

# Physical Demands Analysis

Public Service Pension Plan (PSPP)

Completed by an employer to assess the physical requirements of a job position.

OPB client number

OPB client first and last name

Position title

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**0** = Not required  
**1** = Seldom required (not daily)  
**2** = Minor daily activity (< 1 hour)  
**3** = Frequent repetition (1-3 hours per day)  
**4** = Major job demand, maximum ability needed, frequent repetition (3+ hours per day)

Strength	Required	Weight		Frequency					Comments
	(use 'X')	(max.)	(usual)	0	1	2	3	4	
Lifting									
Carrying									
Pushing									
Pulling									
Fine finger movements									
Handling									
Gripping									
Reaching: - above shoulder									
- below shoulder									
Foot action: - one foot									
- two feet									

Mobility	Required	Frequency					Comments
	(use 'X')	0	1	2	3	4	
Throwing							
Sitting							
Standing							
Walking							
Running							
Climbing							
Bending/stooping							
Crouching							
Kneeling							
Crawling							
Twisting							
Balancing							



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Sensory/perceptual	Required	Frequency					Comments
	(use 'X')	0	1	2	3	4	
Hearing: - conversation							
- other sounds							
Vision: - far							
- near							
- colour							
- depth							
Perception: - spatial							
- form							
Feeling (touch)							
Reading							
Writing							
Speech							

Work conditions	Required	Frequency					Comments
	(use 'x')	0	1	2	3	4	
Travelling							
Work alone							
Work alone, but in group							
Deadline pressure							
Interact with public							
Operate equipment/machinery							

Environment is wheelchair accessible



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Work environment	Required (use 'x')	Frequency					Comments
		0	1	2	3	4	
Inside work							
Outside work							
Hot/cold							
Humid/dry							
Dust							
Vapour fumes							
Noise							
Moving objects							
Hazardous machines							
Electrical							
Sharp tools, etc.							
Radiant/thermal energy							
Slippery							
Congested work site							

General comments

**Sign and date**

Employer name

Employer representative

Position title

Date signed (yyyy/mm/dd)

Contact telephone number

Employer representative signature

Employer representative must be in a Payroll/HR/Administrator role.