

To: The Attending Health Care Professional

Re: Return to Work Restrictions

Bourgault Industries Limited wishes to ensure the prompt and safe rehabilitation and return to work of our team members. We are committed to providing suitable and meaningful modified duties for team members unable to perform their regular duties as a result of injury or illness. We welcome the support and interest of you, the health care professional, in meeting our commitment and assisting us in this effort.

Please take time to consider the following so we may ensure the duties offered meet the needs of the team member.

Team Member's Name: _____

Team member could safely return to work with the following restrictions/modifications:

Postures and Tasks

- No posture or task restrictions**
- Avoid prolonged bending and/or twisting of the torso
- Avoid kneeling or crawling
- Limit standing or walking to _____ hrs at a time.

Strength

Lifting, carrying, pulling or pushing objects to a maximum of:

- No strength restrictions**
- 5 Kg 10 Kg 40 Kg

Safety and Balance

- No balancing or safety restrictions**
- Avoid work on slippery or uneven surfaces
- Avoid the operation of vehicles or equipment
- Avoid work at heights
- Avoid work in areas requiring full peripheral vision

Environmental Factors

- No environmental concerns**
- Avoid work in extreme temperatures
- Avoid work with vibrating hand tools

The disability may affect activity for another: _____ days 8-14 days 15-21 days > 21 days

Other Medical Restrictions/or Comments:

Name of Health Care Professional (please print): _____

Signature of Health Care Professional: _____ Date: _____

Address: _____ Telephone: _____

Note: a fee of \$15.00 will be provided for completion of this form, please invoice to the attention of the Human Resources Dept.

Please return with disabled Team Member or fax to:

Bourgault Industries Ltd.
Box 39, 1 Mile North on East side of Hwy #368
St. Brieux, Saskatchewan, Canada S0K 3V0
Tel: (306) 275-2300 Fax: (306) 275-2307
E-mail: bourgault@bourgault.com
Attention: Human Resources Department