

## Table 12.1 Identifying workplace restrictions and limitations

Workplace **restrictions** are put in place following a concussion, or other type of injury, to avoid potential harm to the patient returning to work, their coworkers, and the general public, as well as to avoid disruption of equipment, production, or the environment. They are used when a patient’s signs or symptoms become a safety risk in certain work environments.

Workplace **limitations** are put in place when the patient is unable to perform a certain task because of their symptoms. Performing the task may not pose a direct risk to the patient returning to work (other than potential exacerbation of symptoms) or others around them, but their symptoms prevent them from being able to carry out the task efficiently or at all.

Sign / Symptom	Restriction	Limitation
Impaired balance	No working at heights	
Impaired concentration or visual defects	No operation of heavy equipment	
Headache / nausea with heavy exertion		Avoid heavy / repetitive lifting tasks
Light and / or noise sensitivity		Avoid brightly lit areas, limit screen use, avoid noisy environments
Impaired concentration		Avoid multitasking, complete one task at a time, work at your own pace
Irritability, impulsivity, anxiety		Limit interaction with coworkers / general public

*Adapted from: Thompson, A. (2021). Framework for Return to Work (RTW) Recommendations*

## Table 12.2 Who identifies and implements patient restrictions and/or limitations:

<b>Healthcare Professional</b>	<ul style="list-style-type: none"> <li>• Identify medical restrictions (risk)</li> <li>• Identify limitations (functional capacity, physical, cognitive, emotional)</li> <li>• Identify and document symptom triggers</li> </ul>
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<b>Employer</b>	<ul style="list-style-type: none"><li>• Review information on restrictions, limitations and symptom triggers</li><li>• Review information on job demands</li><li>• Identify opportunities for accommodations / work modifications</li></ul>
<b>Employer and Worker</b>	<ul style="list-style-type: none"><li>• Formulate progressive return to work plan</li></ul>