SPICE: RETURN TO WORK PLAN

**Simplicity:** Communicate the return to work plan using easy to understand terminology. Complex language can be incorrectly interpreted.

**Proximity:** Keeping the worker within the workplace improves outcomes as they return to their routine and social work patterns.

**Immediacy:** Timely action minimizes worse outcomes.

**Centrality:** Coordinate care through a central health care provider.

**Expectancy:** Set appropriate treatment and improvement goals and expectations with the patient to improve adherence.

**DO'S**
- Focus on function
- Write prescription for transitional duty
- Base prescription upon objectively verifiable examination findings

**DON'TS**
- Avoid prescribing light duty. Instead, be specific about activities that are allowed
- Rarely necessary to restrict anyone with low back pain to less than 20 pounds material handling
- Avoid basing restrictions only on pain