

## Job Demands Analysis

### Ops II Worker (Transfer Station)

#### Purpose

The Ops II (Transfer Station) job entails monitoring and controlling traffic and material dumped at the transfer station.

#### Essential Duties

The Ops II (Transfer Station) worker has 3 essential duties:

Duty #1: Operating Equipment

Duty #2: Inspection and Monitoring

Duty #3: Site Cleanup

**% of shift or # hrs**

30%

65%

5%

#### Description of Non-essential Tasks

The Ops II (Transfer Station) worker may be required to perform other work tasks on an occasional basis. Examples of the tasks that may be performed are:

- Picking up litter outside the transfer station
- Assisting customers to load rain barrels or compost bins into their cars

#### Summary of Demands

	Sedentary	Light	Medium	Heavy	Very Heavy	Comments
<b>Physical (strength)</b>				✓		Based on strength requirements
<b>Physical (endurance)</b>				✓		Stand/walk 34%-66% of shift
<b>Cognitive</b>			✓			Based on equipment operating needs.

#### Shift Structure

All Ops II (transfer station) workers work an 8.5 hour shift 5 days/week, although the start times and days vary since the transfer station is open long hours 7 days/week.

There is a 30 minute lunch break and two 10 minute coffee breaks that may be taken at any time, although staggered with other employees to ensure adequate coverage at all times.

**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.

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

<b>STRENGTH</b>	
<b>Strength Category</b>	<b>Weight Handled</b>
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 – Ops II (Transfer Station) Worker - 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			x				<5	45	D2,D3 - batteries, dry wall, other banned substances
	Lifting – Knuckle to Waist			x				<5	15	D2,D3 - bags of quick absorb, moving barricades
	Lifting – Over Shoulder		x					<2	5	D2 - putting away stores
	Carrying – with Handles		x					<5	10	D2 - cans of paint, small batteries
	Carrying – without Handles			x				<5	32	D2,D3 - batteries, drywall, hoses, brush, tools, barricades
	Pushing – Upper Extremity				x			<5	10	Moving material around with stick during inspection
	Pushing – Hips/Legs assist			x				<5	100	D1,D3 - sweeping, moving tidy tank of diesel fuel
	Pulling – Upper Extremity			x				<5	10	D2, D3 - pulling banned substances out, sweeping, moving debris with stick/tool
	Pulling – Hip/Leg Assist			x				<5	100	D1,2,D3 - moving hoses, tidy tank, pulling drywall from pile
Mobility	Reach - Shoulder or Above		x							D1,D2 - equipment controls, using pike pole
	Reach - Below Shoulder					x				D1,2,3 - adjusting controls, holding broom, reaching down to inspect garbage
	Handling					x				D1,2,3 - carrying prodding sticks, equipment controls, brooms, hoses, debris, etc
	Fine finger movements	x								
	Neck - Static Flexion					x				D1,2,3
	Neck – Static Neutral			x						D1 - driving pick up, operating large eqpt
	Neck – Static Extension		x							
	Neck – Static Rotation		x							
	Throwing	x								
	Sitting				x					D1 - inside vehicles and large equipment
	Standing					x				
	Walking					x				
	Running/Jumping	x								
	Climbing		x							D1 - in/out of vehicles
	Bending/Stooping			x						D2,3 - inspecting, sweeping, cutting open bags
	Crouching			x						D2 - inspecting, cutting open bags
	Kneeling	x								
	Crawling	x								
	Twisting			x						D1,2,3
	Balancing		x							D1 - getting in/out of vehicles and eqpt
Travelling		x							D1 - driving pick up to get supplies in yard	

### Job Demands Analysis – Ops II (Transfer Station) worker - Summary Table

(continued)

a. Physical Demands (continued)		Frequency During Shift						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations						x	D2,3
	Hear/Other Sounds						x	D1,2,3
	Vision/Far						x	D1,2,3
	Vision/Near						x	D1,2,3
	Vision/Colour						x	D1,2,3
	Vision/Depth						x	D1,2,3
	Perception/Spatial						x	D1,2
	Perception/Form						x	D1,2
	Feeling	x						
	Speech						x	D2,3
Work Environment	Inside Work						x	D1,2,3 - Inside transfer station and vehicles
	Outside Work		x					D3 - picking up litter outside
	Slippery					x		
	Congested worksite					x		D1,2,3 - vehicles, public, sanitation trucks
	Chemical Irritants			x				D2,3
	Confined Space Entry	x						
	Vapour Fumes		x					D1,2,3 - Fumes are there constantly, but workers wear respirators or are in pressurized cabs so actual exposure is low.
	Noise						x	
	Proximity to moving objects						x	D1,2,3 - vehicles, heavy equipment
	Hazardous Machines						x	D1,2,3 - vehicles, heavy equipment
Electrical hazard	x							
Sharp/Hazardous Tools				x			D2 - razor blades, knives to cut open bags	
Radiant/Thermal Energy	x							
Hot/Cold		x					D2,3 - weather dependent	
Humid		x					D2,3 - weather dependent	
Environmental Dust		x					D1,2,3 - Dust is there, but workers wear respirators or are in pressurized cabs so actual exposure should be low.	
Organic Substances		x					D 2,3 - Organic substances present, but workers wear PPE so exposure should be low.	
Medical Waste		x					D2,3 - Veterinary and dental waste is present, but workers wear PPE so actual exposure should be low.	
Blood Products		x						
Lighting Issues – Direct		x					D1,2,3 - Glare if doors open and sun setting on a sunny day at the right time of year	
Lighting Issues – Indirect	x							
Vibration – Whole Body				x			D1 - operating vehicles and heavy equipment	
Vibration – Hand/Arm		x					D3 - pressure washer	

**Job Demands Analysis – Ops II (Transfer Station) worker - Summary Table**

(continued)

b. Cognitive and Psychosocial Demands	Frequency During Shift			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision		x		D1,2,3
Time Pressure			x	D1,2,3 - Vehicles may be lined up for dumping
Attention to Detail			x	D1,2,3 - watching for banned substances and recyclables, awareness when operating equipment
Memory Requirements		x		D2 - what is banned, and what is recyclable
Interact with co-workers			x	
Interact with public			x	D2,3
Work Alone		x		D1,2,3 - operating vehicles, or if on earliest shift
Reading	x			
Writing	x			
Irregular Hours	x			
Operating Equipment		x		D1, D3 - heavy equipment, power washer

## **Physical Environment**

The work takes place indoors on a primarily paved surface at the Vancouver South Transfer Station at 377 W. Kent Avenue, and occasionally outdoors outside the transfer station. Also Ops II workers work in the cabs of equipment.

## **Staffing Levels**

The Ops II (Transfer Station) worker usually works as part of a team but may work alone for brief periods if on the opening shift (5:15am) or driving a pick up truck across the yard to get supplies, etc.

## **Tools and Equipment Used**

The Ops II (Transfer Station) worker primarily uses brooms, hoses, pressure washer, exacto knives, hockey sticks or other poking tools, pike pole and may drive, pick-up truck, bobcat, loader, crane or backhoe.

## **Other Equipment**

CSA approved boots and safety vest are required as well as safety glasses, P100 respirator, ear protection and gloves when handling material. NOTE: inside pressurized cabs only safety glasses and safety vest are required.

## **Data Collection**

Mandy Gallant, an ergonomic consultant from ErgoRisk Management Group conducted the JDA assessment on 17 Aug 2008. Data was collected using a tape measure, industrial scale, Chatillon push/pull force gauge, digital camera and through observation and discussion with selected employees and the acting superintendent.

## **Contact for the on-site assessment**

Mike Fry was the 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.

### Essential Duty 1: Operating Equipment

There are a variety of different pieces of heavy equipment in the Transfer station, and Ops II workers may be required to operate any particular piece of equipment intermittently during the day. The first worker to interact with any piece of equipment during the day performs a pre-trip inspection which entails checking fluid levels, lights, track/tires and other safety procedures (Fig 1). If the equipment has been inactive for a period of time another pre-trip is done when the next worker begins to use the equipment. If necessary workers will fill the vehicles with diesel fuel which is stored in a tidy tank that is moved around manually by the Ops II worker (Fig 2).



Fig. 1: Pre-trip inspection on loader.



Fig. 2: Moving tidy tank of diesel fuel.

Periodically a worker may drive a pick-up truck a short distance across the yard or elsewhere to pick up supplies. Twice an hour an Ops II worker operates the crane for a brief period during loading of trucks that will take garbage to the landfill. As well, workers frequently use a small bobcat to scoop garbage dumped by the public into the

pit (Fig 3). Ops II workers also may be required to operate the loader or excavator to move larger amounts of garbage or green waste (Fig 4). Workers also clean the equipment periodically, particularly the treads of tires and tracks.



Fig. 3: Bobcat to move garbage into pit.



Fig. 4: Ops II worker climbing into loader.

## **Essential Duty 2: Inspection and Monitoring**

Workers are responsible for monitoring the activity in the transfer station and inspecting the material that is dumped. Material may be dumped by civilian vehicles, city trucks or commercial vehicles. The Ops II worker directs traffic so that vehicles find an appropriate place along the side of the pit to dump (Fig 5). They may also set up barricades to assist in traffic management. Workers are also responsible for inspecting the material that is being dumped (Fig 6). If they see people dumping banned or recyclable substances they inform them that is not allowed or needs to be taken to a different area. Once dumped, workers may use a hockey stick or other stick to move garbage around, thereby reducing the need to bend down to inspect. If questionable material is already dumped in the pit the Ops II worker may use a pike pole to move it around or tear open a bag to see what is inside (Fig 7).

If banned or recyclable substances are found the Ops II worker removes them and sets them aside in special areas (Fig 8 & 9). In some cases material may be heavy, such as



discarded batteries. If deemed necessary the bobcat or excavator may be used to move particularly heavy or awkward materials. When sealed plastic bags are dumped, the Ops II worker uses an exacto knife to open the bag and inspect contents (Fig 10).



Fig. 5: Ops II worker directing truck.



Fig. 6: Ops II worker inspecting dumped material.



Fig. 7: Ops II worker using pike pole to inspect material dumped in pit.



Fig. 8: Ops II worker removed banned substances from a pile of dumped material.



Fig. 9: Worker handling drywall set aside in a special bin.



Fig. 10: Ops II worker cutting open a sealed bag with an exacto knife.

### **Essential Duty 3: Site Clean Up**

Workers are responsible for maintaining a safe and clean work area. Once dumped material has been moved into the pit by the bobcat or other equipment, the Ops II worker may sweep or shovel residual debris into the pit (Fig 11). Workers also use fire hoses and pressure washers to keep the pavement clean and reduce build up of silt and fine debris which could be slippery (Fig 12).



Fig. 11: Ops II worker sweeping up debris.



Fig. 12: Ops II worker using hose to clean site.

**Essential Duty 1: Ops II (Transfer Station) worker – Equipment Operation**

a. Physical Demands		Frequency During Duty					Weight		Comments	
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)		Max (kg)
Strength	Lifting – Floor to Knuckle	x								
	Lifting – Knuckle to Waist	x								
	Lifting – Over Shoulder	x								
	Carrying – with Handles	x								
	Carrying – without Handles	x								
	Pushing – Upper Extremity		x					<5	<5	Close cab doors
	Pushing – Hips/Legs assist		x						100	Moving tidy tank
	Pulling – Upper Extremity		x					<5	<5	Opening engine covers for pre-trip inspection, open cab door
	Pulling – Hip/Leg Assist		x						100	Moving tidy tank
Mobility	Reach - Shoulder or Above		x							Accessing controls up high in cab, climbing in/out of cab
	Reach - Below Shoulder		x							Adjusting seat, accessing controls near floor of cab
	Handling						x			Steering wheel, other controls
	Fine finger movements	x								
	Neck – Static Flexion			x						Looking down from cab of larger equipment
	Neck – Static Neutral			x						Driving in pick up, moving equipment across the transfer station
	Neck – Static Extension		x							
	Neck – Static Rotation		x							
	Throwing	x								
	Sitting						x			
	Standing		x							Pre-trip inspection
	Walking		x							Around vehicle during pre-trip
	Running/Jumping	x								
	Climbing		x							In/out of cab
	Bending/Stooping		x							During pre-trip
	Crouching		x							During pre-trip
	Kneeling	x								
	Crawling	x								
	Twisting			x						Shoulder checks, during pre-trip inspection
	Balancing		x							When climbing in/out of cab
Travelling						x			Locally around transfer station and yard	

**Frequency Rating Definition for % of Duty**

The definitions for frequency ratings are contained at the end of the Table (page 13).

**Essential Duty 1: Ops II (Transfer Station) worker - Operating Equipment**

a. Physical Demands (continued)		Frequency During Duty						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations					x		Information coming through radio
	Hear/Other Sounds						x	Vehicles, alarms
	Vision/Far						x	
	Vision/Near						x	
	Vision/Colour						x	
	Vision/Depth						x	
	Perception/Spatial						x	Looking in mirrors
	Perception/Form		x					Low visibility conditions only
	Feeling	x						
	Speech				x			Answering radio calls
Work Environment	Inside Work						x	Inside cab of vehicles
	Outside Work	x						
	Slippery		x					If floor is very poorly maintained.
	Congested worksite						x	Other vehicles and equipment, people, garbage
	Chemical Irritants		x					Pressurized and often HEPA filtered cab
	Confined Space Entry	x						
	Vapour Fumes		x					
	Noise						x	
	Proximity to moving objects						x	Other vehicles, people
	Hazardous Machines						x	Heavy equipment, vehicles, sanitation trucks
	Electrical hazard	x						
	Sharp/Hazardous Tools		x					
	Radiant/Thermal Energy	x						
	Hot/Cold		x					Weather dependent
	Humid		x					Weather dependent
	Environmental Dust		x					
	Organic Substances	x						
	Medical Waste	x						
	Blood Products	x						
	Lighting Issues – Direct		x					Glare from setting sun at certain times of year and only if doors open or driving outside
Lighting Issues – Indirect	x							
Vibration – Whole Body						x		
Vibration – Hand/Arm	x							



**Essential Duty 1: Ops II (Transfer Station) worker - Operating Equipment**

b. Cognitive and Psychosocial Demands	Frequency During Duty			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision		X		
Time Pressure			X	Goal of moving a drop through every 3 minutes during peak times.
Attention to Detail			X	
Memory Requirements	X			
Interact with co-workers	X			
Interact with public	X			
Work Alone			X	
Reading	X			
Writing	X			
Irregular Hours	X			
Operating Equipment			X	

**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
<b>Never</b>	0 %
<b>Rare</b>	0-1 %
<b>Infrequent</b>	2-5 %
<b>Occasional</b>	6-33 %
<b>Frequent</b>	34-66 %
<b>Constant</b>	67-100 %

STRENGTH	
Strength Category	Weight Handled
5. Limited	Up to 5 kg.
6. Light	5 kg. to 10 kg.
7. Medium	10 kg. to 20 kg.
8. Heavy	>20 kg

### Essential Duty 2: Ops II (Transfer Station) worker – Inspection and Monitoring

a. Physical Demands		Frequency During Duty					Weight		Comments	
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)		Max (kg)
Strength	Lifting – Floor to Knuckle				x			<5	45	Batteries, drywall, banned substances
	Lifting – Knuckle to Waist			x				<5	15	Moving barricades
	Lifting – Over Shoulder		x					<2	5	Raising up pike pole
	Carrying – with Handles			x				<5	10	Cans of paint, small batteries
	Carrying – without Handles			x				<5	32	Batteries, barricades, tools, drywall
	Pushing – Upper Extremity				x			<5	10	Moving material around with stick during inspection
	Pushing – Hips/Legs assist	x								
	Pulling – Upper Extremity			x				<5	10	Removing banned substances
	Pulling – Hip/Leg Assist		x					<5	32	Removing heavier banned substances from pile of material
Mobility	Reach - Shoulder or Above		x							Using pike pole, directing traffic
	Reach - Below Shoulder					x				Inspecting material, using knife
	Handling					x				Using knife to cut open bag, using hockey stick or other stick, pike pole
	Fine finger movements	x								
	Neck - Static Flexion					x				Looking down when inspecting
	Neck – Static Neutral				x					
	Neck – Static Extension		x							
	Neck – Static Rotation		x							
	Throwing	x								
	Sitting		x							
	Standing					x				
	Walking					x				
	Running/Jumping	x								
	Climbing	x								
	Bending/Stooping				x					Inspecting & removing waste material
	Crouching				x					Cutting open bags for inspection
	Kneeling	x								
	Crawling	x								
Twisting			x							
Balancing	x									
Travelling	x									

### Frequency Rating Definition for % of Duty

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

### Essential Duty 2: Ops II (Transfer Station) worker – Inspection and Monitoring

a. Physical Demands (continued)		Frequency During Duty						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations						X	
	Hear/Other Sounds						X	
	Vision/Far						X	
	Vision/Near						X	
	Vision/Colour						X	
	Vision/Depth						X	
	Perception/Spatial						X	
	Perception/Form						X	
	Feeling						X	
	Speech					X		
	Work Environment	Inside Work						X
Outside Work		X						
Slippery				X				If floor not kept in good clean condition
Congested worksite						X		
Chemical Irritants			X					Irritants are present but workers wear PPE so exposure should be low.
Confined Space Entry		X						
Vapour Fumes			X					Fumes are present, but workers wear respirators so exposure should be low
Noise							X	
Proximity to moving objects						X		Vehicles and heavy equipment
Hazardous Machines						X		Loaders, excavators, large trucks
Electrical hazard		X						
Sharp/Hazardous Tools					X			Exacto knife
Radiant/Thermal Energy		X						
Hot/Cold			X					Weather dependent
Humid			X					Weather dependent
Environmental Dust			X					Dust is present, but workers wear respirators so exposure should be low
Organic Substances			X					Organic substances present, but workers wear PPE so exposure should be low
Medical Waste			X					Veterinary and Dental waste present, but workers wear PPE so exposure should be low
Blood Products			X					
Lighting Issues – Direct			X					Glare if doors are open on a sunny day at certain times of the year
Lighting Issues – Indirect	X							
Vibration – Whole Body	X							
Vibration – Hand/Arm	X							

**Essential Duty 2: Ops II (Transfer Station) worker – Inspection and Monitoring**

b. Cognitive and Psychosocial Demands	Frequency During Duty			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision		X		
Time Pressure			X	When vehicles are lined up
Attention to Detail			X	Watching for banned substances
Memory Requirements		X		Remembering banned/recyclable substances
Interact with co-workers			X	
Interact with public			X	
Work Alone	X			Only for short periods on early shift
Reading	X			
Writing	X			
Irregular Hours	X			
Operating Equipment	X			

**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
<b>Never</b>	0 %
<b>Rare</b>	0-1 %
<b>Infrequent</b>	2-5 %
<b>Occasional</b>	6-33 %
<b>Frequent</b>	34-66 %
<b>Constant</b>	67-100 %

STRENGTH	
Strength Category	Weight Handled
9. Limited	Up to 5 kg.
10. Light	5 kg. to 10 kg.
11. Medium	10 kg. to 20 kg.
12. Heavy	>20 kg



**Essential Duty 3: Ops II (Transfer Station) worker – Site Clean Up**

a. Physical Demands		Frequency During Duty					Weight		Comments	
		Never	Rare	Infrequent	Occasional	Frequent	Constant	Usual (kg)		Max (kg)
Strength	Lifting – Floor to Knuckle			x				<2	10	Hoses on the ground, bits of garbage
	Lifting – Knuckle to Waist			x				<5	14	Hoses, brooms, bags of quick absorb
	Lifting – Over Shoulder		x					<2	5	Putting away stores
	Carrying – with Handles	x								
	Carrying – without Handles			x				<5	14	Hoses, brooms, shovels, bags of quick absorb
	Pushing – Upper Extremity				x			<5	10	sweeping
	Pushing – Hips/Legs assist				x			<5	10	Sweeping, shovelling
	Pulling – Upper Extremity			x				<5	10	hoses
	Pulling – Hip/Leg Assist			x				<5	10	hoses
Mobility	Reach - Shoulder or Above		x							Put away stores
	Reach - Below Shoulder					x				Sweeping shovelling
	Handling						x			Sweeping, shovelling, handling hoses
	Fine finger movements	x								
	Neck - Static Flexion					x				
	Neck – Static Neutral			x						
	Neck – Static Extension		x							
	Neck – Static Rotation		x							
	Throwing	x								
	Sitting	x								
	Standing					x				
	Walking					x				
	Running/Jumping	x								
	Climbing	x								
	Bending/Stooping				x					Sweeping, shovelling
	Crouching		x							
	Kneeling	x								
	Crawling	x								
	Twisting				x					Spraying hose
	Balancing	x								
Travelling	x									

**Frequency Rating Definition for % of Duty**

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

**Essential Duty 3: Ops II (Transfer Station) worker – Site Clean Up (continued)**

a. Physical Demands (continued)		Frequency During Duty						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations						x	
	Hear/Other Sounds						x	Vehicles, horns, alarms
	Vision/Far						x	
	Vision/Near						x	
	Vision/Colour	x						
	Vision/Depth						x	
	Perception/Spatial		x					
	Perception/Form		x					
	Feeling	x						
	Speech					x		
Work Environment	Inside Work						x	
	Outside Work		x					
	Slippery				x			If floor is slippery while being cleaned
	Congested worksite					x		Vehicles, people, dumped material
	Chemical Irritants		x					Irritants are present, but workers wear PPE so exposure should be low
	Confined Space Entry	x						
	Vapour Fumes		x					Fumes are present, but workers wear respirators so exposure should be low
	Noise						x	
	Proximity to moving objects					x		Vehicles and heavy equipment
	Hazardous Machines					x		Vehicles and heavy equipment
	Electrical hazard	x						
	Sharp/Hazardous Tools	x						
	Radiant/Thermal Energy	x						
	Hot/Cold		x					Weather dependent
	Humid		x					Weather dependent
	Environmental Dust		x					Dust is present, but workers wear respirators so exposure should be low
	Organic Substances		x					Present, but workers wear PPE so exposure should be low
	Medical Waste		x					Veterinary and Dental waste present, but workers wear PPE so exposure should be low
	Blood Products		x					
	Lighting Issues – Direct		x					Glare on sunny days at certain times of the year if doors open
Lighting Issues – Indirect	x							
Vibration – Whole Body						x		
Vibration – Hand/Arm			x				Using hoses and pressure washers	

**Essential Duty 3: Ops II (Transfer Station) worker – Site Clean Up (continued)**

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

**Frequency Rating Definitions for % of Duty**

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<b>Occasional</b>	6-33 %
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<b>Constant</b>	67-100 %

STRENGTH	
Strength Category	Weight Handled
13. Limited	Up to 5 kg.
14. Light	5 kg. to 10 kg.
15. Medium	10 kg. to 20 kg.
16. Heavy	>20 kg