

Job Demands Analysis - POSTER REMOVAL

Purpose

- The purpose of the Poster Removal position is to remove posters/bills from mailboxes, polls, electrical boxes or other City owned property.

Essential Duties

- The Poster Removal has 1 essential duty:
(1) Poster Removal

Summary of Demands

	Sedentary	Light	Medium	Heavy	Very Heavy
Physical		X			
Cognitive		X			

Workers require physical endurance to:

- Continuously stand and walk (75 % of their shift).

Shift Structure

- Poster Removals work 7:00 am to 3:30 pm. They get a 30 minute meal break and two 15 minute rest breaks.



Job Demands Analysis - Poster Removal: 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			1-5	10	Poster removal equipment	
	Lifting - Knuckle to Waist				X			1-5	10	Poster removal equipment	
	Lifting - Over Head		X					1-5	10		
	Carrying - with Handles			X				1-5	10	Poster removal equipment	
	Carrying - without Handles				X			1-5	10	Poster removal equipment	
	Pushing - Upper Extremity	X									
	Pushing - Hips/Legs assist	X									
	Pulling - Upper Extremity					X		1-5	10	Poster removal	
	Pulling - Hip/Leg Assist		X					1-5	10		
	Reach - Shoulder or Above			X							
	Reach - Below Shoulder					X				Poster Removal	
	Handling					X				Poster Removal	
Mobility	Fine finger movements		X								
	Neck - Static Flexion				X						
	Neck - Static Neutral					X					
	Neck - Static Extension				X						
	Neck - Rotation				X					Looking for posters	
	Throwing		X								
	Sitting				X					Driving	
	Standing					X					
	Walking					X					
	Running/Jumping	X									
	Climbing		X								
	Bending/Stooping			V	V	V					Varies between infrequent and frequent
	Crouching			X							
	Kneeling	X									
	Crawling	X									
	Twisting		X								
Balancing		X									
Travelling						X				Through assigned area	



Job Demands Analysis - Poster Removal: Summary Table (continued)

a) Physical Demands (continued)		Frequency During Shift						Comments
		N	R	I	O	F	C	
Sensory / Perception	Hear/Conversations			X				
	Hear/Other Sounds						X	Vehicles, pedestrians
	Vision/Far						X	Looking for posters
	Vision/Near				X			Poster removal
	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				Dependant upon the weather
	Congested worksite			X				Pedestrians on sidewalk, merchants placing items on sidewalk
	Chemical Irritants		X					
	Confined Space Entry	X						
	Vapour Fumes		X					Traffic exhaust
	Noise			X				Vehicles
	Proximity to Moving Objects					X		Vehicles on streets
	Hazardous Machines	X						
	Electrical hazard	X						
	Sharp Tools				X			Exacto knife
	Radiant/Thermal Energy	X						
	Hot/Cold				X			Dependent upon the weather
	Humid	X						
	Dust			X				
	Organic Substances		X					
	Medical Waste	X						
	Blood Products	X						
	Lighting - Direct						X	
Lighting - Indirect	X							
Vibration - Whole Body	X							
Vibration - Hand/Arm	X							



Job Demands Analysis - Poster Removal: Summary Table (continued)

b) Cognitive and Psychosocial Demands	Frequency During Shift			Comments
	Never / Rare	Infrequent / Occasional	Frequent / Constant	
Degree of Supervision	X			
Time Pressure			X	Frequent occasions where there is a lot of posters
Attention to Detail			X	Need to be able to spot posters
Memory		X		Need to remember where garbage bins are located in various areas and areas where a lot of posters are placed
Interact with co-workers	X			
Interact with public			X	Interactions with the general public
Work Alone			X	
Reading		X		Read contact information for posters
Writing	X			
Irregular Hours	X			
Operating Equipment			X	Driving, use of cell phone

Frequency rating definitions

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

	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 %



Physical Environment

The work takes place throughout the City of Vancouver's streets. Poster Removal requires a worker to travel through an area removing posters. The Poster Removal position requires a worker to walk for most of their shift in all kinds of weather.

Staffing Levels

The Poster Removal will work alone for most of their shift.

Tools and Equipment Used

The Poster Removal uses a variety of supplies and tools while working including: water bottle, scrapper, extendo knife, ladder, and garbage pail.



Figure 1: Poster Removal Tools

Other Equipment

Garbage containers, gloves, high visibility safety vests.



Description of Essential Duties

Essential Duty 1: Poster Removal

The tasks that make up Essential Duty 1 (Poster Removal) are: poster removal (Task 1), and phoning bylaw enforcement (Task 2).

Poster Removal (Duty 1, Task 1)

The poster removal starts their day at National Yards. They will drive their van to their assigned territory, park it, and begin poster removal. The method of poster removal depends on how it was attached. Some posters are nailed to trees. These posters are pulled off. Some posters are taped on. The worker needs to cut the tape, pull off the poster, and then scrape off the tape remaining on the area where the poster was attached like in Figure 2 below.



Figure 2: Removal of a taped on poster

Some posters are glued on. These posters are significantly more difficult to remove. These posters require the poster removal worker to spray them with water to soak as much of the poster as possible. The worker then peels as much of the



poster off as is possible (see Figure 3) and then scrapes the rest off the surface where the poster was attached (see Figure 4).



Figure 3: Pulling wet poster off

Figure 4: Scraping poster remains

Some posters are placed over 6 feet high. These posters that are removed using a ladder, time permitting. Some posters are placed only a few centimetres off the ground. Removing these posters requires a great deal of bending/stooping. The City also has cylinders set up on lampposts for poster placement. These cylinders are clear of posters once a week.

Phoning Bylaw Enforcement (Duty 1, Task 2)

The poster removal worker needs to phone bylaw enforcement to deal with organizations that violate City bylaws with regards to excessive poster placement. Organizations that use glue to place their posters are also dealt with through bylaw enforcement. The poster removal worker also calls BC hydro to inform them when organizations have been placing posters on hydro polls.



Description of Non-essential Tasks

The Poster Removal may be required to perform other work tasks on an occasional basis. Examples of the tasks that may be performed are: cleaning up garbage, giving directions to the public, and reporting blocked sidewalks to bylaw enforcement.

Data Collection

The PDA observations took place on Oct, 2004. The employee was observed for 1 hour doing their duties.

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