

Job Demands Analysis

Position: Job Title

Company: Example Company

Address: 123 example street, Anytown, AL, 00000

Analysis Information

Analyst: Your Name

Email: youremail@examplecompany.com

Analysis Date: January 1, 1900

Overview

Job Purpose:

A sentence about what this job does

Essential Functions:

- 1/2First Function - A short description goes here
- 1/2Second Function - A short description goes here
- 1/2Third Function - A short description goes here

Marginal Functions:

- 1/2First Function - A short description goes here
- 1/2Second Function - A short description goes here
- 1/2Third Function - A short description goes here

Work Schedule:

40 hours/week, 8 hour shifts, 5 shifts/week

Breaks:

- 1/2One 15-minute break at about 10am
- 1/2One 30-minute break at about 12pm
- 1/2One 15-minute break at about 2pm

Other Shift Information:

Additional information goes here such as weekends, holiday, and seasonal changes in work demands.

Images

Job Demands

Physical Demands

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Awkward position	X				A measurement goes here
Bending over		X			
Carrying			X		or a comment could go here
Driving				X	
Fine motor tasks	X				an example measurement could be:
Gripping or grasping		X			
Handling			X		how much someone sits in a day
Kneeling				X	
Lifting	X				or how long they drive
Lifting overhead		X			
Pulling			X		or how often they sit to stand
Pushing				X	
Reaching	X				really any measurement relevant to the job and the physical demands required to perform it
Sitting		X			
Squatting or crouching			X		
Standing				X	
Talking and hearing	X				
Twisting or turning		X			
Walking			X		

Mobility Demands

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Neck					
Flexion/Extension	X				
Rotation	X				
Lateral Flexion/Extension	X				
Shoulder					
Flexion/Extension		X			
Abduction/Adduction		X			Comments about mobility go here
Internal/External Rotation		X			
Elevation/Depression		X			
Elbow and Forearm					
Flexion/Extension			X		include measurements here when possible
Supination/Pronation			X		
Wrist and Fingers					
Flexion/Extension				X	
Ulnar/Radial Deviation				X	
Gripping (Power or Pinch)				X	
Thorax and Upper Back					
Flexion/Extension	X				
Rotation	X				
Lateral Flexion/Extension	X				
Lower Back and Abdomen					
Flexion/Extension		X			
Rotation		X			
Lateral Flexion/Extension		X			
Hip and Upper Thigh					
Flexion/Extension			X		

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Abduction/Adduction			X		
Internal/External Rotation			X		
Knees and Lower Legs					
Flexion/Extension				X	
Ankle, Foot, and Toes					
Dorsiflexion/Plantarflexion	X				

Cognitive/Sensory Demands

Activity	Required	Comments
Vision		
Near Vision	X	These are demands that are either required or not required
Far Vision		
Peripheral Vision	X	
Depth Perception		If the job requires these capabilities in order to be completed, then they should be marked as required
Color Vision	X	
Perceive Safety/Emergency Indicators		
Hearing		
Distinguish Sounds or Tones	X	
Verbal or Electronic Communication	X	Only items that are required for successful completion of the job should be marked required.
Perceive Safety/Emergency Indicators	X	
Senses		
Tactile Sense (Touch)		These typically include marginal function too depending on the employer
Olfactory Sense (Smell)		
Gustatory Sense (Taste)		
Vestibular Sense (Balance)		All items here are optional
Kinesthetic Sense (Proprioception)		

Activity	Required	Comments
Cognitive		
Memory (Short or Long Term)	X	
Multitasking	X	
Decision Making and Reasoning		
Simple Math	X	
Time Management	X	
Literacy (Reading/Writing)		
Psychosocial		
Work Independently	X	
Work with a Team		
Supervision of Others	X	

Environmental Demands

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
Wet, humid, or slippery surfaces	X				
Proximity to moving mechanical parts or machinery	X				
Working at heights	X				
Fumes, odors, dust, or airborne particles	X				These comments should focus on objective measurements where possible
Hazardous chemicals (toxic or caustic)	X				
Extreme temperatures (hot or cold, weather-related or non-weather)	X				
High noise levels requiring hearing protection	X				
Hand-arm vibration (e.g., from power tools)	X				
Whole-body vibration (e.g., from vehicles or platforms)	X				
Electrical hazards		X			
Radiation exposure (ionizing or			X		

Activity	N/A <1%	Occasional 1-33%	Frequent 34-66%	Constant 67-100%	Comments
non-ionizing)					
Poor lighting or illumination				X	
Confined spaces				X	
Biological hazards (e.g., pathogens or allergens)				X	

Lifting/Pushing/Pulling

Activity	N/A, <1%	Occasional 1-33%, <12 reps/hour	Frequent 34-66%, 12-60 reps/hour	Constant 67-100%, >60 reps/hour	Comments
Less than 5 lbs	X				
5-25 lbs		X			
26-50 lbs			X		Push/pull meter measurements here are heavily considered when making return to work decisions or classification of work decisions
51-100 lbs				X	
Over 100 lbs	X				

Summary

Physical Classification of Work: **HEAVY**

404.1567(d) - Heavy Work

Heavy work involves lifting no more than 100 pounds at a time with frequent lifting or carrying of objects weighing up to 50 pounds. If someone can do heavy work, we determine that he or she can also do medium, light, and sedentary work.

Analysis Notes:

This is a heading

This is a sub heading

This is the third level heading

This is normal text

This is bold text

This is italics text

This is underlined text

- 1. Numbered list item 1
- 2. Numbered list item 2
- 3. Numbered list item 3
- Bullet pointed list item 1
- Bullet pointed list item 2
- Bullet pointed list item 3

Use this area to focus on job risks and professional related findings. Also consider adding content about how to mitigate the discovered risk. Lean on objective measurements and real data to back recommendations rather than subjective opinions.