

Table 12.3. Return to Work Accommodation List

Symptom / Sign	Accommodation
Fatigue, Reduced attention	• Flexible work hours: e.g. start later or end earlier • Flexible task assignments: e.g. single tasks only, additional time for task completion • Gradual work re-entry: e.g. start at 2 half days/week and increase gradually • Ability to work from home one day per
Balance	• Restricted from climbing step stools/ladders
Photophobia	• Natural lighting and desk lamp • Maximum one hour computer work followed by change of task
Irritability, impulsivity, anxiety	• Environmental modifications: e.g. quiet work environment; enhanced level of supervision; decreased computer work; only day shift hours.
Proposed Steps for Return to Work	
Part-time return	• Return to work for 4 hours per day, 3 days per week for 4 weeks • Flexible work hours starting at 10 am • Re-evaluation prior to planned increase in hours after 4 weeks

Adapted from: Thompson, A. (2021). Framework for Return to Work (RTW) Recommendations [PowerPoint Slides].