

# The Sibley Report

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... the place to find valuable information to help make your job – and your life easier! If you have a topic idea or any other suggestions, please give our Editor - Angie Catenaro - a call.

Sibley & Associates is a national disability management firm with a decade of experience, 140 plus healthcare professionals and state-of-the-art technology. Our customers benefit from all the advantages a large company has to offer...while also benefiting from the “small business” customer service philosophy of our dedicated **Insurance Services Division.**

## WORK EVALUATION TOOLS - WHAT'S THE DIFFERENCE?

In assessing an individual's ability to return to work, you can rely on a number of important work evaluation tools - each has a specific role in the return to work process. However, to get the most out of these tools, it is critical to understand the differences between them so that you can appropriately match them to the individual.

**Job Description** - A subjective description of job duties to be performed. Does not however, include physical requirements of the job. A job description is required for performance measurement.

**Physical Demands Analysis** - An objective measurement which defines the requirements of the job such as:

- physical components (i.e., standing, walking, sitting, lifting, pushing, pulling, etc)
- environmental components (i.e., dust, vapour, moving objects, noise, hazardous machines, radiant energy, etc)
- cognitive demands (i.e., vision, perception, feeling, reading, writing, hearing, and speech).

The end result is a detailed description of a specific job.

**Ergonomic Assessment** - includes some of the detailed information found in the Physical Demands Analysis, but focuses on the organizational and environmental issues of the job demands that may be contributing to injury/illness. The recommendations and conclusions include hands-on modifications and/or assistive devices to accommodate restrictions or prevent further injury/illness.

**Worksite (Job Site) Evaluation** - includes all the information that comes with a Physical Demands Analysis, compares the job to the NOC/DOT (classification groups for types of occupations), and outlines some ergonomic concerns for the specific individual's functional limitations. The end result is an assessment which analyzes the job and makes recommendations regarding the individual's return to work plan.

To help clarify the difference between various work evaluation tools, please see the attached chart.

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