

# Job Demands Analysis

Job Code:		1932
Job Code Description/Name:		Transit Peace Officer
Working Title of Position:		Transit Peace Officer
Department name:		Transportation Services
Branch name:		Community Standards Peace Officer
Union name:		Amalgumated Transit Union 569
Garage/yard/facility name and location:		Century Place (Administrative Work);
Does this position require shift work?		Yes
	If yes:	
	Describe the shift pattern (i.e. # days on, # days off, # days on, # days off, etc.):	<b>4 days on 4 days off (2 platoons)</b>
	<b>Typical hours of work:</b>	0500-1600 and 1600-0300
	Total shift duration including paid and unpaid breaks (hours):	11 hours
	Total duration of all paid and unpaid breaks (hours):	15 minutes x2, 30 minutes x1 (managed
	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):	
	<b>Typical number of overtime hours:</b>	Dependent on Platoon need
	<b>Typical number of days per week with overtime:</b>	Dependent on Platoon need
Date of JDA (final version):		17-Jun-25
Assessor (company title):		Joanna Ellingson Bkin and Emma Weseen
City of Edmonton reviewer name:		Stacie Klimosko, Fred Macham
Reviewer job title:		Director of Disability Management,

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?
1	Patrol	Essential	<p>Patrol cars are dispatched to various sectors of the city per shift (North Edmonton, South Edmonton, and Trains). The purpose of patrol is to have presence on transit grounds (stations, bus stops etc.) to engage with staff and the public. Tasks while on Patrol include: walking through transit stations, checking fare, enforcing bylaws, handling public nuisances, and interacting with the public. When enforcing bylaws, TPO's use de-escalation techniques and when required, use force to restrain the civilian. When performing an arrest or enforcing a bylaw they are required to identify the civilian, identify and document the events and the bylaw that was violated, search the civilian, and provide necessary action (ex. ban from transit use). When required, TPO's will provide Narcan to civilians if they have overdosed.</p>	Daily

2	Briefing/Shift Preparation	Essential	Briefing is completed at the beginning of each shift in a meeting room at the Kathleen Andrews location. Briefing is a handover meeting led by the Sargent, providing any important information including department updates, safety updates, management communication and identifying safety concerns that arose during previous shifts. This information includes utilizing various systems and a process called BOLFS (be on the lookout for) that identifies historical and real time suspects. This aids in TPO and public safety. TPO's also get changed and ready for their shift before the Briefing at Kathleen Andrews location.	Daily
3	Administrative	Essential	TPO's are required to document any interaction that includes arrests, providing a warning or bylaw ticket to a citizen, or any situation they deem appropriate to document. This is done while on patrol in the TPO vehicle. Further documentation is also completed at the Century Place location during the TPO's administrative time.	Daily

4	Transport	Essential	TPO's use a fleet of vehicles to drive to each station. The TPOs also use the trains and buses for transport on shift. This task is in conjunction with patrolling. There is an option for bike transport (weather permitting), however it is not required job demand. A basic vehicle maintenance check is also required.	Daily
5	Assisting Civilians and other disciplines	Non-essential	TPOs will assist civilians with their personal belongings. In addition, TPOs will assist other disciplines with any assistance they may require. This includes Police Officers (in pursuit of a suspect) during TCAT, EMS personnel when providing first aid or transporting a civilian, etc.	Daily
6				
7				
8				
9				
10				

**What is the duration of this task per shift?**

Frequent: 34-66% of shift

Rare: 1-5% of shift

Occasional: 6-33% of shift

Frequent: 34-66% of shift

Occasional: 6-33% of shift

**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	Stations, bus terminals,	Yes	Yes	Yes	Yes	Yes				
Outdoor	Patrolling	Yes	No	No	Yes	Yes				
Cold exposures	Weather	Yes	Yes	No	Yes	Yes				
Heat exposures	Weather	Yes	Yes	No	Yes	Yes				
Excessive humidity	Weather, stations, etc.	Yes	No	No	Yes	Yes				
Loud noise	Trains, busses, within stations,	Yes	Yes	No	Yes	Yes				
Poor lighting	Station lighting, stairwells,	Yes	Yes	No	Yes	Yes				
Slip/trip conditions	Wet or icy outdoor conditions,	Yes	No	No	Yes	Yes				
Uneven or sloped ground	Terrain surrounding stations,	Yes	No	No	Yes	Yes				
Hand/arm vibration/jarring	Arrests, bus/train stopping, use	Yes	No	No	Yes	No				
Whole-body vibration/jarring	Bus/train stopping, patrol car	Yes	No	No	Yes	No				
Restricted or confined spaces	Stairwells in stations, confined	Yes	No	No	Yes	Yes				
Moving objects	Trains/busses, patrol vehicles	Yes	No	No	Yes	Yes				
Work at heights	Ladder climbing to access	Yes	No	No	No	Yes				
Exposure to animals	Outdoor elements	Yes	No	No	No	Yes				
Exposure to insects	Outdoor elements	Yes	No	No	Yes	Yes				
Solid hazardous materials	Glass, needles, burnt tin foil,	Yes	No	No	Yes	Yes				
Chemicals	Cross contamination of	Yes	No	No	Yes	Yes				
Airborne contaminants	Drug smoke, bear spray,	Yes	No	No	Yes	Yes				
Sewage	Urine, feces, vomit.	Yes	No	No	Yes	Yes				
Blood or body fluids	Blood, saliva, urine, feces,	Yes	No	No	No	Yes				
Electromagnetic fields	Train tracks	Yes	No	No	No	Yes				
Radiation or lasers		No	No	No	No	No				

Position requirement

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

Working conditions

**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
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<b>PPE Requirement:</b>	<b>Specify name/type of PPE:</b>											
Head protection	Bike helmet (bike patrol)	Yes	No	No	No	No						Yes
Hearing protection	Ear plugs (optional)	No	No	No	No	No						No
Eye protection	Safety goggles (bike patrol)	Yes	No	No	No	Yes						Yes
Face protection		No	No	No	No	No						No
Respiratory protection	Spit mask (for assailants), N95	No	No	No	No	No						No
Upper limb protection	Bulletproof vest	Yes	No	No	Yes	Yes						Yes
Hand protection	Gloves	Yes	No	No	Yes	Yes						Yes
Lower limb protection		No	No	No	No	No						No
Foot protection	Running shoes, patrol boots	Yes	Yes	Yes	Yes	Yes						Yes
Whole-body protection		No	No	No	No	No						No

**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	Occasional: 6-	Frequent: 34-	Occasional: 6-					

Mobility Demand:	Comments:									
Standing		Frequent	Rare: 1-	Rare: 1-	Frequent	Frequent				
Walking		Frequent	Rare: 1-	Rare: 1-	Occasional	Frequent				
Running	If a pursuit is	Rare: 1-	Never	Never	Rare: 1-	Rare: 1-				
Sitting		Occasional	Frequent	Frequent	Frequent	Never				
Lying supine (face up)	If hands on de-	Rare: 1-	Never	Never	Never	Never				
Lying prone (face down)	If hands on de-	Rare: 1-	Never	Never	Never	Rare: 1-				
Lying on side	If hands on de-	Rare: 1-	Never	Never	Never	Never				
Drive passenger vehicle	Frequency of	Occasional	Never	Never	Frequent	Never				
Drive commercial vehicle		Never	Never	Never	Never	Never				
Operating heavy equipment		Never	Never	Never	Never	Never				
Operating other (specify)		Never	Never	Never	Never	Never				
Climbing	Ladders are present	Rare: 1-	Never	Never	Never	Rare: 1-				
Jumping	Retrieve/assist	Rare: 1-	Never	Never	Never	Rare: 1-				
Crawling	If hands on de-	Rare: 1-	Never	Never	Never	Rare: 1-				
Kneeling	During Arrests, if	Occasional	Never	Never	Never	Rare: 1-				
Squatting/crouching	During Arrests, if	Occasional	Never	Never	Never	Occasional				
Swimming		Never	Never	Never	Never	Never				
Shovelling		Never	Never	Never	Never	Never				
Fine finger dexterity	Report writing,	Occasional	Rare: 1-	Frequent	Rare: 1-	Occasional				
Cycling	When on bike patrol.	Occasional	Never	Never	Frequent	Occasional				

**overall.**

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

**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
Occasional: 6-33% of

Posture Demand:		Comments:	Duration per task	Static or Dynamic	Duration per task	Static or Dynamic	Duration per task
Neck	Bend forward	Speaking to civilians at	Frequent:	Dynamic	Occasional	Dynamic	Occasional
	Bend backward	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Bend to side	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Twisting	May be required during	Occasional	Dynamic	Never or		Never or
Back	Bend forward	Patrol (communications)	Frequent:	Dynamic	Never or		Never or
	Bend backward	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Bend to side	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Twisting	Patrol (patting down)	Occasional	Dynamic	Never or		Never or
Shoulders/arms	Reach forward above shoulder level	May be required on	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Reach forward below shoulder level	Patrol during	Frequent:	Dynamic	Frequent:	Static	Frequent:
	Shrugging	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Reach to side above shoulder level	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Reach to side below shoulder level	Patrol during	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Reach behind body	May be required during	Rare: 1-	Dynamic	Never or		Never or
Elbows	Flexed (elbows bent)	Patrol, operating TPO	Frequent:	Dynamic	Constant:	Static	Constant:
	Extended (elbows straight)	Patrol, operating TPO	Frequent:	Dynamic	Occasional	Dynamic	Occasional
Forearms	Supination (palms up)	Required in all tasks at	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Pronation (palms down)	Required in all tasks at	Frequent:	Dynamic	Constant:	Static	Constant:
Wrists	Flexion	Required in all tasks at	Frequent:	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Extension	Required in all tasks at	Occasional	Dynamic	Frequent:	Dynamic	Frequent:
	Ulnar deviation	Required in all tasks at	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
Fingers	Radial deviation	Required in all tasks at	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Fingers outstretched	Required in all tasks at	Occasional	Dynamic	Frequent:	Dynamic	Frequent:
	Pinch grip	Patrol, administrative	Occasional	Dynamic	Occasional	Dynamic	Occasional
Hips	Power grip	Patrol, arrests,	Occasional	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Flexion	Seated tasks, arrests	Occasional	Dynamic	Constant:	Static	Constant:
	Extension	Standing tasks as	Frequent:	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Leg adduction	May be required during	Rare: 1-	Dynamic	Never or		Never or
Knees	Leg abduction	May be required during	Rare: 1-	Dynamic	Never or		Never or
	Flexion (knee bent)	Seated, kneeling,	Occasional	Dynamic	Constant:	Static	Constant:
Ankles	Extension (knee straight)	Standing tasks,	Frequent:	Dynamic	Rare: 1-	Dynamic	Rare: 1-
	Plantar flexion (toes pointed away from shin)	Walking, jumping,	Frequent:	Dynamic	Rare: 1-	Dynamic	Rare: 1-

	Dorsi flexion (toes pointed towards shin)	Walking, jumping,	Frequent:	Dynamic	Rare: 1-	Dynamic	Rare: 1-
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and per task and of the position, overall.

4
Frequent: 34-66% of

5
Occasiona l: 6-33% of

6

7

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	Occasiona	Dynamic	Occasiona	Dynamic								
	Rare: 1-		Rare: 1-	Dynamic								
	Never or		Rare: 1-	Dynamic								
	Occasiona	Dynamic	Occasiona	Dynamic								
	Occasiona	Dynamic	Occasiona	Dynamic								
	Never or		Rare: 1-	Dynamic								
	Rare: 1-	Dynamic	Rare: 1-	Dynamic								
	Rare: 1-	Dynamic	Occasiona	Dynamic								
Dynamic	Occasiona	Dynamic	Rare: 1-	Dynamic								
Static	Frequent:	Dynamic	Frequent:	Dynamic								
	Rare: 1-	Dynamic	Rare: 1-	Dynamic								
	Rare: 1-	Dynamic	Rare: 1-	Dynamic								
Dynamic	Rare: 1-	Dynamic	Occasiona	Dynamic								
	Rare: 1-	Dynamic	Rare: 1-	Dynamic								
Static	Frequent:	Dynamic	Occasiona	Dynamic								
Dynamic	Occasiona	Dynamic	Occasiona	Dynamic								
Dynamic	Occasiona	Dynamic	Occasiona	Dynamic								
Static	Frequent:	Dynamic	Occasiona	Dynamic								
Dynamic	Occasiona	Dynamic	Occasiona	Dynamic								
Dynamic	Occasiona	Dynamic	Occasiona	Dynamic								
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic								
Dynamic	Rare: 1-	Dynamic	Rare: 1-	Dynamic								
Dynamic	Occasiona	Dynamic	Rare: 1-	Dynamic								
Dynamic	Occasiona	Dynamic	Occasiona	Dynamic								
Dynamic	Occasiona	Dynamic	Occasiona	Dynamic								
Static	Constant:	Static	Occasiona	Dynamic								
Dynamic	Rare: 1-	Dynamic	Frequent:	Dynamic								
	Occasiona	Dynamic	Rare: 1-	Dynamic								
	Occasiona	Dynamic	Rare: 1-	Dynamic								
Static	Frequent:	Dynamic	Frequent:	Dynamic								
Dynamic	Occasiona	Dynamic	Frequent:	Dynamic								
Dynamic	Frequent:	Dynamic	Frequent:	Dynamic								

Dynamic	Rare: 1-	Dynamic	Frequent:	Dynamic								
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10

Duration per task	Static or Dynamic	Position requirement
		Occasional: 6-33% of shift
		Rare: 1-5% of shift
		Rare: 1-5% of shift
		Occasional: 6-33% of shift
		Frequent: 34-66% of shift
		Rare: 1-5% of shift
		Rare: 1-5% of shift
		Occasional: 6-33% of shift
		Occasional: 6-33% of shift
		Constant: 67-100% of shift
		Rare: 1-5% of shift
		Rare: 1-5% of shift
		Occasional: 6-33% of shift
		Rare: 1-5% of shift
		Constant: 67-100% of shift
		Frequent: 34-66% of shift
		Occasional: 6-33% of shift
		Frequent: 34-66% of shift
		Frequent: 34-66% of shift
		Frequent: 34-66% of shift
		Frequent: 34-66% of shift
		Rare: 1-5% of shift
		Rare: 1-5% of shift
		Frequent: 34-66% of shift
		Occasional: 6-33% of shift
		Occasional: 6-33% of shift
		Frequent: 34-66% of shift
		Frequent: 34-66% of shift
		Rare: 1-5% of shift
		Rare: 1-5% of shift
		Occasional: 6-33% of shift
		Frequent: 34-66% of shift
		Occasional: 6-33% of shift

		Rare: 1-5% of shift
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**Force: Rate the duration of exposure (rare, occasional, frequent, constant) and peak (highest) force of each force requirement per task and**

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

2
Rare: 1-5% of shift

3
Occasional: 6-33% of

4
Frequent: 34-66% 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	Patrol, arrests,	Occasional:	Light NOC	Rare: 1-5%	Limited	Constant:	Limited	Rare: 1-5%
Finger pull	Open doors in	Occasional:	Light NOC	Rare: 1-5%	Light NOC	Rare: 1-5%	Light NOC	Rare: 1-5%
Thumb push	Patrol, arrests,	Occasional:	Light NOC	Rare: 1-5%	Limited	Constant:	Limited	Occasional:
Key pinch grip	Operate TPO	Occasional:	Up to	Never or		Never or		Occasional:
Chuck pinch grip	Arrests, assisting	Occasional:	Up to	Rare: 1-5%	Limited	Occasional:	Limited	Never or
Power grip	Arrests, patrol,	Occasional:	Heavy NOC	Never or		Never or		Occasional:
Stationary arm strength: 1-hand push out at shoulder height	Arrests, opening doors in stations,	Occasional: 6-33% of	Heavy NOC Level	Rare: 1-5% of task	Limited NOC Level	Occasional: 6-33% of	Limited NOC Level	Never or n/a
Stationary arm strength: 1-hand pull in at shoulder height	Opening doors in stations, bus	Occasional: 6-33% of	Light NOC Level	Rare: 1-5% of task	Light NOC Level	Occasional: 6-33% of	Light NOC Level	Never or n/a
Stationary arm strength: 2-hand push out at shoulder height	Arrests, opening doors in stations,	Occasional: 6-33% of	Heavy NOC Level	Rare: 1-5% of task	Limited NOC Level	Occasional: 6-33% of	Limited NOC Level	Never or n/a
Stationary arm strength: 2-hand pull in at shoulder height		Never or n/a		Never or n/a		Never or n/a		Never or n/a
Stationary arm strength: 1-hand push out at elbow height	May be required during arrests,	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Never or n/a		Occasional: 6-33% of
Stationary arm strength: 1-hand pull in at elbow height	Opening doors in stations, bus	Rare: 1-5% of task	Heavy NOC Level	Rare: 1-5% of task	Light NOC Level	Occasional: 6-33% of	Light NOC Level	
Stationary arm strength: 2-hand push out at elbow height	May be required during arrests.	Rare: 1-5% of task	Heavy NOC Level	Never or n/a		Never or n/a		Never or n/a
Stationary arm strength: 2-hand pull in at elbow height		Never or n/a		Never or n/a		Never or n/a		Never or n/a
Stationary arm strength: 1-hand pull down from overhead	Closing trunk of TPO vehicle.	Rare: 1-5% of task	Light NOC Level					
Stationary arm strength: 2-hand pull down from overhead		Never or n/a		Never or n/a		Never or n/a		Never or n/a
Stationary arm strength: 1-hand press down at elbow level		Never or n/a		Never or n/a		Never or n/a		Never or n/a
Stationary arm strength: 2-hand press down at elbow level	Coming back to platform from	Rare: 1-5% of task	Heavy- Heavy NOC	Never or n/a		Never or n/a		Never or n/a

Stationary arm strength: 1-hand pull across body at waist height with straight arm	May be required during arrests.	Occasional: 6-33% of task	Heavy NOC Level	Never or n/a		Never or n/a		Never or n/a
Stationary arm strength: 1-hand pull across body at waist height with 90 degree bent elbow	May be required during arrests.	Occasional: 6-33% of task	Heavy NOC Level	Never or n/a		Never or n/a		Never or n/a
Foot pedal activation: seated	Operating TPO	Never or		Never or		Never or		Frequent:
Foot pedal activation: standing		Never or		Never or		Never or		Never or

**1 for the position, overall.**

5
Occasional: 6-33% of

6

7

8

9

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)
Limited	Occasional:	Light NOC								
Limited	Occasional:	Light NOC								
Limited	Occasional:	Light NOC								
Limited										
	Occasional:	Up to								
Light NOC	Occasional:	Up to								
	Occasional: 6-33% of	Light NOC Level								
	Occasional: 6-33% of	Light NOC Level								
	Occasional: 6-33% of	Light NOC Level								
	Never or n/a									
Light NOC Level	Rare: 1-5% of task	Light NOC Level								
	Never or n/a									
	Never or n/a									
	Never or n/a									
	Never or n/a									
	Rare: 1-5% of task	Heavy- Heavy NOC								

	Never or n/a									
	Never or n/a									
Light NOC	Never or									

10

Duration per task	Peak force (lbs)	Position requirement	Position requirement
		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	Up to Medium NOC Level
		Occasional: 6-33% of	Up to Medium NOC Level
		Occasional: 6-33% of	Heavy NOC Level
		Occasional: 6-33% of shift	Heavy NOC Level
		Occasional: 6-33% of shift	Light NOC Level
		Frequent: 34-66% of shift	Heavy NOC Level
		Never or n/a	
		Occasional: 6-33% of shift	Heavy NOC Level
		Occasional: 6-33% of shift	Heavy NOC Level
		Rare: 1-5% of shift	Heavy NOC Level
		Never or n/a	
		Rare: 1-5% of shift	Light NOC Level
		Never or n/a	
		Never or n/a	
		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-	Rare: 1-5% of	Occasional: 6-	Frequent: 34-

Material Handling Demand:			Comments:				
Lifting	Below knee	0-10lbs	Lifting civilian items from	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Lifting civilian items from	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Lifting civilian items from	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Assisting uncooperative	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Assisting uncooperative	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
	Knee to waist	0-10lbs	Dressing/removing PPE at	Never or n/a	Rare: 1-5% of	Never or n/a	Never or n/a
		10-20lbs	Lifting civilian items during	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Lifting civilian items during	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Assisting uncooperative	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Assisting uncooperative	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
	Waist level	0-10lbs	Dressing/removing PPE at	Never or n/a	Rare: 1-5% of	Never or n/a	Never or n/a
		10-20lbs	Moving civilian items during	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Moving civilian items during	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Assisting uncooperative	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Assisting uncooperative	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
	Waist to shoulder	0-10lbs	Dressing/removing PPE at	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Dressing/removing PPE at	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Moving civilian items during	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Assisting uncooperative	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Assisting uncooperative	Rare: 1-5% of	Never or n/a	Never or n/a	Never or n/a
Above shoulder	0-10lbs		Never or n/a	Never or n/a	Never or n/a	Never or n/a	
	10-20lbs		Never or n/a	Never or n/a	Never or n/a	Never or n/a	
	20-50lbs		Never or n/a	Never or n/a	Never or n/a	Never or n/a	
	50-100lbs		Never or n/a	Never or n/a	Never or n/a	Never or n/a	
	100+lbs		Never or n/a	Never or n/a	Never or n/a	Never or n/a	
Carrying	1 handed (side carry)	0-10lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	
		10-20lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	
		20-50lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	
	2-handed (front carry)	0-10lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	
		10-20lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	
		50-100lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	

		20-50lbs	Typical distance: throughout	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
	On shoulder	0-10lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
	Backpack/harness load	0-10lbs	Typical distance: Throughout	Constant: 67-	Frequent: 34-	Occasional: 6-	Constant: 67-
		10-20lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
Pushing	2-handed	0-10lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance: To	Occasional: 6-	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
Pulling	1-handed (pull behind body)	0-10lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance: Can vary	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
	2-handed (walking backwards)	0-10lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		10-20lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		20-50lbs	Typical distance: Can vary	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		50-100lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a
		100+lbs	Typical distance:	Never or n/a	Never or n/a	Never or n/a	Never or n/a

, overall.

5	6	7	8	9	10	Position requirement
Occasional: 6-						

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

Rare: 1-5% of					Rare: 1-5% of shift
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
Never or n/a					Never or n/a
Never or n/a					Never or n/a
Never or n/a					Never or n/a
Constant: 67-					Constant: 67-100% 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
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					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
Rare: 1-5% of					Rare: 1-5% of shift
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 shift
Never or n/a					Never or n/a
Never or n/a					Never or n/a

**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	Occasional: 6-33% of shift	Frequent: 34-66% of shift	Occasional: 6-33% of shift

Sensory Demand:	Comments:	1	2	3	4	5
Audition (hearing)		Constant: 67-	Yes	Yes	Yes	Yes
Speech		Yes	Yes	Yes	Yes	Yes
Yelling or shouting	Projecting voice for	Yes	No	No	No	Yes
Vision		Yes	Yes	Yes	Yes	Yes
Colour vision		Yes	Yes	No	Yes	Yes
Near vision		Yes	Yes	Yes	Yes	Yes
Far vision		Yes	Yes	No	Yes	Yes
Spatial perception		Yes	Yes	Yes	Yes	Yes
Olfaction (smell)		Yes	No	No	Yes	Yes
Gustation (taste)		No	No	No	No	No
Tactition (touch)		Yes	Yes	Yes	Yes	Yes
Thermoception (sense of heat and the absence of heat)	Required for first aid	Yes	No	No	Yes	Yes
Balance (postural equilibrium)		Yes	Yes	Yes	Yes	Yes
Proprioception (relative positioning and strength of body parts)		Yes	Yes	Yes	Yes	Yes

6	7	8	9	10	Position requirement

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

**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% of shift	Occasional: 6-33% of shift	Frequent: 34-66% of shift

Psychosocial Cognitive Demand:	Comments:	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq
Degree of self-supervision required		4	Const	Long	1	Rare:	Short	3	Frequ	Interm	2	Occas
Degree of supervision exercised		1	Never		1	Never		1	Never		2	Occas
Deadline pressures (time pressures)	Daily report writing.	4	Const	Interm	4	Frequ	Interm	4	Frequ	Long	3	Occas
Attention to detail	Must be able to observe	4	Const	Long	4	Const	Long	4	Frequ	Long	2	Frequ
Performance of multiple tasks required	Must be able constantly	4	Const	Long	4	Occas	Interm	4	Occas	Interm	3	Frequ
Exposure to distracting stimuli	Must listen to the radio at	4	Const	Interm	4	Occas	Interm	4	Rare:	Short	3	Frequ
Need to work cooperatively with others	Must work cooperatively	4	Const	Long	4	Const	Long	4	Const	Long	4	Const
Exposure to emotional situations	Especially during patrol	4	Occas	Interm	4	Occas	Interm	4	Occas	Interm	2	Occas
Exposure to confrontational situations	Especially during patrol	4	Occas	Interm	2	Occas	Interm	1	Never		2	Rare:
Responsibility and accountability required		4	Const ant:	Long	4	Const ant:	Long	3	Frequ ent:	Interm ediate	4	Frequ ent:
Reading literacy		4	Occas	Interm	4	Frequ	Interm	4	Const	Long	2	Occas
Written literacy		4	Occas	Interm	4	Occas	Interm	4	Frequ	Long	2	Occas
Numerical skills		2	Occas	Short	2	Occas	Interm	2	Frequ	Interm	2	Occas
Verbal communication		4	Const	Long	4	Frequ	Interm	4	Occas	Interm	3	Frequ
Memory		4	Const	Long	4	Const	Long	4	Const	Interm	2	Frequ
Computer literacy		3	Occas	Short	3	Frequ	Interm	3	Const	Long	2	Frequ
<b>Short term memory and recall</b>	The ability	4	Const	Long	4	Const	Interm	4	Const	Long	3	Frequ
<b>Attention to Detail</b>	The ability to perform	4	Const	Long	4	Const	Long	4	Const	Long	3	Frequ
<b>Mental Endurance</b>	The ability to	4	Const	Long	4	Const	Long	4	Const	Long	4	Const

**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.

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

Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank	Freq	Dur	Rank
Interm	4	Const	Long																4
Interm	1	Never																	2
Interm	4	Const	Interm																4
Interm	4	Const	Long																4
Interm	4	Const	Long																4
Interm	4	Const	Interm																4
Long	4	Const	Long																4
Interm	4	Occas	Interm																4
Short	4	Occas	Interm																4
Interm ediate	4	Const ant:	Long																4
Interm	4	Occas	Interm																4
Interm	4	Occas	Interm																4
Short	2	Occas	Short																2
Interm	4	Const	Long																4
Interm	4	Const	Long																4
Interm	2	Occas	Short																3
Interm	4	Const	Long																4
Interm	4	Const	Long																4
Long	4	Const	Long																4

n requirement

Freq	Dur
Const	Long
Rare:	Interm
Const	Interm
Const	Long
Frequ	Long
Const	Interm
Const	Long
Occas	Interm
Occas	Interm
Const ant:	Long
Frequ	Interm
Frequ	Interm
Occas	Interm
Const	Long
Const	Long
Occas	Interm
Const	Long
Const	Long
Const	Long

# Job Demands Analysis

Job Code:	1932
Job Code Description/Name:	Transit Peace Officer
Working Title of Position:	Transit Peace Officer
Department name:	Transportation Services
Branch name:	Community Standards Peace Officer
Union name:	Amalgamated Transit Union 569

Task number	Name of task	Physical Demand Level
1	Patrol	Heavy
2	Briefing	Sedentary
3	Administrative	Sedentary
4	Transport	Sedentary
5	Assisting Civilians and other disciplines	Heavy
6		
7		
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	Occasional: 6-33% of shift
Drive commercial vehicle	Never or n/a
Operating heavy equipment	Never or n/a
Operating other (specify)	Never or n/a
Climbing	Rare: 1-5% of shift
Jumping	Rare: 1-5% of shift
Crawling	Rare: 1-5% of shift
Kneeling	Rare: 1-5% of shift
Squatting/crouching	Rare: 1-5% of shift
Swimming	Never or n/a
Shovelling	Never or n/a

Fine finger dexterity	Occasional: 6-33% of shift
Cycling	Rare: 1-5% of shift

<b>Posture Demand:</b>		<b>Position requirement</b>
Neck	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
Back	Bend forward	Frequent: 34-66% 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	Constant: 67-100% 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)	Constant: 67-100% of shift
	Extended (elbows straight)	Frequent: 34-66% of shift
Forearms	Supination (palms up)	Occasional: 6-33% of shift
	Pronation (palms down)	Frequent: 34-66% of shift
Wrists	Flexion	Frequent: 34-66% of shift
	Extension	Frequent: 34-66% of shift
	Ulnar deviation	Rare: 1-5% of shift
	Radial deviation	Rare: 1-5% of shift
Fingers	Fingers outstretched	Frequent: 34-66% of shift
	Pinch grip	Occasional: 6-33% of shift
	Power grip	Occasional: 6-33% of shift
Hips	Flexion	Frequent: 34-66% of shift
	Extension	Frequent: 34-66% of shift
	Leg adduction	Rare: 1-5% of shift
	Leg abduction	Rare: 1-5% of shift
Knees	Flexion (knee bent)	Occasional: 6-33% of shift
	Extension (knee straight)	Frequent: 34-66% of shift
Ankles	Plantar flexion (toes pointed away from shin)	Occasional: 6-33% of shift
	Dorsi flexion (toes pointed towards shin)	Rare: 1-5% of shift

Position requirement	Position requirement
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<b>Force Demand:</b>	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	Up to Medium NOC Level
Chuck pinch grip	Occasional: 6-33% of shift	Up to Medium NOC Level
Power grip	Occasional: 6-33% of shift	Heavy NOC Level
Stationary arm strength: 1-hand push out at shoulder height	Occasional: 6-33% of shift	Heavy NOC Level
Stationary arm strength: 1-hand pull in at shoulder height	Occasional: 6-33% of shift	Light NOC Level
Stationary arm strength: 2-hand push out at shoulder height	Frequent: 34-66% of shift	Heavy NOC Level
Stationary arm strength: 2-hand pull in at shoulder height	Never or n/a	
Stationary arm strength: 1-hand push out at elbow height	Occasional: 6-33% of shift	Heavy NOC Level
Stationary arm strength: 1-hand pull in at elbow height	Occasional: 6-33% of shift	Heavy NOC Level
Stationary arm strength: 2-hand push out at elbow height	Rare: 1-5% of shift	Heavy NOC Level
Stationary arm strength: 2-hand pull in at elbow height	Never or n/a	
Stationary arm strength: 1-hand pull down from overhead	Rare: 1-5% of shift	Light NOC Level
Stationary arm strength: 2-hand pull down from overhead	Never or n/a	
Stationary arm strength: 1-hand press down at elbow level	Never or n/a	

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	

<b>Psychosocial Cognitive Demand:</b>	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	4
Responsibility and accountability required	4
Reading literacy	4
Written literacy	4
Numerical skills	2

Verbal communication	4	
Memory	4	
Computer literacy	3	