

Job Analysis Report

Employer: Duke Raleigh Hospital	Date of Analysis: May 3, 2010, October 18, 2013,
Department: Nursing	Prepared by: Debra C. Lord, PT, CEAS II
Job Title: Clinical Nurse I (4023); Clinical Nurse II (4024); Clinical Nurse II, FP (4270); Clinical Nurse III (4025); Clinical Nurse III, FP (4520); Clinical Nurse IV (4026); Clinical Nurse IV, FP (4525); Clinical Nurse Specialist (5264); Clinical Nurse, PRN (4231); Clinical Services Nurse I (5451); Clinical Services Nurse II (5402) Clinical Services Nurse III (5403); Clinical Services Nurse IV (5404) Nursing Care Assistant I (4105); Nursing Care Assistant II (4106); Nursing Care Asst, ADV FP (4511); Nursing Care Asst, FP (4274); Nursing Care Asst/Health Unit Coord (4240); Resource Pool Nurse (4280); Clinical Lead (4262); LPN (4086), Med LPN (4521); Med LPN, FP (4512); Nurse Clinician (5151); Patient Service Tech I (4275); Patient Service Tech II (4276); Patient Service Tech III (4277)	Physical Demand Classification: Heavy

Methods: This report was compiled with assistance of Polly Padgette, BSN, CIC, Infection Prevention/Employee Health Manager; Robert Stephenson, Employee Health Nurse; Pat Conroy, Staff Nurse; and Latisha Streeter, Nurse Extender. Data collection included review of present job description; interview with current employees; direct observation of this job being performed by employees; measurements taken with a tape measure, weight scale, and Chatillon force gauge; and research of similarly situated positions. Review of Bariatric Department/needs was conducted with the assistance of Regina Ford, Employee Health Manager, was conducted on 10/18/2013. Addendum - See Job Analysis Summary conducted on 12/9/2014 of Duke Raleigh – Cancer Center nursing staff input and measurements taken with tape measure, weight scale and Chatillon force gauge.

PHYSICAL DEMANDS				
Activity	Amount of Time			Description of Job Tasks
	Occasional (0%-33%)	Frequent (34%-66%)	Constant (67%-100%)	
Sitting	X			Intermittent use of task chairs/stools, access work below waist level
Standing/walking			X	On level floor, computer in standing for short duration, patient care, and when assisting MD
Climbing	X			Available: 1 step - 10" height assist, if needed to access overhead supplies, may climb on bed for CPR, etc
Balancing		X		While moving and transferring patients, extended reach beyond 20", etc.
Bending at Waist				Extended reach, patient care - may be sustained for 1-2 minutes per bout, etc

PHYSICAL DEMANDS				
Activity	Amount of Time			Description of Job Tasks
	Occasional (0%-33%)	Frequent (34%-66%)	Constant (67%-100%)	
Stooping, Crouching and/or Kneeling (Access work below waist level)		X		Patient care - may be sustained for 1-2 minutes per bout, transferring from 17" high chair, changing catheter bags, dressing changes in sitting, Rare- may get on hands and knees to get under bed, CPR on floor, etc.
Lifting			X	Floor to overhead – see exertion charts
Lifting One-handed		X		Up to 10 lbs from floor to 83" high
Pushing		X		Materials, equipment, transfers, etc
Pulling		X		Materials, equipment, transfers, etc
Reaching Below Knee	X			Access supplies, operate controls, etc
Reaching Knee to Shoulder			X	Patient care, etc
Reaching Above Shoulder	X			Up to 83" to access overhead supplies, height assist available
Handling/Grasping			X	Materials, equipment, patient with and without coupling assists, etc
Fingering/Pinching		X		Fine motor activities, keying, writing, knobs, switches, etc.
Gripping			X	Minimal to maximum full grip, etc
Pinching/Fingering		X		Small part/fine motor manipulation, etc
Talking			X	Communication
Hearing			X	Communication, alarms, etc
Vision			X	Visual acuity, eye-hand coordination, depth perception, observing change in status, etc
Color Vision		X		Instructions, warnings, change detection, etc

WEIGHT DEMANDS/EXERTION OF FORCE							
Weight	Lifting Levels						
	Floor	Knee	Knuckle	Waist	Chest	Shoulder	Overhead
Less than 10 lbs.	X	X	X	X	X	X	X up to 83"
10-25 lbs.	X	X	X	X	X		
26-50 lbs.		X	X	X			
51-75 lbs.		X	X	X			
76-100 lbs.							
Greater than 100 lbs.							

WEIGHT DEMANDS/EXERTION OF FORCE					
Weight	Weigh/Force Descriptors	Amount of Time			
		Not at All (0%)	Occasional (0-33%)	Frequent (33-66%)	Constant (67-100%)
Less than 10 lbs.	Equipment, supplies, materials				X
10-25 lbs.	Wheel Chairs, carts, equipment, minimum assist transfers, etc			X	
26-50 lbs.	Minimum to moderate assist transfers- with or without assistance		X		
51-75 lbs.	52# toilet seat lift, 70 lbs/force – push/pull bed, moderate to maximum assist transfers with slide assistance, etc		X		
76-100 lbs.		X			
Greater than 100 lbs.		X			


Lifting up to 75 pounds on an occasional basis places this position in the Heavy physical demand classification level.

Physical Demand Levels of Work (PDC Levels)
(Based on Lifting, Pushing, Pulling, or Exerting a Force)

PDC Level	Occasional (0-33% of workday)	Frequent (34-66% of workday)	Constant (>67% of workday)
Sedentary	1# to 10# Standing/Walking	Negligible Sitting	Negligible Sitting
Light	11# to 20#	Up to 10# Stand/Walk and/or Standing while pushing/pulling arm/leg controls	Negligible and/or Seated while pushing/pulling arm/leg controls
Medium	21# to 50#	11# to 25#	Up to 10#
Heavy	51# to 100#	26# to 50#	11# to 20#
Very Heavy	Over 100#	Over 50#	Over 20#

Reference: Dictionary of Occupational Titles (US Dept. of Labor, Fourth Edition, Revised 1991)


Company Representative/Date 3/11/15


Provider/Date 12/9/2014

Authorization for Job Specific Testing

Duke Raleigh Hospital understands that the essential functions of the employment position must be identified in order to meet the requirements for the Americans with Disabilities Act (ADA). A job analysis must be completed to quantify the physical demands of the position. This identification will result in the determination of one or more job specific tests associated with the essential functions that will either qualify or disqualify the post-offer or post employment (fit for duty) candidate for the position, with or without reasonable accommodations, if applicable.

For the Position of: Nursing Care Assistant - Inpatient/Outpatient Units

The Company representative hereby acknowledges the following as valid job specific tests:

Job Specific Test I: Bed Positioning: Candidate will demonstrate the ability to pull an object, positioned 18" away from them on a table at waist height requiring 70 lbs/force, towards them to the side of bed towards them using draw sheet method and then return weight to center of bed and pull weight up 6 inches laterally towards one end of the table times one to simulate ability to maneuver patient in bed with acceptable body mechanics. Instruct candidate in staggered foot place and use of weight shifting to push/pull.

Job Specific Test II: Chair to Bed Transfer: Candidate will demonstrate the ability to lift box weighted to 70# from top handles sitting on chair then pivot 90 degrees and place box on a chair seat to the right and then repeat to the left with acceptable body mechanics times one to simulate moving patient from chair to bed with moderate to maximum assist.

Job Specific Test III: Postural Tolerance: Candidate will demonstrate the ability to maintain a squat or half-kneeling position for 2 minutes and then stand (may use 1 hand assistance to get up and down if needed) and then transition to a forward bent position for 2 minutes while performing an upper extremity task to simulate sustained work postures at waist level or below.

The Company representative hereby acknowledges the following as valid physical requirements:

1. Employee lifts 75 lbs occasionally (less than 33% of the time or 1-100 times per day).
2. Employee's position requires pushing/pulling a maximum force of 70 lbs occasionally (less than 33% of the time or 1-100 times per day).

Safe Lifting Criteria: 12" to knuckle: 75 lbs

Company: Duke Raleigh Hospital
Address: 1305 Navaho Dr
Raleigh, NC 27609

Provider: Job Ready Services, LLC
Address: 2300 Westinghouse Blvd, Suite 107
Raleigh, NC 27604


Don Barnes, Chief HR Officer


Provider Representative Reviewed 1/22/2014