

WORK EVALUATION TOOLS

TOOL	DEFINITION & MAIN DIFFERENCE	WHEN TO USE
Job Description	A subjective description of essential job duties.	<ul style="list-style-type: none"> • To use as a baseline for assessing work performance of the job duties. • Not sufficient for planning return to work.
Physical Demands Analysis	An objective measurement which defines the physical, environmental, and cognitive demands of a specific job. <i>However, does not consider an individual's functional limitations in performing the job demands.</i>	<ul style="list-style-type: none"> • To clarify specific job demands with specific details of essential physical, environmental, and cognitive requirements. • Does not look at the person doing the job.
Ergonomic Assessment	A generic assessment of job requirements that may be contributing to injury/illness. <i>However, does not assess an individual's functional limitations to perform the job requirements.</i>	<ul style="list-style-type: none"> • To determine if there are any environmental or design issues that may be aggravating or preventing an individual from returning to work.
Worksite Evaluation	An objective evaluation of the physical, environmental, cognitive, and ergonomic factors of a job. <i>Specifically, addresses an individual's abilities/limitations in performing the job, in order to develop a return to work program.</i>	<ul style="list-style-type: none"> • To determine an individual's ability to perform all job demands and to develop a return to work program.

For more information, please feel free to call 1-800-363-8900

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