



Physical Demands Summary

Company:	Oxford County	Supervisor:	Manager of Resident Services	
Department:	Social Services and Housing, Woodingford Lodge	Position:	Personal Support Worker	
Date of Analysis:	August 15, 2007	Revision Dates:		
Ergonomist:	Will Stratford	Requested By:	Greg Robertson, H&S	
Job Summary:	Position Description	As a member of the health care team, the Personal Support Worker provides/supports residents' personal care.		
	Work Schedule	Schedules vary - may work any day Monday through Sunday and rotate between day, afternoon and night shifts		
	Breaks	2 x 15 min.; 1 x 30 min.	Job Rotation	Assisted by RN on nights
	Personal Protective Equipment	Vinyl disposable gloves, goggles, closed toe/heel shoes, gowns, masks		
	Equipment or Tools Used	Mechanical lifts, wheelchairs, commode chairs, adjustable beds, compressed oxygen tanks, Broda chair.		



	Task Steps	<ol style="list-style-type: none">1. Attends and participates in residents' conferences.2. Assists in admission, transfer and discharge/death of residents.3. Assists in the process of identification of residents' personal clothing/glasses/dentures.4. Strips and makes beds.5. Maintains residents' rooms; clean and tidy, including personal belongings in wardrobe and bureau.6. Porters and escorts residents as needed.7. Removes soiled linen and garbage from nursing unit and delivers to appropriate locations. Exchanges linen care for clean ones.8. Keeps service areas clean, i.e. utility room and linen room.9. Cleans equipment, including bed pans, commode chairs, geriatric trays, wheelchairs and any other equipment required for residents' care.10. Assists in serving meals and nourishments, feeds residents and reports/records residents' appetite accurately.11. Adheres to residents' care plans.12. Uses proper body mechanics with positioning, turning residents in bed and transferring by using single-person, two-person transfer and mechanical lifts.13. Provides personal hygiene to residents14. Provides bed/ tub baths and showers and additional skin care as identified on the care plan or directed by registered staff.15. Assists residents with toileting - bed pan, condom catheter, suppositories and colostomy care.16. Cares for incontinent resident - perineal care and continent supply changes.17. Collects specimens as directed.18. Cares for residents using oxygen concentrators/ tanks.19. Weighs residents and records on appropriate form.20. Provides active and passive range of motion exercises, body mechanics and body alignment to promote resident health and comfort.21. Applies, removes and cares for eye glasses, dentures, hearing aids, other, i.e. artificial eye.22. Initiates first aid measures and calls a registered staff for assessment.23. Assists residents with ambulation through the use of walkers, canes and wheelchairs.24. Observes, reports and records on appropriate worksheets, care provided and any incidents, accidents or changes in condition and behaviours to the nurse in charge.
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Physical Demands Analysis

Organization: Oxford County	Dept.: Social Services and Housing	Division: Woodingford Lodge
Title: Personal Support Worker	Contact: Greg Robertson	Date: August 15, 2007

	Physical Demands	Required	Side	Frequency				Max Force (kg)	Ave Force (kg)	Comments
				Sel 1	Low 2	Mod 3	High 4			
Strength	Lifting – Floor to Knuckle	X	D		X			20	5	Supplies, laundry
	Lifting – Knuckle to Waist	X	D		X			20	5	Supplies, laundry, res. care
	Lifting – Waist to Shoulder	X	D		X			5	3	Supplies, laundry
	Lifting – Over Head									
	Carrying – with Handles									
	Carrying – without Handles	X	B		X			5	3	Meal trays, laundry, slings
	Pushing – Upper Extremity	X	B			X		9.5	6	Lifts, repos. Resident, chairs
	Pushing – Hip/Leg Assist	X	B			X		39	6	Lifts, repos. Resident, chairs
	Pulling – Upper Extremity	X	B			X		9.5	6	Lifts, repos. Resident, chairs
	Pulling – Hip/Leg Assist	X	B			X		39	6	Lifts, repos. Resident, chairs
	Reach – Shoulder or Above	X	E		X					To top of storage shelves
	Reach – Sh. or Above extended	X	E		X					To top of storage shelves
	Reach – Below Shoulder	X	B			X				Resident care duties
	Reach – Below Sh extended	X	B			X				Resident care duties
	Handling	X	B			X				Performing resident care
	Gripping	X	B			X				Clothing, slings, trays
	Fine Finger Movements	X	B			X				Feeding, clothing, daily care
	Postures + Mobility	Neck – Flexion	X				X			
Neck – Extension										
Neck – Rotation		X			X					During resident care
Throwing										
Sitting		X			X					During breaks
Standing		X				X				On vinyl/epoxy and laminate floors
Walking		X					X			Throughout assigned unit
Running/jumping										
Climbing		X		W						Stairs to access units (2 stories) – elevator is available
Bending/stooping		X			X					To access storage and items on the floor
Crouching										
Kneeling/Crawling										
Balancing										
Repetition – Hands		X			X					Daily care including dressing, toileting etc.
Repetition – Other Body Parts										
Dynamic Postures		X				X				Resident care
Static Postures		X			X					Static positioning for some resident care
Perception		Hearing – Conversations	X				X			
	Hearing – Other Sounds	X		X						Alarms
	Vision – Far	X				X				
	Vision – Near	X				X				
	Vision – Colour	X			X					Assessing skin tones and general condition
	Perception – Spatial	X				X				
	Perception – Form	X				X				Detect resident conditions and reactions
	Perception – Depth	X				X				



	Physical Demands	Required	Side	Frequency				Max Force (kg)	Ave Force (kg)	Comments
				Sel 1	Low 2	Mod 3	High 4			
	Feeling									
	Reading	X				X			Medical histories, notes and correspondence	
	Writing	X			X					
	Speech	X				X			With residents, co-workers, family and staff – part of an interdisciplinary team	
Work Environment	Work Indoors	X					X		Climate controlled environment	
	Work Outdoors									
	Hot Conditions >25C									
	Cold Conditions <10C									
	Humidity									
	Dust									
	Fumes	X				X			Exposure to human waste and strong odours	
	Hazardous Machines									
	Moving Objects	X			X				Resident in lift	
	Noise									
	Electrical Hazards									
	Sharp Tools									
	Radiant/Thermal Energy									
	Slippery Conditions	X		X					Spills and wet mopping in resident rooms	
	Vibration									
	Chemical Irritants	X			X				Cleaners	
	Medical Waste	X				X			Exposure to flu, hepatitis, and other infectious diseases	
	Blood Products	X			X				Contact with resident wounds	
	Congested Work Area	X			X				Some resident rooms	
	Lighting – Direct	X					X		Overhead fluorescent lighting	
Lighting – Indirect	X			X				Sunlight		
Lighting – Fluorescent	X					X		Overhead fluorescent lighting		
Lighting – Incandescent										
General	Travelling									
	Work Alone									
	Public Interaction	X			X				Resident families, visitors	
	Operate Equip/Machinery	X			X				Lifts	

Legend:

Frequency	Sel = seldom, not daily <5% of shift	Low = low daily activity, <1-3hrs or 6-33% of shift	Mod = moderate daily activity, 3-6hrs or 34-66% of shift	High = high daily activity, >6hrs or 67-100% of shift
'Required' column	Identifies physical demands that are bona fide essential duties of the job			
'Side' column	Refers to the limb used for a task: E – either side; D – dominant side; B – both sides; R or L – right or left side			
Home Location	Where a letter other than X appears in the 'Frequency' Column , it refers to a specific Home Location W – Woodstock, I – Ingersoll, T - Tillsonburg			

PSW Task Photos & Equipment

