

## Job Analysis Report Summary

Employer: Duke University Hospital	Date of Analysis: 12/17/2014
Department: Duke Transport Life Flight	Prepared by: Caitlyn Turner
Job Title: Nurse	Physical Demand Classification: Very Heavy

PHYSICAL DEMANDS				
Activity	Amount of Time			Description of Job Tasks
	Occasional (0%-33%)	Frequent (34%- 66%)	Constant (67%-100%)	
Sitting		X		Sitting in helicopter/vehicle, breaks, etc.
Walking/Standing		X		Even/uneven surfaces, stable/unstable, level/sloped terrains, etc.
Climbing	X			In/out of helicopter/ambulance 20" step, stairs, etc.
Balancing		X		Extended reach, unstable surfaces, etc.
Twisting of trunk		X		Access work areas, assisting patients, etc.
Stooping		X		Working with patients, etc.
Crouching	X			Getting supplies, etc.
Crawling				Not observed or reported
Kneeling	X			Getting supplies, etc.
Lifting/Carry		X		Equipment, positioning patients, lifting stretcher up to 150# (300# 2 person), etc.
Lifting One-handed		X		Equipment, backboard, etc.
Pushing	X			Stretchers, positioning patients, doors, etc.
Pulling	X			Stretchers, positioning patients, doors, etc.
Reaching Below Knee	X			Accessing work below knee level, etc.
Reaching Knee to Shoulder			X	Using and accessing equipment, working with patients, etc.
Reaching Above Shoulder	X			Accessing equipment, climbing, etc.
Handling/Grasping			X	Equipment, materials, patients, etc.
Fingering/Pinching	X			Computer, writing, knobs, keys, etc.
Talking			X	Communication with patients, co-workers, etc.
Hearing			X	Alarms, voice recognition, breath sounds, stethoscope, etc.
Vision			X	Visual acuity, depth perception, hand-eye coordination, traffic signals, etc.
Color Vision			X	Alarms, traffic signals, full spectrum distinction, etc.

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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
10-25 lbs.	X	X	X	X	X	X	
26-50 lbs.		X	X	X	X	X	
51-75 lbs.		X	X	X			
76-100 lbs.		X	X	X			
Greater than 100 lbs.		X	X	X			

WEIGHT DEMANDS/EXERTION OF FORCE					
Weight	Weight/Force Descriptors	Amount of Time			
		Not at All (0%)	Occasional (0-33%)	Frequent (33-66%)	Constant (67-100%)
Less than 10 lbs.	Papers, equipment, tools, helmet 8#, etc.				X
10-25 lbs.	Supplies, backpack 15#, monitor 12#, etc.		X		
26-50 lbs.	Push/Pull forces, patient transfers, etc.		X		
51-75 lbs.	Patient transfers 70 lbs/f, etc.		X		
76-100 lbs.	CPR compression force 100#, smaller person on stretcher, etc.		X		
Greater than 100 lbs	Stretcher lift 300# two person, etc.		X		

Lifting/carrying up to **150 lbs** on an occasional basis places this position in the **Very Heavy** physical demand classification level.

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**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)
<b>Sedentary</b>	1# to 10# Standing/Walking	Negligible Sitting	Negligible Sitting
<b>Light</b>	11# to 20#	Up to 10# Stand/Walk and/or Standing while pushing/pulling arm/leg controls	Negligible Seated while pushing/pulling arm/leg controls
<b>Medium</b>	21# to 50#	11# to 25#	Up to 10#
<b>Heavy</b>	51# to 100#	26# to 50#	11# to 20#
<b>Very Heavy</b>	Over 100#	Over 50#	Over 20#

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

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Company Representative      Date 8/4/2015

*[Signature]* ATIC  
Provider Representative      Date 12/17/2014

## Authorization For Job Specific Testing

Duke University Hospital understands that a job analysis should be completed in order to quantify the physical demand requirements of the essential function tasks of the employment position, and to meet the requirements for the American's with Disabilities Act (ADA). One of the outcomes of the job analysis is to establish job specific tests that replicate the essential functions for each position tested. The applicant's performance of these tasks is assessed during the WorkSTEPS functional test and the results are utilized by the employer to assist with placement decisions for post-offer candidates and, if applicable, return to work decisions for existing employees.

**For the Position of:** Nurse - Life Flight (Air and Ground)  
**PDC Level:** Very Heavy

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

### Job Specific Test I

**Task Simulated:** Step Up

**Equipment Used:** 20-inch high step

**Description of Task Simulated:** Candidate will demonstrate the ability to step up onto a 20-inch step with or without 1 hand assist using the right foot and then the left for 1 repetition each side, simulating climbing into the helicopter or vehicle.

### Job Specific Test II

**Task Simulated:** Stretcher Lift

**Equipment Used:** Pulley column with Chatillon or NIOSH box weighted to 150 lbs

**Description of Task Simulated:** Candidate will demonstrate ability to lift up a minimum of 150 lbs/force using a squat lift from 12" to 31" high using underhand grip on the straight bar handle on pulley column or lift a NIOSH box weighted to 150 lbs from the top handles to 31" to simulate loading a patient into back of helicopter or vehicle.

### Job Specific Test III

**Task Simulated:** CPR

**Equipment Used:** Chatillon or scale

**Description of Task Simulated:** Candidate will demonstrate the ability to assume the CPR position on the floor demonstrate the ability to push downward with 100 lbs/force on a force gauge or scale at 10" off the floor then perform 200 repetitions of CPR at 100 beats per minute (using metronome) on 10" soft surface (such as folded mats, dummy, etc.) to simulate ability to perform chest compressions within 85% of maximum predicted heart rate range.

### Job Specific Test IV

**Task Simulated:** Lateral Transfer

**Equipment Used:** Object on table requiring 70 lbs/f to pull toward the candidate

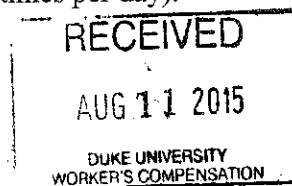
**Description of Task Simulated:** Candidate will demonstrate the ability to pull an object, positioned 18 inches away from them on a table at waist height requiring 70 lbs/force. Candidate will pull object towards them to the side of bed using draw sheet method to simulate transferring a patient from the bed to a stretcher.

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

1. Employee lifts/carries 150 lbs occasionally (less than 33% of the time or 1-100 times per day).
2. Employee pulls with 70 lbs/force occasionally (less than 33% of the time or 1-100 times per day).

**Safe Lifting Criteria:**

12" to knuckle: 150 lbs



The items listed in this Authorization for Job Specific Testing form may or may not be used, depending on availability, during the job specific simulation. Similar items or containers may be used but weights **must** remain the same.

Company: Duke University Hospital  
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Durham, NC 27710

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

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Company Representative (Print Legibly)

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6/28/2015

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