisor opinion recommended when nerve root and plexus disorders first diagnosed on medical reporting |

Paralytic Syndrome: Post traumatic or post procedural

| Job Classification | RTW Minimum/Maximum |
|---------------------------|--|
| | Medical Advisor opinion recommended when paralytic syndrome first diagnosed on medical reporting |

Spinal Cord Injury:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|--|
| | Medical Advisor opinion based on medical reporting |

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Head Trunk and Spine – Miscellaneous

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Spinal Osteoarthritis: Degenerative joint disease, spondylosis - post traumatic or post surgical

Job Classification

RTW Minimum/Maximum

Medical Advisor opinion recommended when Spinal Osteoarthritis first diagnosed on medical reporting.

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Head Trunk and Spine Procedures

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Mandible: wired

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week - 4 weeks |
| Light Work | 1 week - 4 weeks |
| Medium Work | 3 weeks - 6 weeks |
| Heavy Work | 6 weeks - 8 weeks |
| Very Heavy Work | 6 weeks - 8 weeks |

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

Repair of Vertebral Fracture: surgical instrumental e.g. rods, screws

| Job Classification | RTW Minimum/Maximum |
|---------------------------|---|
| | Medical Advisory opinion based on medical reporting if layoff exceeds 16 weeks. |

Lysis of Adhesions of Spinal Cord and Nerve Roots:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|---|
| | Medical Advisory opinion based on medical reporting if layoff exceeds 12 weeks. |

Disectomy (lumbar):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 6 weeks |
| Light Work | 1 week - 8 weeks |
| Medium Work | 2 weeks – 12 weeks |
| Heavy Work | 13 weeks – 26 weeks |
| Very Heavy Work | 17 weeks – 26 weeks |

Disectomy (cervical):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 week – 8 weeks |
| Light Work | 3 weeks – 8 weeks |
| Medium Work | 6 weeks – 12 weeks |
| Heavy Work | 13 weeks – 26 weeks |
| Very Heavy Work | 17 weeks – 26 weeks |

NB Disability Duration Guidelines

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Disectomy (thoracic):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks – 8 weeks |
| Light Work | 3 weeks – 8 weeks |
| Medium Work | 6 weeks - 12 weeks |
| Heavy / Very Heavy Work | Indefinite - indefinite |

Microdiscectomy:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 4 weeks - 6 weeks |
| Light Work | 4 weeks - 6 weeks |
| Medium Work | 6 weeks - 10 weeks |
| Heavy / Very Heavy Work | By report |

Spinal Fusion: Single Fusion

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 weeks - 8 weeks |
| Light Work | 6 weeks – 8 weeks |
| Medium Work | 10 weeks – 26 weeks |
| Heavy Work | 21.5 weeks – indefinite |
| Very Heavy Work | 26 weeks – indefinite |

Spinal Fusion: Lumbar

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks – 12 weeks |
| Light Work | 8 weeks – 12 weeks |
| Medium Work | 10 weeks – 16 weeks |
| Heavy Work | 12 weeks – indefinite |
| Very Heavy Work | 12 weeks – indefinite |

Spinal Fusion: Thoracic

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 6 weeks – 12 weeks |
| Light Work | 8 weeks – 12 weeks |
| Medium Work | 10 weeks – 16 weeks |
| Heavy Work | Indefinite – indefinite |
| Very Heavy Work | Indefinite – indefinite |

NB Disability Duration Guidelines

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Hernia Surgery: laparoscopic or Shouldice inguinal or femoral herniorrhaphy

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 2 days – 2 weeks |
| Light Work | 5 days – 2 weeks |
| Medium Work | 2 weeks – 4 weeks |
| Heavy Work | 3 weeks – 6 weeks |
| Very Heavy Work | 4 weeks – 8 weeks |

Neurostimulator Implants: insertion

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 0 weeks - 2 weeks |
| Light Work | 0 weeks - 2 weeks |
| Medium Work | 0 weeks - 2 weeks |
| Heavy / Very Heavy Work | By report |

Coccygectomy:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 day –1 week |
| Medium Work | 3 days – 2 weeks |
| Heavy Work | 3 days – 6 weeks |
| Very Heavy Work | 3 days – 68 weeks |

NB Disability Duration Guidelines

Head Trunk and Spine Soft Tissue Injuries

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Temporomandibular Joint Disorders (TMJD): *No time loss from work usually anticipated*

Cervical: e.g. Whiplash or non-whiplash soft tissue injuries without nerve root involvement

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 1 day - 1 week |
| Light Work | 1 day - 1 week |
| Medium Work | 3 days - 2 weeks |
| Heavy Work | 3 days - 6 weeks |
| Very Heavy Work | 3 days - 68 weeks |

Lumbosacral (unstable lumbosacral fracture without neurologic deficit):

| Job Classification | RTW Minimum/Maximum |
|---------------------------|----------------------------|
| Sedentary Work | 3 weeks - 13 weeks |
| Light Work | 6 weeks - 17 weeks |
| Medium Work | 13 weeks - 26 weeks |
| Heavy Work | Indefinite - indefinite |
| Very Heavy Work | Indefinite - indefinite |

Sacroiliac:

| Job Classification | RTW Minimum/Maximum |
|---------------------------|--|
| Sedentary Work | 0 weeks - 2 weeks |
| Light Work | 0 weeks - 3 weeks |
| Medium Work | 0 weeks - 4 weeks |
| Heavy Work | 2 weeks - 4 weeks |
| Very Heavy Work | Medical Advisor opinion based on medical reporting if lay off exceeds 4 weeks. |