



WorkSafeNB

Disability Duration Guidelines

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New Brunswick Disability Duration Guidelines

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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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General Miscellaneous – Soft Tissue Injuries

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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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Upper Extremity Dislocations

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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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Upper Extremity Fractures

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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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Upper Extremity Fractures

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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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Upper Extremity Fractures

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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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Upper Extremity Procedures

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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

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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.

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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

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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.*

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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

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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

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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

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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

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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

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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

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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

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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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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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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 – 1week
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

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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

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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

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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).

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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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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

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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

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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

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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.