

Helping your employees

Accommodations to support your employees with back pain



It can be difficult to know how to help your employees when they experience challenges in the workplace. We've created the following list that you can reference when any of your employees are experiencing the listed challenges. You can use the list of suggested accommodations to develop a specific plan to help your employee.

	Possible solution
Employee is unable to sit for long periods of time.	<ul style="list-style-type: none">• Provide sit:stand desk• Ensure employee's chair is adjustable and fitted properly• Provide frequent rest breaks and opportunities to stand and/or walk• For drivers, ensure vehicle seats provide lumbar support and good suspension
Employee is having issues with prolonged standing.	<ul style="list-style-type: none">• Provide a step stool to prop one leg on• Ensure there is anti-fatigue matting• Provide a chair for periodic breaks
Employee is experiencing fatigue or lack of endurance.	<ul style="list-style-type: none">• Allow a flexible work schedule• Provide longer and/or more frequent rest breaks• Offer job sharing opportunities• Reduce/eliminate prolonged walking, lifting etc.
Employee has had repeated back problems.	<ul style="list-style-type: none">• Provide education on proper lifting and body mechanics• Design work site to reduce rotation and twisting• For assembly line work, provide adjustable work station heights• Have a partner to help lift bulky or heavy objects• Ensure majority of lifting is between knee and waist height
Employee has difficulty reaching overhead.	<ul style="list-style-type: none">• Design job site and shelving so that majority of reaching is below shoulder level• Provide trolleys and hoists to access articles that are above shoulder height