

# PHYSICAL DEMANDS PROFILES

Physical Demands Profiles describe the physical requirements of work. They are considered to be an integral part of compliance with return to work obligations under the Workplace Safety and Insurance Act. The objective is to ensure injured workers are returned to safe, meaningful and productive employment, specifically by identifying suitable jobs which have physical requirements within an employee's functional abilities. Workplace parties are legally responsible for identifying suitable work and therefore need understandable information about physical demands to consider alongside medical restrictions. Health care practitioners, as advisors, also need objective, clear job information to provide informed, professional opinions to their patients and to employers. Well-constructed physical demands profiles can satisfy these information needs, and help expedite the return to work process. They can also be used for many other purposes, including a building block for ergonomics programs aimed at injury prevention, production efficiencies, and improvements to working conditions. Ask us how...



## THE REASONS . . .

### WSIB-RELATED USES

- informed ESRTW decisions
- safe employee RTW, prevent recurrences
- objective job info for WSIB & health care
- identify suitable work within restrictions
- compliance with reforms, self-reliance

### HUMAN RESOURCES

- recruitment & screening
- employee education & training
- job matching & accommodations
- enhanced claims management
- ergonomics program development

### HEALTH & SAFETY

- job-specific safety orientations
- ergonomics training
- identify causes of injuries
- identify high risk jobs
- prioritize ergonomic analyses

## NEED SOLUTIONS ???

**OSHTECH** is an integrated team of specialists providing consulting and training in ergonomics, occupational hygiene, and environmental risk assessments. Our professional services include:

### PHYSICAL DEMANDS PROFILES

- clear work descriptions & illustrations
- client-customized formats, or
- basic (MOL, WSIB) "checklist style"
- objective physical demands inventory
- factual frequency, duration, intensity data

### RELATED SERVICES

- RTW programs
- WSIB liaison & representation
- suitability determinations
- job accommodations
- compatibility investigations

### TRAINING

- Injured Workers
- Supervisors
- Return to Work Committee
- Ergonomics/JH&S Committee
- H&S Coordinator/Claims Manager

## OSH&E Consulting, Training & Laboratory Services

# OSHTECH

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