



PHYSICAL DEMANDS ANALYSIS (PDA)



This Fast Fact is helps employers, workers, and H&S professionals understand the basics of Physical Demands Analyses (PDA). A PDA helps employers with prevention and accommodation related to the physical demands of a job and the skills required to perform the essential and non-essential demands of the job.

WHAT IS A PDA?

A Physical Demands Analysis (PDA), is a comprehensive tool that provides an objective, concise, in-depth description of the physical demands of a job. Each step of the job includes a photograph, a description of postural demands for each body part and a measurement of force demands. We include a summary of the sensory requirements, environmental conditions, workstation layout and tools used.

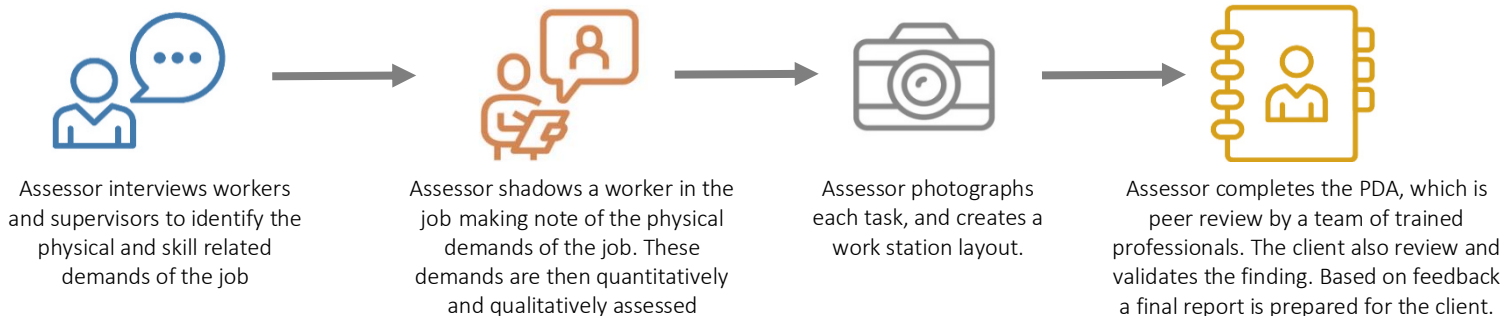
USES FOR PDAS:

- Augment Human Resource tools – help determine job fit while maximizing job retention.
- Preventive intervention – avoid injury/trauma before it occurs.
- A critical resource is developing return to work programs.

WHY HAVE A PDA COMPLETED?

- Determine the match between a worker’s functional abilities and their job.
- Determine work readiness, and plan the appropriate workplace accommodations accordingly.
- Augment Human Resource tools (i.e. job descriptions) and facilitate employee selection and training.
- Use to supplement and support other assessments such as Independent Medical Evaluations (IME), Functional Abilities Evaluations etc.
- Sector Specificity: PSHSA staff have a firm understanding of the risk factors present in the Education, Municipal and Health care sectors

HOW IS A PDA DONE BY PSHSA?



Want to learn more about our Physical Demands Analyses?

Contact your PSHSA consultant for more information on this service. To locate the regional team consultant in your area, please visit our website at www.pshsa.ca