Physical Demand Analysis Form

A Physical Demand Analysis (PDA) is a systematic assessment that evaluates the physical requirements and essential functions of a job or task. It involves identifying and documenting the specific physical demands, such as lifting, carrying, pushing, pulling, reaching, or repetitive motions, associated with performing a particular job.

Employers utilize a Physical Demand Analysis for several reasons:

1. Job Accommodation: It helps employers determine if an individual with a disability or a medical condition can meet the physical demands of a job. By having a clear understanding of the job requirements, employers can make appropriate accommodations or modifications to ensure equal opportunities for all employees.
2. Recruitment and Selection: A PDA provides accurate information about the physical demands of a job, allowing employers to create detailed job descriptions and effectively communicate the requirements to potential candidates. This helps in attracting candidates who possess the necessary physical capabilities and can perform the job effectively.
3. Workplace Safety: Understanding the physical demands of a job is crucial for ensuring workplace safety. By conducting a PDA, employers can identify potential hazards, develop appropriate safety procedures, and implement ergonomic improvements to minimize the risk of work-related injuries or accidents.

4. Injury Prevention and Return-to-Work Programs: A PDA aids in preventing workplace injuries by identifying potential risk factors associated with a job. Employers can use this information to develop preventive measures, ergonomic modifications, and training programs that promote safe work practices. In the case of an employee returning from injury or illness, the PDA assists in assessing their ability to resume work and making any necessary accommodations.
5. Legal Compliance: By conducting a PDA, employers can ensure compliance with legal requirements related to job analysis, workplace safety, and accommodation of disabilities. It provides a documented record of the physical demands of a job, which can be useful in addressing potential legal disputes or claims.

Overall, a Physical Demand Analysis enables employers to accurately assess the physical requirements of a job, promote workplace safety, accommodate employees with disabilities, and ensure legal compliance.