Certifying capacity for work - musculoskeletal injuries

Reasonable adjustments are changes or modifications to work duties, practices or the workplace that accommodate a worker’s return to work and work capacity. Employers and insurers often refer to the certificates of capacity to inform what work is suitable for the worker to perform. The diagram below provides specific examples you can use to identify reasonable adjustments for musculoskeletal injuries.

### Shoulder
- Only work below shoulder height
- Keep loads close to the body
- Lift up to 5 kilograms
- Modify tasks to remove forceful pushing/pulling with upper limb

### Wrist
- Modify work tasks (or workstation) to eliminate or minimise:
  - repetitive or forceful wrist movements
  - repetitive or forceful forearm rotation
  - forceful pushing and pulling with upper limb
  - exposure to upper limb vibration
- Wearing a splint may provide support

### Knee
- Modify work tasks (or workstation) to eliminate or minimise:
  - prolonged static standing
  - repetitive crouching or kneeling
  - prolonged low level postures
  - repetitive access of stairs, inclines and ladders
  - walking on rough terrain

### Neck
- Modify work tasks (or workstation) to eliminate or minimise postures with:
  - prolonged neck flexion or extension
  - prolonged static arm in forward position
  - repetitive neck rotation

### Elbow
- Modify work tasks (or workstation) to eliminate or minimise:
  - precipitating actions
  - forearm rotation
  - lifting with outstretched arm
  - exposure to upper limb vibration
  - forceful or repetitive grasps
- Lift up to 5 kilograms
- Wearing a splint may support affected area when working

### Lower back
- Modify work tasks (or workstation) to eliminate or minimise:
  - repetitive lifting/bending
  - exposure to whole body vibration
- Lift up to 10 kilograms
- Modify work tasks (or workstation) to enable 10-15 mins rotation between sitting and standing
- Frequent walking/movement (every 30 mins, 1-2 mins) when maintaining static postures

### Ankle
- Modify work tasks (or workstation) to:
  - a seated position with ankle elevated (where possible)
  - minimise walking distances
  - move posture every 30 mins

### References: