

Job Demands Analysis

Job Code:		0875
Job Code Description/Name:		Firefighter
Working Title of Position:		Firefighter
Department name:		Community Services
Branch name:		Edmonton Fire Rescue Services
Union name:		EFFU
Garage/yard/facility name and location:		Station 19, Station 1
Does this position require shift work?		
	If yes:	
	Describe the shift pattern (i.e. # days on, # days off, # days on, # days off, etc.):	2 days, 2 nights, 2 off, 2 days, 2 nights, 6 off.
	Typical hours of work:	Days: 08:00-18:00, Nights: 18:00-08:00 (arrive 15 min. early). Firefighters on duty until relieved by another qualified member.
	Total shift duration including paid and unpaid breaks (hours):	No designated breaks as Firefighters provider 24/7 service. Crews are able to have downtime when they are not assigned to an emergency event or scheduled training.
	Total duration of all paid and unpaid breaks (hours):	
	If no:	
	Typical days of work (e.g. Monday to Friday):	
	Typical hours of work:	
	Total shift duration including paid and unpaid breaks (hours):	
	Total duration of all paid and unpaid breaks (hours):	

Typical number of overtime hours:	Dependent on work volume, nature of call during shift, demand for additional personnel. On shift overtime: overtime hours after regular hours end (until 19:30 for example) if at an event later than Collective Agreement hours, the Firefighter will receive overtime for the time they remain on duty. Off shift overtime: required to reach Firefighter staffing requirements per shift; Firefighter will be called in for a full shift to reach the quota requirements. Firefighter can work up to 24 hours then require 1 shift off and can only be called in on their 2nd-5th days of 6 days off. This overtime is not expected and members can decline overtime offers.
Typical number of days per week with overtime:	Dependent on work volume, nature of call during shift, demand for additional personnel. Can be 1 shift or up to 4 days.
Date of JDA (final version):	July, 24 2025
Assessor (company title):	Joanna Ellingson, BKin, Erin Warmington, MScOT
City of Edmonton reviewer name:	Stacie Klimosko, Neil Robertson
Reviewer job title:	Director of Disability Management,

Working conditions: Indicate (yes or no) if the following conditions are present in each task and in the position, overall.

Task Number:	1	2	3	4	5	6	7	8	9	10
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Working Condition:	Comments:										
Indoor	Firehall, residential, commercial, or industrial buildings.	Yes	Yes	Yes	Yes	Yes	Yes	Yes			
Outdoor	Fighting building fires from the exterior, vehicle accidents, wildland fires, and hazardous material spills.	Yes	No	No	Yes	Yes	Yes	No			
Cold exposures	Weather	Yes	No	No	Yes	Yes	Yes	No			
Heat exposures	Weather	Yes	No	No	Yes	Yes	Yes	No			
Excessive humidity	Wearing Tyvek suits, attending calls involving burst heaters or water lines, or operating in hot, steam-filled environments.	Yes	No	No	No	Yes	No	No			
Loud noise	Sirens, alarms, machinery, collapsing structures, SCBA	Yes	Yes	Yes	Yes	Yes	Yes	Yes			
Poor lighting	Fires, power outages, and nighttime operations.	Yes	No	No	No	Yes	No	No			
Slip/trip conditions	Water, ice, debris, uneven surfaces, or wet conditions in apparatus bay.	Yes	No	Yes	Yes	Yes	No	No			
Uneven or sloped ground	Hillsides, ditches, rooftops, or rubble.	Yes	No	Yes	Yes	Yes	No	No			
Hand/arm vibration/jarring	Using power tools such as saws, hydraulic cutters, or extrication equipment.	Yes	No	Yes	No	Yes	Yes	No			
Whole-body vibration/jarring	Using power tools such as saws, hydraulic cutters, extrication equipment, or during vehicle operation.	Yes	No	Yes	No	Yes	Yes	No			
Restricted or confined spaces	May enter crawl spaces, attics, basements, or vehicles.	Yes	No	Yes	No	Yes	Yes	No			

Moving objects	Includes falling debris, collapsing structures, or moving vehicles at accident scenes.	Yes	No	No	No	No	Yes	No			
Work at heights	Ladder rescue, fall arrest available.	Yes	No	Yes	No	Yes	Yes	No			
Exposure to animals	Pets or wildlife may be present at scenes.	Yes	No	No	No	Yes	No	No			
Exposure to insects		Yes	No	No	Yes	Yes	No	No			
Solid hazardous materials	Includes debris, asbestos, or contaminated building materials.	Yes	No	No	No	No	No	No			
Chemicals	May be exposed to industrial chemicals, fuels, or cleaning agents.	Yes	No	Yes	Yes	No	Yes	No			
Airborne contaminants	May be exposed to smoke, soot, dust, and toxic gases.	Yes	No	Yes	Yes	Yes	Yes	No			
Sewage	Dependent on environment	Yes	No	No	No	No	No	No			
Blood or body fluids	Medical calls and trauma incidents.	Yes	No	No	No	No	No	No			
Electromagnetic fields		No	No	No	No	No	No	No			
Radiation or lasers		No	No	No	No	No	No	No			

Position requirement

Yes
Yes
Yes
Yes
Yes
Yes
Yes
Yes
Yes
Yes
Yes
Yes

Working conditions

Yes
Yes
Yes
Yes
Yes
Yes
Yes
Yes
No
No

Task number	Name of task	Is the task essential or non-essential?	Description of task (in layman's terms)	What is the occurrence of this task?	What is the duration of this task per shift?
1	Responding to Emergency Calls	Essential	Responding to emergency and non-emergency calls, including fire suppression, medical aid, rescues, and hazardous materials incidents. May include assisting other disciplines (EMS personnel) as required. *Frequency of calls will depend on station location, surrounding stations, and the nature of call.	Daily	Frequent: 34-66% of shift
2	Crew Briefing and Review	Essential	Participating in post-incident or shift-change meetings to review calls, discuss strategies, and communicate updates. This can also occur after a critical incident as deemed by the Captain to debrief with the team, ensuring member wellness and resources are available.	Daily	Rare: 1-5% of shift
3	Driver Truck Check		Conducting pre- and post-shift inspections of fire apparatus to ensure operational readiness. Includes checking fluid levels, lights, sirens, tires, and equipment, etc. If any deficiencies or malfunctions are identified, the firefighter is responsible for promptly reporting the issue to the designated maintenance personnel or supervisor to ensure timely repairs and <u>maintain safety standards</u> .	Daily	Rare: 1-5% of shift
4	Firehall Operations Support	Non-essential	This includes maintaining cleanliness of the fire station, apparatus, and equipment. Tasks include sweeping, mopping, disinfecting surfaces, and washing vehicles. It also includes preparing meals for the crew, and outside maintenance (i.e. shoveling, lawn care, etc.).	Daily	Occasional: 6-33% of shift
5	Training	Non-essential	Participating in drills and simulations to maintain and enhance firefighting, rescue, and medical skill. This is dependent on station/shift.	Yearly	Rare: 1-5% of shift

6	Firehall Maintenance	Essential	Involves hose testing where pressure and integrity tests are completed on the fire hoses. This also includes completing inventory by checking and restocking supplies and equipment on trucks and in the station (i.e. air cylinders, O2 cylinders, absorbant materials for car accidents). Inspections of the station include performing routine checks of the station's safety systems, cleanliness, and equipment storage.	Yearly	Rare: 1-5% of shift
7	Documentation	Essential	Filling out reports after each call - Captains will fill out majority of report and 1 FF will fill out PCR (Patient Care Report).	Daily	Occasional: 6-33% of shift

PPE requirements: Indicate (yes or no) if the following PPE is required in each task and in the position, overall.

Task Number:	1	2	3	4	5	6	7	8	9	10	Position requirement
PPE Requirement:	Specify name/type of PPE:										
Head protection	Various helmets - technical rescue, water rescue, wildland, structural helmets. Dependent on call and firefighter training.	Yes	No	No	No	Yes	No	No			Yes
Hearing protection	Ear foamies, muffs, muffs with mic, custom ear protection. *Can impact safety of task/job if firefighters are unable to hear one another.	Yes	No	No	No	Yes	No	No			Yes
Eye protection	Medical calls, vehicle calls, SCBA. Helmets have visors that can protect eyes.	Yes	No	No	No	Yes	No	No			Yes
Face protection	Face shields, surgical masks on medical calls, SCBA.	Yes	No	No	No	Yes	No	No			Yes
Respiratory protection	N95, P95, half mask, SCBA, procedure mask.	Yes	No	No	No	Yes	No	No			Yes
Upper limb protection	Bunker suits.	Yes	No	No	No	Yes	No	No			Yes
Hand protection	Wildland gloves, mechanic gloves, winch gloves, latex gloves.	Yes	No	No	No	Yes	No	No			Yes
Lower limb protection	Chainsaw chaps, Bunker pads/suit.	Yes	No	No	No	Yes	No	No			Yes
Foot protection	Steel toed boots.	Yes	No	No	No	Yes	No	No			Yes
Whole-body protection	Gowns, Aprons.	Yes	No	No	No	Yes	No	No			Yes

Mobility: Rate the duration of exposure (rare, occasional, frequent, constant) of each mobility demand per task and for the position.

Task Number:	1	2	3	4	5	6	7	8	9	10
Duration of task per shift:	Frequent: 34-	Rare: 1-5% of	Rare: 1-5% of	Occasional: 6-	Rare: 1-5% of	Rare: 1-5% of	Occasional: 6-			

Mobility Demand:	Comments:										
Standing	Receiving instruction from captain, debriefing with team, throughout the scene on the call as needed, driver truck check, firehall operations support, training, station maintenance.	Frequent: 34-66% of task	Rare: 1-5% of task	Frequent: 34-66% of task	Occasional: 6-33% of task	Frequent: 34-66% of task	Frequent: 34-66% of task	Never or n/a			
Walking	Walking to and from scene, on scene as deemed necessary to address the call, throughout station, during driver truck check.	Frequent: 34-66% of task	Rare: 1-5% of task	Frequent: 34-66% of task	Frequent: 34-66% of task	Frequent: 34-66% of task	Frequent: 34-66% of task	Never or n/a			
Running	Required in emergent situations and when safe to do so, responding to tones in station.	Occasional: 6-33% of task	Never or n/a	Never or n/a	Never or n/a	Occasional: 6-33% of task	Never or n/a	Never or n/a			
Sitting	Travelling to and from the calls in the fire truck, downtime at station, crew briefing and review.	Rare: 1-5% of task	Frequent: 34-66% of task	Rare: 1-5% of task	Occasional: 6-33% of task	Rare: 1-5% of task	Rare: 1-5% of task	Constant: 67-100% of task			

Lying supine (face up)	Required dependent on nature of call, accessing lower level environments, firehall operations support and maintenance.	Rare: 1-5% of task	Never or n/a	Rare: 1-5% of task	Rare: 1-5% of task	Rare: 1-5% of task	Rare: 1-5% of task	Never or n/a			
Lying prone (face down)	Required dependent on nature of call, accessing lower level environments, firehall operations support and maintenance.	Rare: 1-5% of task	Never or n/a	Never or n/a	Never or n/a	Rare: 1-5% of task	Never or n/a	Never or n/a			
Lying on side	Required dependent on nature of call, accessing lower level environments, firehall operations support and maintenance.	Rare: 1-5% of task	Never or n/a	Rare: 1-5% of task	Rare: 1-5% of task	Rare: 1-5% of task	Rare: 1-5% of task	Never or n/a			
Drive passenger vehicle		Never	Never	Never	Never	Never	Never	Never			
Drive commercial vehicle	Driving fire truck;	Occasi	Never	Rare: 1-	Rare: 1-	Rare: 1-	Rare: 1-	Never			
Operating heavy equipment	Equipment on scene and in station as needed.	Occasi onal: 6-33% of task	Never or n/a	Never or n/a	Rare: 1-5% of task	Occasi onal: 6-33% of task	Rare: 1-5% of task	Never or n/a			
Operating other (specify)	Operating snow	Never	Never	Never	Never	Never	Occasi	Never			
Climbing	Climbing ladders,	Occasi	Never	Occasi	Rare: 1-	Occasi	Rare: 1-	Never			
Jumping	Jumping down/onto	Rare: 1-	Never	Rare: 1-	Never	Rare: 1-	Rare: 1-	Never			
Crawling	Crawling in restricted	Rare: 1-	Never	Rare: 1-	Rare: 1-	Rare: 1-	Rare: 1-	Never			
Kneeling	Accessing lower level	Occasi	Never	Rare: 1-	Rare: 1-	Occasi	Rare: 1-	Never			
Squatting/crouching	Accessing lower level	Occasi	Never	Rare: 1-	Rare: 1-	Occasi	Rare: 1-	Never			
Swimming	Water rescue	Rare: 1-	Never	Never	Never	Rare: 1-	Never	Never			
Shovelling	For access on scene	Rare: 1-	Never	Never	Occasi	Rare: 1-	Never	Never			
Fine finger dexterity	On scene during	Freque	Never	Freque	Freque	Freque	Freque	Freque			
Cycling	Optional as part of	Never	Never	Never	Never	Never	Never	Never			

overall.

Position requirement

Frequent: 34-66% of shift
Frequent: 34-66% of shift
Rare: 1-5% of shift
Occasional: 6-33% of shift

Rare: 1-5% of shift
Rare: 1-5% of shift
Rare: 1-5% of shift
Never or n/a
Occasional: 6-33% of
Rare: 1-5% of shift
Rare: 1-5% of shift
Occasional: 6-33% of
Rare: 1-5% of shift
Occasional: 6-33% of
Rare: 1-5% of shift
Rare: 1-5% of shift
Frequent: 34-66% of
Never or n/a

Posture: Rate the duration of exposure (rare, occasional, frequent, constant) and the typical nature (static or dynamic) of each postural demand

Task Number:	1
Duration of task per shift:	Frequent: 34-66% of

2
Rare: 1- 5% of shift

3
Rare: 1- 5% of shift

Posture Demand:		Comments:	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic	Duration per task
Neck	Bend forward	Checking surroundings	Frequent:	Dynamic	Occasional	Dynamic	Occasional
	Bend backward	Checking surroundings	Occasional	Dynamic	Never or		Rare: 1-
	Bend to side	Checking surroundings	Occasional	Dynamic	Never or		Rare: 1-
	Twisting	Checking surroundings	Frequent:	Dynamic	Occasional	Dynamic	Occasional
Back	Bend forward	Dependent on nature	Occasional	Dynamic	Rare: 1-	Static	Rare: 1-
	Bend backward	Dependent on nature	Rare: 1-	Dynamic	Never or		Rare: 1-
	Bend to side	Dependent on nature	Rare: 1-	Dynamic	Never or		Rare: 1-
	Twisting	Dependent on nature	Occasional	Dynamic	Never or		Rare: 1-
Shoulders/arms	Reach forward above shoulder level	During emergency calls	Occasional	Dynamic	Rare: 1-	Dynamic	Occasional
	Reach forward below shoulder level	During emergency calls	Frequent:	Dynamic	Occasional	Static	Frequent:
	Shrugging	Required during	Occasional	Dynamic	Never or		Never or
	Reach to side above shoulder level	During emergency calls	Rare: 1-	Dynamic	Never or		Rare: 1-
	Reach to side below shoulder level	During emergency calls	Occasional	Dynamic	Never or		Occasional
	Reach behind body	During emergency calls	Rare: 1-	Dynamic	Never or		Never or
Elbows	Flexed (elbows bent)	Examples include	Frequent:	Dynamic	Frequent:	Static	Occasional
	Extended (elbows straight)	Examples include	Frequent:	Dynamic	Occasional	Dynamic	Frequent:
Forearms	Supination (palms up)	Examples can include	Occasional	Dynamic	Rare: 1-	Dynamic	Occasional
	Pronation (palms down)	Examples include	Occasional	Dynamic	Frequent:	Static	Occasional
Wrists	Flexion	Throughout emergency	Frequent:	Dynamic	Rare: 1-	Dynamic	Occasional
	Extension	Throughout emergency	Occasional	Dynamic	Rare: 1-	Dynamic	Occasional
	Ulnar deviation	Throughout emergency	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Radial deviation	Throughout emergency	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
Fingers	Fingers outstretched	Heavier level	Occasional	Dynamic	Occasional	Dynamic	Occasional
	Pinch grip	Writing tasks during	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Power grip	During lifts/carries,	Occasional	Dynamic	Never or		Occasional
Hips	Flexion	During seated tasks,	Occasional	Dynamic	Constant:	Static	Occasional
	Extension	Accessing higher level	Occasional	Dynamic	Rare: 1-	Dynamic	Occasional
	Leg adduction	May be required	Rare: 1-	Dynamic	Never or		Rare: 1-
	Leg abduction	May be required	Rare: 1-	Dynamic	Never or		Rare: 1-
Knees	Flexion (knee bent)	During walking,	Frequent:	Dynamic	Constant:	Static	Occasional
	Extension (knee straight)	During standing,	Frequent:	Dynamic	Rare: 1-	Dynamic	Frequent:
Ankles	Plantar flexion (toes pointed away from shin)	Driving fire truck,	Rare: 1-	Dynamic	Never or		Rare: 1-
	Dorsi flexion (toes pointed towards shin)	Walking, jumping,	Occasional	Dynamic	Never or		Rare: 1-

and per task and of the position, overall.

4
Occasional: 6-33% of

5
Rare: 1- 5% of shift

6
Rare: 1- 5% of shift

7
Occasional: 6-33% of

8

9

Static or Dynamic	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic
Dynamic	Occasional	Dynamic	Frequent	Dynamic	Occasional	Dynamic	Occasional	Dynamic				
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Occasional	Dynamic	Frequent	Dynamic	Occasional	Dynamic	Occasional	Dynamic				
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Static				
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Never or					
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic				
Dynamic	Frequent	Dynamic	Frequent	Dynamic	Frequent	Dynamic	Occasional	Static				
	Never or		Occasional	Dynamic	Never or		Never or					
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Never or					
	Never or		Rare: 1-	Dynamic	Never or		Never or					
Dynamic	Occasional	Dynamic	Frequent	Dynamic	Occasional	Dynamic	Frequent	Static				
Static	Frequent	Static	Frequent	Dynamic	Frequent	Static	Occasional	Dynamic				
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic				
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Frequent	Static				
Dynamic	Occasional	Dynamic	Frequent	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic				
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic				
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic				
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic				
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic				
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic				
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Never or					
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Constant	Static				
Dynamic	Occasional	Dynamic	Occasional	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic				
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Occasional	Dynamic	Frequent	Dynamic	Occasional	Dynamic	Constant	Static				
Static	Frequent	Static	Frequent	Dynamic	Frequent	Static	Rare: 1-	Dynamic				
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic	Never or					
Dynamic	Rare: 1-	Dynamic	Occasional	Dynamic	Rare: 1-	Dynamic	Never or					

Force: Rate the duration of exposure (rare, occasional, frequent, constant) and peak (highest) force of each force requirement per task as

Task Number:	1
Duration of task per shift:	Frequent: 34-66% of

2
Rare: 1-5% of shift

3
Rare: 1-5% of shift

4
Occasional: 6-33% of

Force Demand:	Comments:	Duration per task	Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task
Finger push	Operating	Occasional:	Light NOC	Rare: 1-5%	Limited	Occasional:	Light NOC	Occasional:
Finger pull	Operating	Occasional:	Light NOC	Never or		Occasional:	Light NOC	Occasional:
Thumb push	Operating	Occasional:	Light NOC	Rare: 1-5%	Limited	Occasional:	Light NOC	Occasional:
Key pinch grip	Driving fire truck,	Occasional:	Medium	Never or		Rare: 1-5%	Medium	Rare: 1-5%
Chuck pinch grip	Completing	Rare: 1-5%	Medium	Rare: 1-5%		Occasional:	Medium	Occasional:
Power grip	During heavier	Occasional:	Heavy NOC	Never or		Occasional:	Heavy NOC	Occasional:
Stationary arm strength: 1-hand push out at shoulder height	Entry points to buildings (opening	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 1-hand pull in at shoulder height	Entry points to buildings (opening	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 2-hand push out at shoulder height	Entry points to buildings (opening	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 2-hand pull in at shoulder height	Entry points to buildings (opening	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 1-hand push out at elbow height	Entry points to buildings (opening	Rare: 1-5% of task	Medium NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 1-hand pull in at elbow height	Entry points to buildings (opening	Rare: 1-5% of task	Light NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 2-hand push out at elbow height	Entry points to buildings (opening	Rare: 1-5% of task	Medium NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 2-hand pull in at elbow height	Entry points to buildings (opening	Rare: 1-5% of task	Light NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 1-hand pull down from overhead	Accessing sliding doors on fire truck	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 2-hand pull down from overhead	Accessing sliding doors on fire truck	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 1-hand press down at elbow level	Accessing sliding doors on fire truck	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 2-hand press down at elbow level	Accessing sliding doors on fire truck	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Stationary arm strength: 1-hand pull across body at waist height with straight arm	Pulling water hose across body as needed (up to	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task

Stationary arm strength: 1-hand pull across body at waist height with 90 degree bent elbow	Pulling water hose across body as needed (up to	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task
Foot pedal activation: seated	Driving fire truck	Occasional:	Light NOC	Never or		Rare: 1-5%	Light NOC	Rare: 1-5%
Foot pedal activation: standing		Never or		Never or		Never or		Never or

id for the position, overall.

5
Rare: 1-5% of shift

6
Rare: 1-5% of shift

7
Occasional: 6-33% of

8

9

10

Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task	Peak force (lbs)	Duration per task
Light NOC	Occasional:	Light NOC	Occasional:	Light NOC	Constant:	Limited					
Light NOC	Occasional:	Light NOC	Occasional:	Light NOC	Never or						
Light NOC	Occasional:	Light NOC	Occasional:	Light NOC	Constant:	Limited					
Medium	Occasional:	Medium	Rare: 1-5%	Medium	Never or						
Medium	Rare: 1-5%	Medium	Occasional:	Medium	Rare: 1-5%						
Heavy NOC	Occasional:	Heavy NOC	Occasional:	Heavy NOC	Never or						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Medium	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	NOC Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Light NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Medium	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	NOC Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Light NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						
Heavy NOC	Rare: 1-5%	Heavy NOC	Rare: 1-5%	Heavy NOC	Never or						
Level	of task	Level	of task	Level	n/a						

Heavy NOC Level	Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task	Heavy NOC Level	Never or n/a						
Light NOC	Occasional:	Light NOC	Rare: 1-5%	Light NOC	Never or						
	Never or		Never or		Never or						

	Position requirement	Position requirement
Peak force (lbs)	Maximum duration	Maximum peak force (lbs)
	Frequent: 34-66% of	Light NOC Level
	Occasional: 6-33% of	Light NOC Level
	Frequent: 34-66% of	Light NOC Level
	Occasional: 6-33% of	Medium NOC Level
	Rare: 1-5% of shift	Medium NOC Level
	Occasional: 6-33% of	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Medium NOC Level
	Rare: 1-5% of shift	Light NOC Level
	Rare: 1-5% of shift	Medium NOC Level
	Rare: 1-5% of shift	Light NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level
	Rare: 1-5% of shift	Heavy NOC Level

	Rare: 1-5% of shift	Heavy NOC Level
	Occasional: 6-33% of	Light NOC Level
	Never or n/a	

Material Handling: Rate the duration (rare, occasional, frequent, constant) of each material handling requirement per task and the position

Task Number:	1	2	3	4
Duration of task per shift:	Frequent: 34-66% of shift	Rare: 1-5% of shift	Rare: 1-5% of shift	Occasional: 6-33% of shift

Material Handling Demand:			Comments:				
Lifting	Below knee	0-10lbs	Thermal Imaging Camera	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		10-20lbs	Heavy duty axe (10.7 lbs.),	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		20-50lbs	SCBA tank (31.2 lbs.), fire	Frequent: 34-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		50-100lbs	Bunker gear (including	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		100+lbs	Fan on truck (93.6 lbs.), 10.6	Rare: 1-5% of	Never or n/a	Never or n/a	Rare: 1-5% of
	Knee to waist	0-10lbs	Thermal Imaging Camera	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		10-20lbs	Heavy duty axe (10.7 lbs.),	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		20-50lbs	SCBA tank (31.2 lbs.), fire	Frequent: 34-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		50-100lbs	Bunker gear (including	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		100+lbs	Fan on truck (93.6 lbs.), 10.6	Rare: 1-5% of	Never or n/a	Never or n/a	Rare: 1-5% of
	Waist level	0-10lbs	Thermal Imaging Camera	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		10-20lbs	Heavy duty axe (10.7 lbs.),	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		20-50lbs	SCBA tank (31.2 lbs.), fire	Frequent: 34-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		50-100lbs	Bunker gear (including	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		100+lbs	10.6 m ladder (125.5 lbs. -	Rare: 1-5% of	Never or n/a	Never or n/a	Rare: 1-5% of
	Waist to shoulder	0-10lbs	Thermal Imaging Camera	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		10-20lbs	Heavy duty axe (10.7 lbs.),	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		20-50lbs	SCBA tank (31.2 lbs.), fire	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		50-100lbs	Bunker gear (including	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		100+lbs	10.6 m ladder (125.5 lbs. - 2	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
Above shoulder	0-10lbs	Thermal Imaging Camera	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of	
	10-20lbs	Heavy duty axe (10.7 lbs.),	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of	
	20-50lbs	Fire extinguishers (48.0 lbs.),	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of	
	50-100lbs	Struts bases/kits (54.9 lbs.),	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a	
	100+lbs	10.6 m ladder (125.5 lbs. -	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a	
Carrying	1 handed (side carry)	0-10lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		10-20lbs	Typical distance: Varies on	Frequent: 34-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		20-50lbs	Typical distance: Varies on	Frequent: 34-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
		50-100lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
	2-handed (front carry)	0-10lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Rare: 1-5% of	Rare: 1-5% of
	10-20lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of	
	20-50lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Rare: 1-5% of	Rare: 1-5% of	

		50-100lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
	On shoulder	0-10lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		10-20lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		20-50lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		50-100lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
	Backpack/harness load	0-10lbs	Typical distance: Not	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance: Varies on	Frequent: 34-	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance: Not	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Not	Never or n/a	Never or n/a	Never or n/a	Never or n/a
Pushing	2-handed	0-10lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Rare: 1-5% of
		10-20lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Rare: 1-5% of
		20-50lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Rare: 1-5% of
		50-100lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
Pulling	1-handed (pull behind body)	0-10lbs	Typical distance: Not	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance: Varies on	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance: Varies	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Varies	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
	2-handed (walking backwards)	0-10lbs	Typical distance: Not	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance: Varies on	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance: Varies	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance: Varies	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a

n, overall.

5	6	7	8	9	10	Position requirement
Rare: 1-5% of shift	Rare: 1-5% of shift	Occasional: 6-33% of shift				

Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Frequent: 34-	Occasional: 6-	Never or n/a				Frequent: 34-66% of
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Frequent: 34-	Occasional: 6-	Never or n/a				Frequent: 34-66% of
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Frequent: 34-	Occasional: 6-	Never or n/a				Frequent: 34-66% of
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Frequent: 34-	Rare: 1-5% of	Never or n/a				Frequent: 34-66% of
Frequent: 34-	Rare: 1-5% of	Never or n/a				Frequent: 34-66% of
Occasional: 6-	Never or n/a	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of

Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Rare: 1-5% of	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of task
Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of task
Never or n/a	Never or n/a	Never or n/a				Never or n/a
Rare: 1-5% of	Never or n/a	Never or n/a				Rare: 1-5% of shift
Frequent: 34-	Never or n/a	Never or n/a				Occasional: 6-33% of
Never or n/a	Never or n/a	Never or n/a				Never or n/a
Never or n/a	Never or n/a	Never or n/a				Never or n/a
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Never or n/a	Never or n/a	Never or n/a				Never or n/a
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Occasional: 6-	Occasional: 6-	Never or n/a				Occasional: 6-33% of
Never or n/a	Never or n/a	Never or n/a				Never or n/a
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift
Rare: 1-5% of	Rare: 1-5% of	Never or n/a				Rare: 1-5% of shift

Sensory: Rate the duration (rare, occasional, frequent, constant) of each sensory requirement per task and the position, overall.

Task Number:	1	2	3	4	5
Duration of task per shift:	Frequent: 34-66% of shift	Rare: 1-5% of shift	Rare: 1-5% of shift	Occasional: 6-33% of shift	Rare: 1-5% of shift

Sensory Demand:	Comments:	1	2	3	4	5
Audition (hearing)	detecting alarms, radio communications, cries for help, communication with team members, and environmental cues	Frequent: 34-66% of task	Yes	Yes	Yes	Yes
Speech	Communicating with team members, civilians, and dispatch.	Yes	Yes	Yes	Yes	Yes
Yelling or shouting	Alerting others, communicating over loud ambient noise	Yes	No	No	No	Yes
Vision	Navigating environments, identifying hazards, reading gauges, and performing rescues	Yes	No	Yes	Yes	Yes
Colour vision	Correctives unless on the job	Yes	No	Yes	Yes	Yes
Near vision	Medical calls, and for reading instruments, labels, and documents	Yes	Yes	Yes	Yes	Yes
Far vision	Scanning scenes, locating victims, assessing fire spread, and navigating through smoke and/or darkness	Yes	Yes	Yes	Yes	Yes
Spatial perception	Operating equipment in complex environments judging distances, moving through confined spaces	Yes	No	Yes	Yes	Yes

Olfaction (smell)	Detecting smoke, gas leaks, or chemical odors	Yes	No	No	Yes	Yes
Gustation (taste)		No	No	No	Yes	No
Tactition (touch)	Handling tools, medical calls, devices, and stationary tools.	Yes	Yes	No	Yes	Yes
Thermoception (sense of heat and the absence of heat)	Identifying hot surfaces, fire proximity	Yes	No	No	Yes	Yes
Balance (postural equilibrium)	Needed for navigating uneven terrain, carrying heavy equipment, and while using the ladder	Yes	No	Yes	Yes	Yes
Proprioception (relative positioning and strength of body parts)		Yes	No	Yes	Yes	Yes

Posting - recruit

6	7	8	9	10	Position requirement
Rare: 1-5% of shift	Occasional: 6-33% of shift				

Yes	Yes				
Yes	Yes				
No	No				
Yes	Yes				
No	Yes				
Yes	Yes				
No	No				
Yes	No				

Yes	No				
No	No				
Yes	Yes				
Yes	No				
Yes	No				
Yes	No				

Psychosocial Cognitive: Rate the degree of psychosocial cognitive requirement for each task and the position, overall.

Task Number:	1	2	3	4
Duration of task per shift:	Frequent: 34-66% of shift	Rare: 1-5%	Rare: 1-5%	Occasional: 6-

Psychosocial Cognitive Demand:	Comments:	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq
Degree of self-supervision required	Firefighters must act independently and make critical decisions.	4	Constant: 67-100%	Long	3	Frequent: 34-66%	Intermediate	4	Constant: 67-100%	Intermediate	4	Constant: 67-100%
Degree of supervision exercised	May vary by rank; senior firefighters or captains supervise crews, while others follow direction.	1	Never or n/a	Short	3	Frequent: 34-66%	Intermediate	2	Occasional: 6-33% of task	Short	2	Rare: 1-5% of task
Deadline pressures (time pressures)	Emergency response is time-sensitive.	4	Constant:	Long	2	Occasional:	Short	3	Occasional:	Intermediate	2	Occasional:
Attention to detail	Critical for safety, accurate assessments, assessing the environment driving, and effective use of equipment.	4	Constant: 67-100% of task	Long	4	Constant: 67-100% of task	Intermediate	4	Constant: 67-100% of task	Intermediate	4	Frequent: 34-66% of task
Performance of multiple tasks required	Communication with others, listening to call demands, performing physical tasks, and decision-making.	4	Constant: 67-100% of task	Long	3	Frequent: 34-66% of task	Intermediate	3	Frequent: 34-66% of task	Intermediate	3	Frequent: 34-66% of task
Exposure to distracting stimuli	Sirens, smoke, noise, chaos, and emotional scenes.	4	Frequent: 34-66%	Intermediate	2	Occasional: 6-33%	Short	2	Occasional: 6-33%	Short	3	Frequent: 34-66%
Need to work cooperatively with others	Teamwork is essential for safety, coordination, and successful outcomes.	4	Constant: 67-100% of task	Long	4	Constant: 67-100% of task	Long	3	Frequent: 34-66% of task	Intermediate	4	Frequent: 34-66% of task

Exposure to emotional situations	Frequent exposure to trauma, injury, death, and distressed individuals.	4	Constant: 67-100%	Long	3	Occasional: 6-33% of task	Intermediate	1	Rare: 1-5% of task	Short	1	Rare: 1-5% of task
Exposure to confrontational situations	May occur during medical calls, rescues, or public interactions.	3	Occasional: 6-33% of task	Intermediate	2	Occasional: 6-33% of task	Short	1	Rare: 1-5% of task	Short	1	Rare: 1-5% of task
Responsibility and accountability required		4	Constant:	Long	4	Constant:	Long	4	Constant:	Long	4	Frequent:
Reading literacy		3	Frequent:	Intermediate	3	Frequent:	Intermediate	2	Occasional:	Short	2	Occasional:
Written literacy		3	Rare:	Short	2	Occasional:	Short	2	Occasional:	Short	2	Occasional:
Numerical skills	Pump ups.	3	Rare:	Short	2	Rare:	Short	2	Occasional:	Short	2	Rare:
Verbal communication		4	Constant:	Long	4	Constant:	Long	3	Frequent:	Intermediate	4	Frequent:
Memory		4	Constant:	Long	4	Frequent:	Long	4	Constant:	Long	3	Frequent:
Computer literacy		2	Rare:	Short	2	Rare:	Short	1	Rare:	Short	1	Rare:
Short term memory and recall	The ability Same as memory.	4	Constant:	Long	4	Constant:	Intermediate	4	Constant:	Long	4	Frequent:
Attention to Detail	The ability to perform	4	Constant:	Long	4	Constant:	Intermediate	4	Constant:	Long	4	Frequent:
Mental Endurance	The ability to	4	Constant:	Long	3	Frequent:	Long	3	Frequent:	Long	3	Frequent:

Note: Refer to the appendix for the definition and ranking scale for this section of the JDA.

Note: This portion of the JDA template is used with permission from the City of Toronto.

Going to more medicals

	5	6	7	8	9	10	Position
33%	Rare: 1-5%	Rare: 1-5%	Occasional: 6-33%				

Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank		
Intermediate	3	Frequent: 34-66%	Intermediate	4	Frequent: 34-66%	Long	4	Frequent: 34-66%	Long											4	
Short	1	Rare: 1-5% of task	Short	2	Occasional: 6-33% of task	Short	4	Frequent: 34-66%	Long												2
Short	2	Rare: 1-5%	Short	2	Occasional:	Short	4	Frequent:	Long												4
Intermediate	4	Frequent: 34-66% of task	Intermediate	4	Constant: 67-100% of task	Long	4	Constant: 67-100% of task	Long												4
Intermediate	4	Frequent: 34-66% of task	Intermediate	4	Frequent: 34-66% of task	Long	2	Occasional: 6-33% of task	Short												4
Intermediate	2	Occasional: 6-33%	Short	2	Occasional: 6-33%	Short	2	Occasional: 6-33%	Short												4
Long	4	Constant: 67-100% of task	Long	4	Constant: 67-100% of task	Long	2	Rare: 1-5% of task	Short												4

Short	2	Occasional: 6-33% of task	Intermediate	1	Rare: 1-5% of task	Short	4	Occasional: 6-33% of task	Intermediate											4	
Short	2	Occasional: 6-33% of task	Intermediate	1	Rare: 1-5% of task	Short	4	Occasional: 6-33% of task	Intermediate												3
Intermediate	4	Constant:	Long	4	Constant:	Long	4	Frequent:	Long												4
Short	3	Occasional:	Intermediate	3	Occasional:	Short	4	Frequent:	Intermediate												3
Short	2	Rare:	Short	2	Rare:	Short	4	Frequent:	Long												3
Short	2	Rare:	Short	2	Rare:	Short	2	Rare:	Short												3
Intermediate	4	Constant:	Long	4	Constant:	Long	4	Occasional:	Intermediate												4
Intermediate	4	Constant:	Long	4	Constant:	Long	4	Constant:	Long												4
Short	2	Rare:	Short	1	Rare:	Short	3	Frequent:	Intermediate												2
Intermediate	4	Constant:	Long	4	Constant:	Long	4	Constant:	Long												4
Intermediate	4	Constant:	Long	4	Constant:	Long	4	Constant:	Long												4
Intermediate	4	Constant:	Long	4	Constant:	Long	4	Constant:	Long												4

Requirement

Freq	Dur
Constant: 67-100%	Long
Occasional: 6-33% of task	Intermediate
Frequent:	Long
Constant: 67-100% of task	Long
Frequent: 34-66% of task	Long
Frequent: 34-66%	Intermediate
Constant: 67-100% of task	Long

Frequent: 34- 66%	Intermediate
Occasional: 6-33% of tasks	Intermediate
Constant:	Long
Frequent:	Intermediate
Rare:	Short
Rare:	Short
Constant:	Long
Constant:	Long
Occasional:	Short
Constant:	Long
Constant:	Long
Constant:	Long

Job Demands Analysis

Job Code:	0875
Job Code Description/Name:	Firefighter
Working Title of Position:	Firefighter
Department name:	Community Services
Branch name:	Edmonton Fire Rescue Services
Union name:	EFFU

Task number	Name of task	Physical Demand Classification Level
1	Responding to Emergency Calls	Very heavy
2	Crew Briefing and Review	Sedentary
3	Driver Truck Check	Medium
4	Firehall Operations Support	Medium
5	Training	Very heavy
6	Firehall Station Maintenance	Medium
7	Documentation	Sedentary
8		
9		
10		

Mobility Demand:	Position requirement
Standing	Frequent: 34-66% of shift
Walking	Frequent: 34-66% of shift
Running	Rare: 1-5% of shift
Sitting	Occasional: 6-33% of shift
Lying supine (face up)	Rare: 1-5% of shift
Lying prone (face down)	Rare: 1-5% of shift
Lying on side	Rare: 1-5% of shift
Drive passenger vehicle	Never or n/a
Drive commercial vehicle	Occasional: 6-33% of shift
Operating heavy equipment	Rare: 1-5% of shift
Operating other (specify)	Rare: 1-5% of shift
Climbing	Occasional: 6-33% of shift
Jumping	Rare: 1-5% of shift
Crawling	Rare: 1-5% of shift
Kneeling	Occasional: 6-33% of shift
Squatting/crouching	Occasional: 6-33% of shift
Swimming	Rare: 1-5% of shift
Shovelling	Rare: 1-5% of shift
Fine finger dexterity	Frequent: 34-66% of shift

Cycling	Never or n/a
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Posture Demand:		Position requirement
Neck	Bend forward	Frequent: 34-66% of shift
	Bend backward	Occasional: 6-33% of shift
	Bend to side	Occasional: 6-33% of shift
	Twisting	Occasional: 6-33% of shift
Back	Bend forward	Occasional: 6-33% of shift
	Bend backward	Rare: 1-5% of shift
	Bend to side	Rare: 1-5% of shift
	Twisting	Occasional: 6-33% of shift
Shoulders/arms	Reach forward above shoulder level	Occasional: 6-33% of shift
	Reach forward below shoulder level	Frequent: 34-66% of shift
	Shrugging	Rare: 1-5% of shift
	Reach to side above shoulder level	Rare: 1-5% of shift
	Reach to side below shoulder level	Occasional: 6-33% of shift
	Reach behind body	Rare: 1-5% of shift
Elbows	Flexed (elbows bent)	Frequent: 34-66% of shift
	Extended (elbows straight)	Frequent: 34-66% of shift
Forearms	Supination (palms up)	Occasional: 6-33% of shift
	Pronation (palms down)	Occasional: 6-33% of shift
Wrists	Flexion	Frequent: 34-66% of shift
	Extension	Occasional: 6-33% of shift
	Ulnar deviation	Occasional: 6-33% of shift
	Radial deviation	Occasional: 6-33% of shift
Fingers	Fingers outstretched	Occasional: 6-33% of shift
	Pinch grip	Occasional: 6-33% of shift
	Power grip	Occasional: 6-33% of shift
Hips	Flexion	Frequent: 34-66% of shift
	Extension	Occasional: 6-33% of shift
	Leg adduction	Rare: 1-5% of shift
	Leg abduction	Rare: 1-5% of shift
Knees	Flexion (knee bent)	Frequent: 34-66% of shift
	Extension (knee straight)	Frequent: 34-66% of shift
Ankles	Plantar flexion (toes pointed away from shin)	Rare: 1-5% of shift
	Dorsi flexion (toes pointed towards shin)	Occasional: 6-33% of shift

	Position requirement	Position requirement
Force Demand:	Maximum duration	Maximum peak force (lbs)
Finger push	Frequent: 34-66% of shift	Light NOC Level
Finger pull	Occasional: 6-33% of shift	Light NOC Level

Thumb push	Frequent: 34-66% of shift	Light NOC Level
Key pinch grip	Occasional: 6-33% of shift	Medium NOC Level
Chuck pinch grip	Rare: 1-5% of shift	Medium NOC Level
Power grip	Occasional: 6-33% of shift	Heavy NOC Level
Stationary arm strength: 1-hand push out at shoulder height	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 1-hand pull in at shoulder height	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 2-hand push out at shoulder height	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 2-hand pull in at shoulder height	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 1-hand push out at elbow height	Rare: 1-5% of shift	Medium NOC Level
Stationary arm strength: 1-hand pull in at elbow height	Rare: 1-5% of shift	Light NOC Level
Stationary arm strength: 2-hand push out at elbow height	Rare: 1-5% of shift	Medium NOC Level
Stationary arm strength: 2-hand pull in at elbow height	Rare: 1-5% of shift	Light NOC Level
Stationary arm strength: 1-hand pull down from overhead	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 2-hand pull down from overhead	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 1-hand press down at elbow level	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 2-hand press down at elbow level	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 1-hand pull across body at waist height with straight arm	Rare: 1-5% of shift	Heavy NOC Level

Stationary arm strength: 1-hand pull across body at waist height with 90 degree bent elbow	Rare: 1-5% of shift	Heavy NOC Level
Foot pedal activation: seated	Occasional: 6-33% of shift	Light NOC Level
Foot pedal activation: standing	Never or n/a	

Psychosocial Cognitive Demand:	Position requirement
Degree of self-supervision required	4
Degree of supervision exercised	2
Deadline pressures (time pressures)	4
Attention to detail	4
Performance of multiple tasks required	4
Exposure to distracting stimuli	4
Need to work cooperatively with others	4
Exposure to emotional situations	4
Exposure to confrontational situations	3
Responsibility and accountability required	4
Reading literacy	3
Written literacy	3
Numerical skills	3
Verbal communication	4
Memory	4
Computer literacy	2
Short term memory and Attention to Detail The ability	4
Mental Endurance The ability	4

National Occupation Classification
Heavy
Limited
Heavy
Heavy
Heavy
Heavy
Limited

Should the worker have limitations, what accommodations are available?

(please check off all that apply)

- No safety sensitive work (Example: working at heights, working with/around machinery, driving): Work within
- Modify work environment (Example: minimal noise/distractibility, absence of psychological triggers – location:
- Modify work location (Example: buildings, units): Can be at a less busy station within the City.
- No work with specific populations (Example: children, unhoused, distressed people, human suffering): In fire
- No work with specific colleagues
- Other (Specify):

Work Task Accommodations:

- Modify work days/hours (Example: day/night shift, on-call work, work rotation): Dependent on restrictions.
- Modify scheduled rest breaks (duration and/or frequency)
- Partnered/supervised work: Firefighter can work with Re-Integration team.
- Monitoring and feedback provided for safety sensitive and/or decision critical tasks: Firefighter would work wi
- Self-pacing of work tasks
- Alternate work tasks (Specify):
- Reduced caseload/work volume (i.e. gradual increase in level of responsibility): Being assisted with clinical ai
- Use of external aids (Example: checklists for complex tasks, written notes, calendar, reference materials/ma
- No/minimal time sensitive work
- No direct supervision of others (if applicable)
- Provision of relevant online courses/re-certifications (Example: CPR, First Aid, WHMIS, fork lift training, effec
- Assigned to only independent work tasks
- Written communication only
- Other (Specify):

fire hall.
s, sounds, smells; buildings, units)

halls only.

th EFRS Re-Integration team.

nd EFRS Re-Integration team.
nuals, audible timer, etc.)

stive de-escalation techniques, non-violent crisis intervention, physical restraining training)

Psychosocial/Cognitive JDA Category Definitions and Rating Scales

Degree of Self-Supervision Required

The extent of self-supervision required in the course of duties. Where this demand is rated high (requires the worker to be predominantly self-supervised) and the demand for Performance of Multiple Tasks Required and/or Accountability and Responsibility is also high, the worker may be expected to exercise good problem solving and judgement.

JDA Ranking Scale

1. No self-supervision required (fully supervised)
2. Occasional self-supervision required (supervisor frequently provides work direction)
3. Frequent self-supervision required (supervisor occasionally provides work direction)
4. Predominantly self-supervised throughout the shift (may contact supervisor to obtain work direction as needed)

Degree of Supervision Exercised

The extent of work direction and/or supervision provided to other workers.

JDA Ranking Scale

1. No supervisory responsibility
2. Provides work direction only to one or more workers
3. Provides work direction and some elements of managing work performance with the exclusion of disciplinary action
4. Has full supervisory responsibility for other employees

Deadline Pressures (Time pressure)

The extent to which work tasks are expected to be completed within a given time period or the extent to which a fast work pace is required because of the nature of the work or work volume. Low rating implies low demand to complete tasks according to a timeline whereas a high rating implies that many of the work tasks must be completed under time pressure.

JDA Ranking Scale

1. Worker is not exposed to time pressures because the work is self-paced, without rigid time constraints
2. Time pressure is low: there is occasional pressure to meet deadlines or work within time constraints, the volume of work and the work pace are moderate
3. Time pressure is moderate: there is frequent pressure to meet deadlines or work within time constraints and/or the volume of work is high and the work pace is moderately fast
4. Time pressure is high: the majority of work is performed under rigid time constraints and the volume of work is high (assumes that the work pace is high or the worker must extend the workday to manage the volume of work)

Attention to Detail

The extent to which work tasks require attention to or concentration on details of information. A high demand implies that insufficient attention to detail will result in work errors and/or inefficiencies.

The appropriate demand level is based on a combination of the intensity of the demand and the occurrence of the demand. The intensity of attention/concentration considers: the effort required to discriminate details and the degree of monotony (it does not reflect the extent of attention/concentration required due to external environmental stimuli)

JDA Ranking Scale

1. Attention to or concentration on details is not required
2. Attention to detail or concentration is required for some tasks, although not at an intense level
3. Significant attention to detail or concentration required for many tasks or intense attention to detail or concentration required for some tasks
4. Intense attention to detail or concentration is required for the majority of the shift

Performance of multiple tasks required

“Performance of multiple tasks” refers to the responsibility for performing and/or monitoring more than one task or function at a time and for judging when tasks or functions require attention. It requires the ability to prioritize tasks and manage time effectively (juggle various tasks efficiently). It does not reflect the performance of sub tasks concurrently within ONE task assignment or activity

JDA Ranking scale

1. Not responsible for *concurrent* multiple tasks. Responsible for performing one task at a time until completion or further direction from supervisor
2. Some responsibility for multiple tasks, but with very clear guidelines or cues about when to perform each task
3. Responsible for multiple tasks, with some time management skill and judgement required to determine priorities
4. Constantly responsible for multiple *concurrent* tasks and/or functions and must exercise a high degree of judgement to determine when to attend to each task

Exposure to distracting stimuli

Exposure to visual, auditory or other sensory stimuli in proximity of the worker such that it could be distracting during the performance of work duties. Auditory stimuli may include verbal conversations of colleagues in an open office area, phones ringing, alarms, pagers, motors, and noises that are loud, sudden or unpredictable in occurrence. Visual stimuli may include movement of people, vehicles, objects, and noticeable changes in illumination.

The rating of stimuli that is distracting to a worker will depend on the nature of the work and the level of concentration required (i.e., the mental workload required for the job demands). For example, a noisy garbage truck may not distract a ticket operator at a transfer station, however, it may distract an office worker at the transfer station.

JDA Rating scale

1. Little or no distracting visual, auditory, or other sensory stimuli
2. Minor degree of distracting stimuli present during some tasks or portions of the shift
3. Moderate degree of distracting stimuli during some tasks or portions of the shift

4. High degree of distracting stimuli are present for the majority of the shift or for any portion of a shift where it is essential to work effectively despite distracting stimuli (i.e., very noisy, busy environment with multiple stimuli).

Need to work cooperatively with others

The degree to which a worker must work co-operatively with others. This may include team projects, shared job duties, management interaction with staff, etc. This rating considers the extent to which one must have good communication skills, good teamwork and interpersonal skills, be open minded, diplomatic or have good negotiation skills.

JDA Ranking scale

1. Not required to work co-operatively with others, other than to receive direction from supervisors.
2. Infrequently required to work co-operatively with others, although may be in proximity to others
3. Required to work in co-operation with others for some tasks
4. The majority of work requires close co-operation with others

Exposure to emotional situations

Exposure to situations where the worker may face emotionally stressful circumstances (i.e., an ambulance attendant with a dying patient or attending a traumatic accident), or exposure to situations in which a client or the public may be emotionally distressed and the worker is required to interact with the individual in order to complete a job requirement. Exposure to emotionally distressed clients may be in person or over the telephone.

JDA Ranking scale

1. No exposure to emotionally stressful circumstances or emotionally distressed individuals in the normal course of duties.
2. Infrequent exposure (approx. monthly) to emotionally stressful circumstances or emotionally distressed individuals with whom the worker must interact in order to complete job requirements.
3. Frequent exposure (approx. weekly) to emotionally stressful circumstances or emotionally distressed individuals with whom the worker must interact in order to complete job requirements.
4. Very frequent exposure (approx. daily) to emotionally stressful circumstances or emotionally distressed individuals with whom the worker must interact in order to complete job requirements.

Exposure to confrontational situations

Exposure to situations where, in the course of their duties, workers may be directly confronted by an individual or may encounter confrontational situations requiring any action on their part. The confrontation may be in person or over the telephone. The client or public may be verbally or physically aggressive or abusive, insistent, hostile, loud, threatening, disruptive, or may refuse to follow instruction. It would be beneficial in the “comments” box to indicate whether there are any security or safety measures in place.

JDA Ranking scale

1. No exposure to confrontational situations in the course of duties
2. Occasional exposure (up to weekly) to confrontational situations in which assistance is immediately available.
3. Occasional exposure to confrontational situations (up to weekly) where assistance is not immediately available

4. Frequent exposure (up to daily) to confrontational situations or hostile people whether or not assistance is available

Responsibility and accountability required

“Responsibility and accountability required” refers to the extent of liability or safety risk that could result if the employee does not exercise appropriate judgement or attention during the performance of job tasks. A high rating indicates that the job is a safety-sensitive position with the potential for grave consequences if errors or inattention occur.

JDA Ranking scale

1. Errors in judgement or attention would have insignificant consequences
2. Errors in judgement or attention would create inconvenience
3. Errors in judgement or attention could create serious difficulty or significant expense
4. Errors in judgement or attention could have grave or life-threatening consequences

Reading literacy

Reading literacy is the ability to comprehend English text.

JDA Ranking scale

1. No reading required in the course of duties
2. Minimal reading ability is required in order to recognize single words, short phrases, or names
3. Moderate reading ability is required, e.g., to follow written instructions
4. A high degree of reading literacy is required to read reports, manuals, or other documents with a high degree of comprehension

Written literacy

The demand rating for *written literacy* reflects the requirement to create English text. It is independent of the physical ability to produce text in a specific format, e.g. hand-writing, typing, computer keyboarding.

JDA Ranking scale

1. No composing of English text is required in the course of duties
2. Required to compose text in which accurate grammatical construction and spelling are not essential, e.g. messages, forms, lists
3. Required to create memos or letters with accurate spelling, grammatical construction and clarity
4. Required to create reports, complex documents or any communications that require a high degree of grammatical form and/or careful wording.

Numerical Skills

The demand for *numerical skills* refers to the requirement to process and analyze numerical information even if the calculation is performed electronically. Higher ratings reflect the need for abstract mathematical thinking.

JDA Ranking scale

1. No number manipulation required other than counting
2. Required to carry out basic arithmetic operations such as addition and subtraction

3. Required to use more complex arithmetic operations such as division, multiplication, percentages, ratios
4. Required to use abstract mathematical formulae or carry out complex mathematical operations, e.g., accounting

Verbal Communication

The extent to which a job requires the ability to clearly comprehend and express ideas and information in spoken English. Higher ratings reflect the complexity of the content or the extent to which good communication skills are required.

JDA Ranking scale

1. Little or no requirement for communication skills: receives and relays concrete information only
2. Basic communication skills are required to comprehend and communicate information at a basic level within well defined parameters e.g. communicate status of job or job task with supervisor
3. Moderate communication skills are required to comprehend and communicate information fluently e.g. to work crews
4. Highly developed communication skills are required to comprehend and communicate complex information and ideas or communicate effectively in complex situations e.g. explaining the design of a complex system, exchanging information with physicians regarding public health issues, policy discussions, conflict resolution

Memory

The extent to which a job requires the ability to retrieve and recall information on demand that has been previously learned. Level of difficulty is dependent upon the **complexity and amount** of information, the **context** in which it must be recalled and how **frequently** the information is used.

JDA Ranking scale

1. Little or no need to remember information and apply to work tasks e.g. clear processes/instructions are available for carrying out job tasks.
2. Basic memory ability is required to recall a moderate amount of information that is applied to work tasks on a regular basis without rigid time constraints.
3. Moderate memory ability is required either because the amount of information to be recalled is moderate, the information is harder to remember because it is recalled infrequently, or because there are time constraints within which to recall the information.
4. High memory ability is required to recall many different pieces of detailed information and/or sequences which may have to be recalled in demanding situations

Computer literacy

The extent to which a job requires the ability to use computer technology

JDA Ranking scale

1. Not required to use computers in the course of duties
2. Required to use computers for basic data input
3. Required to use one or more computer programs at a competent level e.g. most office workers using Word, GroupWise
4. Extensive computer knowledge and problem solving ability required e.g. IT support, computer programmers, key users

Never or n/a	Yes	Never or n/a	Daily	Office of the City Manager	Static (sustained) posture	1 None
Rare: 1-5% of shift	No	Rare: 1-5% of task	Weekly	Community Services	Dynamic (repetitive) posture	2 Low
Occasional: 6-33% of shift		Occasional: 6-33% of task	Monthly	Corporate Services		3 Moderate
Frequent: 34-66% of shift		Frequent: 34-66% of task	Quarterly	Financial Services and Utilities		4 High
Constant: 67-100% of shift		Constant: 67-100% of task	Yearly	Sustainable Development Transportation Services		

Essential	Sedentary	Short
Non-essential	Light	Intermediate
	Medium	Long
	Heavy	
	Very heavy	