

Job Demands Analysis – Kitchen Attendant II (Breakfast Cook) (Community Services)

Purpose

The Breakfast Cook working for the City of Vancouver’s Community Services Group is responsible for the following:

- Preparing, cooking and serving breakfast;
- Assisting in other meal preparation;
- Receiving deliveries;
- Monitoring stock;
- Cleaning kitchen equipment;
- Overseeing and training kitchen volunteers at various skill levels; and
- Operating the 2nd floor concession (depending on operational needs).

Essential Duties

The Breakfast Cook has three essential duties:

- Duty #1 Set-up of Breakfast Area
- Duty #2 Breakfast Preparation and Serving
- Duty #3 Clean-up

Description of Non-essential Tasks

Not applicable

Summary of Demands

	Sedentary	Light	Medium	Heavy	Very Heavy	Comments
Physical				✓		Based on strength requirements
Cognitive				✓		Ability to interact appropriately with volunteers and patrons

Workers require **physical endurance** due to manual material handling tasks (i. e., for between 34-66 % of their shift) as well as standing and walking continuously (i. e., for between 67-100 % of their shift).

Shift Structure

The Breakfast Cook works four days per week from 7:00 am to 2:00 pm. The Breakfast Cook is allowed a 40-minute rest break.

Frequency Rating Definitions

The frequency rating definitions used in the Summary Table are from the Dictionary of Occupational Titles (DOT, 1991, 4th edition) published by the US Department of Labor. A similar classification is used for each Essential Duty, but the percentages are changed to reflect % of Duty rather than % of shift.

	Time per Day	Percentage of Shift
Never	0 minutes	0 %
Rare	0 - 5 minutes	0-1 %
Infrequent	6 - 25 minutes	2-5 %
Occasional	26 minutes – 2.5 hours	6-33 %
Frequent	2.6 - 5.25 hours	34-66 %
Constant	5.26 - 8 hours	67-100 %

STRENGTH	
Strength Category	Weight Handled
1. Limited	Up to 5 kg.
2. Light	5 kg. to 10 kg.
3. Medium	10 kg. to 20 kg.
4. Heavy	>20 kg

Job Demands Analysis – Breakfast Cook: Summary Table

a. Physical Demands		Frequency During Shift					Weight		Comments	
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)		Max (kg)
Strength	Lifting – Floor to Knuckle				✓			10	23	Retrieve items from storage as required. Note: Storage heights: store 10-70”, cooler 9 - 67”, freezer 0-62”; replenish items in concession cooler; lift plates from plate holder; lift robot coupe food processor from low height shelf; one-handed lifting of buckets of ice for 2 nd floor cafeteria; lifting bowl from mixer
	Lifting – Knuckle to Waist					✓		10	23	Retrieve items from storage as required. Note: Storage heights: store 10-70”, cooler 9 - 67”, freezer 0-62”; transferring pans to / from rack at back, oven, cart and steam table; lift plates from plate holder; lift pans with dessert from baking rack
	Lifting – Over Shoulder				✓			10	23	Retrieve items from storage as required. Note: Storage heights: store 10-70”, cooler 9 - 67”, freezer 0-62”
	Carrying – with Handles				✓			10	23	Carrying as required. Note: Few cases (eggs, milk crates) equipped with handles; carry 2 buckets of ice to 2 nd floor cafeteria
	Carrying – without Handles					✓		10	23	Carrying as required. Note: Bags (flour / sugar / rice), most cases (e.g. bread, hash browns) and pans not equipped with handles.
	Pushing – Upper Extremity				✓			2	2	Pushing baking sheets on baking racks, into ovens; closing oven doors
	Pushing – Hips/Legs assist				✓			<1	<1	Cart; Plate holder
	Pulling – Upper Extremity				✓			2	2	Pushing baking sheets on baking racks, into ovens; opening oven doors
	Pulling – Hip/Leg Assist				✓			<1	<1	Cart; Plate holder

Job Demands Analysis – Breakfast Cook: Summary Table (continued)

a. Physical Demands (continued)		Frequency During Shift						Comments
		N	R	I	O	F	C	
Mobility	Reach - Shoulder or Above				✓			Items in storage stored at 0-70" ht.; reaching for utensils; loading toaster; reaching for dessert guards, baking trays, bus pans; writing menu on chalkboard; stocking napkins, cups
	Reach - Below Shoulder						✓	
	Handling						✓	Hotel pans; utensils; money
	Fine finger movements					✓		Operating kitchen equipment and cash register; money; prepare boxes for recycling (remove tape); handling small items such as glasses, cups, stir sticks, coffee cup lids, plastic cutlery; trigger on oil spray; break eggs; using butter knife, tongs (for lifting pans, bacon, sausages and toast), ice cream scoop; write menu on chalkboard
	Neck - Static Flexion				✓			While cooking
	Neck – Static Neutral	✓						
	Neck – Static Extension	✓						
	Neck – Rotation						✓	
	Throwing			✓				Garbage
	Sitting	✓						
	Standing					✓		
	Walking					✓		
	Running/Jumping	✓						
	Climbing			✓				Using 2-step ladder to reach for hard-to-reach items
	Bending/Stooping				✓			Handling items in storage - items in storage stored at 0-70" ht.; replenishing items in concession cooler; lift plates from plate holder
	Crouching	✓						
	Kneeling	✓						
	Crawling	✓						
	Twisting				✓			Depends on work habits (if not turning feet)
	Balancing			✓				2-step ladder
Travelling	✓							

Job Demands Analysis – Breakfast Cook: Summary Table (continued)

a. Physical Demands (continued)		Frequency During Shift						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations						✓	
	Hear/Other Sounds						✓	
	Vision/Far						✓	
	Vision/Near						✓	
	Vision/Colour						✓	
	Vision/Depth						✓	
	Perception/Spatial						✓	
	Perception/Form						✓	
	Feeling						✓	
	Speech						✓	
	Work Environment	Inside Work						✓
Outside Work		✓						
Slippery		✓						Clean up right after spill
Congested worksite				✓				Depends on number of people in kitchen and concession area
Chemical Irritants				✓				Cleaners
Confined Space Entry		✓						
Vapour Fumes				✓				Vapour when cleaning stainless steel
Noise					✓			Kitchen equipment; people in dining area
Proximity to moving objects					✓			People with carts
Hazardous Machines				✓				Meat slicer; toaster, coffee machine, robot coupe food processor
Electrical hazard				✓				Kitchen equipment
Hazardous objects				✓				Knives in kitchen area
Radiant/Thermal Energy					✓			Stove, toaster, oven, hot water, steam table, coffee machine, flat top grill
Hot/Cold							✓	Constant during inclement weather; working beside steam table
Humid							✓	Constant during inclement weather
Environmental Dust					✓			If windows open; from heater ventilation ducts
Organic Substances		✓						
Medical Waste		✓						
Blood Products		✓						
Lighting – Direct							✓	Natural light outdoors
Lighting – Indirect						✓		
Vibration – Whole Body	✓							
Vibration – Hand/Arm			✓				Using Oster hand beater when preparing scrambled eggs; mixer	

Job Demands Analysis – Breakfast Cook: Summary Table (continued)

b. Cognitive and Psychosocial Demands	Frequency During Shift			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision		✓		
Time Pressure			✓	
Attention to Detail			✓	
Memory Requirements			✓	
Interact with co-workers			✓	Co-workers, volunteers
Interact with public			✓	
Work Alone		✓		Alone from 7 - 9 am
Reading		✓		Menu
Writing		✓		Menu on chalkboard
Irregular Hours	✓			May work overtime (2 - 6 pm) if short-staffed (assist Cook)
Operating Equipment			✓	Oven, hand beater, coffee machine, cash register, meat slicer; toaster, robot coupe food processor, steam table, dishwasher

Physical Environment

Majority of the work takes place at indoor community centres. The Breakfast Cook has to go outside when receiving orders. The facility is also equipped with storerooms, walk-in cooler and walk-in freezer.

Staffing Levels

There is only one Breakfast Cook per shift.

Tools and Equipment Used

The Breakfast Cook uses a variety of equipment and tools including cash registers, kitchen equipment, and carts.

Other Equipment

Not applicable.

Data Collection

An ergonomics consultant from WorkWell Consulting (Ms. Farzana Ismail) conducted the JDA assessment on October 23rd 2008. One Breakfast Cook was interviewed and observed performing the job.

Contact for the on-site assessment

Robert Begin was the management contact for the on-site assessment.

Description of Essential Duties

This section describes the work tasks that comprise the 3 essential duties of the job. Tables 1 - 3 (located at the end of this report) provide the physical, cognitive and psychosocial demands for performing each of the essential duties. Appendix A provides illustrations of the three essential duties.

Essential Duty 1: Set-up of Breakfast Area

Duty 1 involves the following tasks:

- i) Bring cutlery from dish area to breakfast area (Duty 1, Task 1)
- ii) Bring crackers, condiments (salt, pepper) and napkins from storage area (Duty 1, Task 2)

Essential Duty 2: Breakfast Preparation and Serving

Duty 2 involves the following tasks:

- i) Prepare oatmeal (Duty 2, Task 1)
- ii) Prepare scrambled, poached and sunny-side-up eggs (Duty 2, Task 2)
- iii) Prepare bacon and sausages in conventional oven (Duty 2, Task 3)
- iv) Prepare toast (Duty 2, Task 4)
- v) Smash ice to put in stainless container (for creamers) and percolator (for cold water) (Duty 2, Task 5)
- vi) Fill bucket with hot water for steam table (Duty 2, Task 6)
- vii) Fill bucket with cold water for percolator (Duty 2, Task 7). This task is performed every hour during the summer months.
- viii) Prepare coffee (Duty 2, Task 8)
- ix) Replenish drinks in cooler in concession area (Duty 2, Task 9)
- x) Operating cash register at breakfast and lunch (Duty 2, Task 10)
- xi) Prepare dessert for dinner (Duty 2, Task 11). This includes cutting up the dessert into smaller pieces.

Essential Duty 3: Clean-up

The Breakfast Cook performs this duty after breakfast and after lunch.

Table 1: Essential Duty 1 – Set-up of Breakfast Area

a. Physical Demands		Frequency During Task					Weight		Comments	
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)		Max (kg)
Strength	Lifting – Floor to Knuckle				✓			2	18	Retrieve items from storage as required, e.g. crackers (2 kg), water, pop. Note: Storage heights: store 10-70”, cooler 9 - 67”, freezer 0-62”; store pop / water in concession cooler (ht. 8-21”)
	Lifting – Knuckle to Waist				✓			2	18	Retrieve items from storage as required, e.g. crackers (2 kg), water, pop. Note: Storage heights: store 10-70”, cooler 9 - 67”, freezer 0-62”; place juice / cans in cooler (ht. 23-33”)
	Lifting – Over Shoulder			✓				2	18	Retrieve items from storage as required, e.g. crackers (2 kg), water, pop. Note: Storage heights: store 10-70”, cooler 9 - 67”, freezer 0-62”.
	Carrying – with Handles	✓								
	Carrying – without Handles				✓			2	18	Carrying as required.
	Pushing – Upper Extremity	✓								
	Pushing – Hips/Legs assist				✓					Pop and juices on cart
	Pulling – Upper Extremity	✓								
	Pulling – Hip/Leg Assist				✓					Pop and juices on cart
Mobility	Reach - Shoulder or Above			✓						Stocking napkins, cups (58-74”)
	Reach - Below Shoulder						✓			
	Handling						✓			
	Fine finger movements				✓					Stir sticks, coffee cup lids, plastic cutlery, money
	Neck - Static Flexion	✓								
	Neck – Static Neutral	✓								
	Neck – Static Extension	✓								
	Neck – Rotation						✓			
	Throwing	✓								
	Sitting	✓								
	Standing				✓					
	Walking						✓			
	Running/Jumping	✓								
	Climbing	✓								
Bending/Stooping				✓						Handling items in storage - items in storage stored at 0-70” ht.; placing items in concession cooler

Crouching	✓						
Kneeling	✓						
Crawling	✓						
Twisting	✓						
Balancing	✓						
Travelling	✓						

Frequency Rating Definition for % of Task

The definitions for frequency ratings are contained at the end of the Table (page 12).

Table 1: Essential Duty 1 – Set-up of Breakfast Area (continued)

a. Physical Demands (continued)		Frequency During Task						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations	✓						
	Hear/Other Sounds						✓	
	Vision/Far						✓	
	Vision/Near						✓	
	Vision/Colour	✓						
	Vision/Depth						✓	
	Perception/Spatial						✓	
	Perception/Form						✓	
	Feeling						✓	
	Speech	✓						
	Work Environment	Inside Work						✓
Outside Work		✓						
Slippery		✓						
Congested worksite		✓						
Chemical Irritants		✓						
Confined Space Entry		✓						
Vapour Fumes		✓						
Noise		✓						
Proximity to moving objects		✓						
Hazardous Machines		✓						
Electrical hazard							✓	Coffee machine
Hazardous objects		✓						
Radiant/Thermal Energy							✓	Steam table, coffee machine
Hot/Cold							✓	Constant during inclement weather; working beside steam table
Humid							✓	Constant during inclement weather
Environmental Dust					✓			If windows open
Organic Substances		✓						
Medical Waste		✓						
Blood Products		✓						
Lighting – Direct							✓	Natural light outdoors
Lighting – Indirect						✓		
Vibration – Whole Body	✓							
Vibration – Hand/Arm	✓							

Table 1: Essential Duty 1 – Set-up of Breakfast Area (continued)

b. Cognitive and Psychosocial Demands	Frequency During Task			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision	✓			
Time Pressure		✓		
Attention to Detail			✓	
Memory Requirements			✓	
Interact with co-workers			✓	To find out how many hot warmers, cold warmers
Interact with public	✓			
Work Alone			✓	
Reading			✓	Menu
Writing			✓	Menu
Irregular Hours	✓			
Operating Equipment		✓		Cash register, coffee machine, steam table

Frequency Rating Definitions for % of Task

The frequency rating definitions are from the Dictionary of Occupational Titles (DOT, 1991, 4th edition) published by the US Department of Labor.

	Percentage of Task
Never	0 %
Rare	0-1 %
Infrequent	2-5 %
Occasional	6-33 %
Frequent	34-66 %
Constant	67-100 %

STRENGTH	
Strength Category	Weight Handled
1. Limited	Up to 5 kg.
2. Light	5 kg. to 10 kg.
3. Medium	10 kg. to 20 kg.
4. Heavy	>20 kg

Table 2: Essential Duty 2 – Breakfast Preparation and Serving

a. Physical Demands		Frequency During Duty					Weight		Comments	
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)		Max (kg)
Strength	Lifting – Floor to Knuckle				✓			10	23	Retrieve items from storage as required, e.g. potatoes/ carrots / onions / cabbage (23 kg), cans of mandarin oranges / bags of flour / sugar(20 kg), bag of rice / potatoes (18 kg), fries / hash browns(14 kg), chocolate chips / oatmeal / tomatoes / onions / peppers (12 kg), spaghetti (9 kg), rice crispies (8 kg), eggnog mix / waffles / tofu (6 kg), coconut / cranberries (5 kg), margarine (4 kg), tea / crackers (2 kg); one-handed lifting of pails of honey (15 kg). Note: Storage heights: store 10-70”, cooler 9-67”, freezer 0-62”. Replenish drinks in cooler in concession area (ht. 8-30”); lift plates from plate holder (14-32”); lift robot coupe food processor (9 kg) from low height shelf (ht. 14”); one-handed lifting of buckets of ice (6 kg each) for 2 nd floor cafeteria; lifting bowl from mixer (ht. 24”)
	Lifting – Knuckle to Waist					✓		10	23	Refer to Comments under “Lifting - Floor to Knuckle” Transferring pans to / from rack at back (10-84”), oven (ht. 38-54”), cart (ht. 8-34”) and steam table; lift plates from plate holder (14-32”); lift pans with dessert (-18-23 kg) from baking rack (ht. <49”)
	Lifting – Over Shoulder				✓			10	23	Refer to Comments under “Lifting - Floor to Knuckle”
	Carrying – with Handles				✓			10	23	Carrying as required. Note: Few cases (eggs, milk crates) equipped with handles; carry 2 buckets of ice (6 kg each) to 2 nd floor cafeteria (2x / day)
	Carrying – without Handles					✓		10	23	Carrying as required. Note: Bags (flour / sugar / rice) and most cases (e.g. bread, hash browns) not equipped with handles.

	Pushing – Upper Extremity				✓			2	2	Pushing baking sheets on baking racks (ht. of baking rack 11.5 - 65.5”), into ovens (ht. of oven racks 35 - 54”); closing oven doors	
	Pushing – Hips/Legs assist				✓			<1	<1	Cart; Plate holder	
	Pulling – Upper Extremity				✓			2	2	Pushing baking sheets on baking racks (ht. of baking rack 12 - 66”), into ovens (ht. of oven racks 35 - 54”); opening oven doors	
	Pulling – Hip/Leg Assist				✓			<1	<1	Cart; Plate holder	
Mobility	Reach - Shoulder or Above				✓					Items in storage stored at 0-70” ht.; reaching for utensils (ht. 59-68”); loading toaster; reaching for dessert guards (68-81”), baking trays (18-66”), bus pans (61-80”); writing menu on chalkboard (ht. 42-76”)	
	Reach - Below Shoulder								✓		
	Handling								✓	Hotel pans; utensils; money	
	Fine finger movements					✓				Operating kitchen equipment and cash register; money; prepare boxes for recycling (remove tape); handling small items such as glasses and cups; trigger on oil spray; break eggs; using butter knife, tongs (for lifting pans, bacon, sausages and toast), ice cream scoop; write menu on chalkboard	
	Neck – Static Flexion				✓					While cooking	
	Neck – Static Neutral	✓									
	Neck – Static Extension	✓									
	Neck – Rotation								✓		
	Throwing			✓							Garbage
	Sitting	✓									
	Standing									✓	
	Walking									✓	
	Running/Jumping	✓									
	Climbing			✓							Using 2-step ladder to reach for hard-to-reach items (step hts. - 11.5”, 10.5)
	Bending/Stooping					✓					Handling items in storage - items in storage stored at 0-70” ht.; replenishing items in cooler in concession area (8-30”); lift plates from plate holder (14-32”)
	Crouching	✓									
	Kneeling	✓									
Crawling	✓										
Twisting					✓					Depends on work habits (if not turning feet)	
Balancing			✓							2-step ladder	
Travelling	✓										

Frequency Rating Definition for % of Task

The definitions for frequency ratings are contained at the end of the Table (page 16).

Table 2: Essential Duty 2 – Breakfast Preparation and Serving (continued)

a. Physical Demands (continued)		Frequency During Duty						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations						✓	
	Hear/Other Sounds						✓	
	Vision/Far						✓	
	Vision/Near						✓	
	Vision/Colour						✓	
	Vision/Depth						✓	
	Perception/Spatial						✓	
	Perception/Form						✓	
	Feeling						✓	
	Speech						✓	
	Work Environment	Inside Work						✓
Outside Work		✓						
Slippery		✓						Clean up right after spill
Congested worksite				✓				Depends on number of people in kitchen and concession area
Chemical Irritants		✓						
Confined Space Entry		✓						
Vapour Fumes		✓						
Noise					✓			Kitchen equipment; people in dining area
Proximity to moving objects					✓			People with carts
Hazardous Machines				✓				Meat slicer; toaster, coffee machine, robot coupe food processor
Electrical hazard				✓				Kitchen equipment
Hazardous Objects				✓				Knives in kitchen area
Radiant/Thermal Energy					✓			Stove, toaster, oven, hot water, steam table, coffee machine, flat top grill
Hot/Cold							✓	Constant during inclement weather
Humid							✓	Constant during inclement weather
Environmental Dust					✓			If windows open
Organic Substances		✓						
Medical Waste		✓						
Blood Products		✓						
Lighting – Direct							✓	Natural light outdoors
Lighting – Indirect						✓		
Vibration – Whole Body	✓							
Vibration – Hand/Arm			✓				Using Oster hand beater when preparing scrambled eggs; mixer	

Table 2: Essential Duty 2 – Breakfast Preparation and Serving (continued)

b. Cognitive and Psychosocial Demands	Frequency During Duty			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision		✓		
Time Pressure			✓	
Attention to Detail			✓	
Memory Requirements			✓	
Interact with co-workers			✓	Co-workers
Interact with public			✓	
Work Alone		✓		Alone from 7 - 9 am
Reading		✓		Menu
Writing		✓		Menu on chalkboard
Irregular Hours	✓			May work overtime (2 - 6 pm) if short-staffed (assist Cook)
Operating Equipment			✓	Oven, hand beater, coffee machine, cash register, meat slicer; toaster, robot coupe food processor

Frequency Rating Definitions for % of Duty

The frequency rating definitions are from the Dictionary of Occupational Titles (DOT, 1991, 4th edition) published by the US Department of Labor.

	Percentage of Duty
Never	0 %
Rare	0-1 %
Infrequent	2-5 %
Occasional	6-33 %
Frequent	34-66 %
Constant	67-100 %

STRENGTH	
Strength Category	Weight Handled
1. Limited	Up to 5 kg.
2. Light	5 kg. to 10 kg.
3. Medium	10 kg. to 20 kg.
4. Heavy	>20 kg

Table 3: Essential Duty 3 – Clean-up

a. Physical Demands		Frequency During Duty					Weight		Comments
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)	
Strength	Lifting – Floor to Knuckle			✓					
	Lifting – Knuckle to Waist				✓				Hotel pans off steam table; placing items in walk-in cooler
	Lifting – Over Shoulder	✓							
	Carrying – with Handles	✓							
	Carrying – without Handles				✓				Hotel pans
	Pushing – Upper Extremity	✓							
	Pushing – Hips/Legs assist			✓					Hotel pans on cart
	Pulling – Upper Extremity	✓							
	Pulling – Hip/Leg Assist			✓					Hotel pans on cart
Mobility	Reach - Shoulder or Above				✓				
	Reach - Below Shoulder						✓		
	Handling				✓				
	Fine finger movements			✓					
	Neck - Static Flexion	✓							
	Neck – Static Neutral	✓							
	Neck – Static Extension	✓							
	Neck – Rotation						✓		
	Throwing	✓							
	Sitting	✓							
	Standing					✓			
	Walking					✓			
	Running/Jumping	✓							
	Climbing			✓					Using 2-step ladder to reach for hard-to-reach items (step hts. - 11.5”, 10.5)
	Bending/Stooping					✓			
	Crouching			✓					
	Kneeling			✓					
	Crawling			✓					
	Twisting					✓			
Balancing			✓						
Travelling	✓								

Frequency Rating Definition for % of Task

The definitions for frequency ratings are contained at the end of the Table (page 19).

Table 3: Essential Duty 3 – Clean-up (continued)

a. Physical Demands (continued)		Frequency During Task						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations						✓	
	Hear/Other Sounds						✓	Have to be aware of surroundings
	Vision/Far						✓	
	Vision/Near						✓	
	Vision/Colour						✓	
	Vision/Depth						✓	
	Perception/Spatial						✓	
	Perception/Form						✓	
	Feeling						✓	
	Speech						✓	
	Work Environment	Inside Work						✓
Outside Work		✓						
Slippery					✓			
Congested worksite					✓			Depends on number of people in kitchen
Chemical Irritants					✓			Cleaners
Confined Space Entry		✓						
Vapour Fumes					✓			Vapour when cleaning stainless steel
Noise							✓	
Proximity to moving objects				✓				
Hazardous Machines					✓			
Electrical hazard					✓			Kitchen equipment
Hazardous objects					✓			Knives
Radiant/Thermal Energy					✓			
Hot/Cold							✓	Constant during inclement weather
Humid							✓	Constant during inclement weather
Environmental Dust					✓			From heater ventilation ducts
Organic Substances				✓				
Medical Waste		✓						
Blood Products		✓						
Lighting – Direct							✓	Natural light outdoors
Lighting – Indirect						✓		
Vibration – Whole Body	✓							
Vibration – Hand/Arm	✓							

Table 3: Essential Duty 3 – Clean-up (continued)

b. Cognitive and Psychosocial Demands	Frequency During Task			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision			✓	
Time Pressure			✓	
Attention to Detail			✓	
Memory Requirements			✓	
Interact with co-workers			✓	Co-workers, volunteers
Interact with public		✓		
Work Alone	✓			
Reading			✓	
Writing		✓		
Irregular Hours	✓			
Operating Equipment		✓		Dishwasher

Frequency Rating Definitions for % of Task

The frequency rating definitions are from the Dictionary of Occupational Titles (DOT, 1991, 4th edition) published by the US Department of Labor.

	Percentage of Task
Never	0 %
Rare	0-1 %
Infrequent	2-5 %
Occasional	6-33 %
Frequent	34-66 %
Constant	67-100 %

STRENGTH	
Strength Category	Weight Handled
1. Limited	Up to 5 kg.
2. Light	5 kg. to 10 kg.
3. Medium	10 kg. to 20 kg.
4. Heavy	>20 kg

Appendix A Essential Duty Illustrations

Essential Duty 1: Set-up of Breakfast Area



Concession cooler for pop / water (ht. 8-21")



Concession cooler for juice (ht. 23-33")



Stocking napkins, cups (ht. 58-74")

Essential Duty 2: Breakfast Preparation and Serving



Walk-in storage (items stored at 10 - 70" ht.)



Walk-in cooler (items stored at 9 - 67" ht)



Walk-in freezer (items stored at 0 - 62")



2-step ladder (step hts. 11.5, 10.5")



Storage of dessert guards, baking trays and bus pans



Plate holder (ht. 14-32")



Bags of flour, rice and sugar stored on bottom Shelf



Cases of potatoes (23 kg) – with and without handles



Some boxes wrapped in plastic



Case of cabbage (23 kg) with handles



Storage of eggs in cooler (boxes with handles)



Ice buckets for 2nd floor cafeteria



Pans (with desserts) on baking rack (ht. <49")



Cart with empty pans (ht. 10-84")



Conventional oven (rack ht. 38-54")



Stove (stove ht. 36", overhead shelf ht. 57")



Operating hand beater for scrambled eggs



Smashing ice (with steel rod)



Stainless container for creamers



Percolator for cold water



Filling bucket with hot water for steam table



Steam table



3-level cart (shelf hts. – 8", 21", 33.5")



Meat slicer



Toaster (ht. 51")



Trigger on spray



Concession area



Pass-thru window



Storage of utensils overhead
(ht. 59-68")



Handling pans (no handles)



Lid for pan (with handle)



Using tongs to lift pans



Ice cream scoop



Menu on chalkboard (ht. 42-76")



Cash register (ht. 37")



Lifting bowl from mixer (ht. 24")



Storage of Robot Coupe food processor in low shelf

Essential Duty 3: Clean-up



Hotel pans