

FORM JA1 – JOB ANALYSIS: ASSESSMENT OF DEMANDS ON INDIVIDUALS

Job identification/reference: *Popu Escat SON.*

Form completed by (name & position): *Lyne Barry*

Date: *5/11/14*

Significant Demands Associated with the Job		Insignificant/ Not applicable	Indicative Level				
			1	2	3	4	5
A - PHYSICAL REQUIREMENTS:							
1	Lifting objects that are heavy or difficult to grasp or hold (including people)			✓			
2	Exertion other than lifting e.g. manual handling activity, prolonged walking, playing sports, etc.		✓				
3	Repetitive movements (involving any part of the body)			✓			
4	Prolonged sitting, standing or static posture			✓			
5	Bending, stooping, twisting or stretching			✓			
6	Climbing stairs			✓			
7	Tasks requiring good balance (e.g. use of ladders, scaffolding, etc.)	✓					
8	Use of respiratory protective equipment	✓					
9	Precise hand co-ordination/dexterity	✓					
B - SENSORY REQUIREMENTS:							
1	Visual: Sensory work with colours, the need to distinguish perception of fine visual detail, need for visual performance and colour recognition, etc.	✓					
2	Auditory: Need for good hearing			✓			
C - CONTACT/EXPOSURES:							
1	Noise: 80 dB(A) (around the level at which it becomes difficult to hear normal conversation at a distance of 2 metres) or higher for several minutes or more	✓					
2	Noise: Loud explosive or impact noises	✓					
3	Food/drink e.g. food handlers	✓					
4	Sources of infection (e.g. animals, soil contaminated by tetanus or animal urine/faeces, ill or infectious clients, body fluids, etc.)		✓				
5	Hazardous substances (e.g. chemicals, fumes, dusts, etc. that are toxic, may cause sensitisation reactions, act as irritants or corrosives)		✓				
6	Contact with vibrating surfaces and/or equipment		✓				
D - PHYSICAL CONDITIONS:							
1	Work at height (above 2 metres)	✓					
2	Work below ground	✓					
3	Work under high/low air pressures	✓					
4	Adverse weather and/or temperatures			✓			
5	Work in confined spaces		✓				
6	Lone working				✓		
7	Potential for violent attack (e.g. jobs requiring specific information/training on risk recognition and avoidance of attacks by clients, animals, etc.)			✓			

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E - NON-PHYSICAL DEMANDS:							
1	Managerial responsibilities (accountabilities/planning)	✓					
2	Decision making responsibilities		✓				
3	Responsibility for resources <i>e.g. budgets, equipment, staff (as resource), etc.</i>	✓					
4	Work under pressures of time/service delivery		✓				
5	Night work	✓					
6	On call/irregular/unpredictable hours/shift work	✓					
7	Work in professional isolation	✓					
8	Limited management support (<i>lower level of support, higher demand</i>)		✓				
9	Limited support from colleagues and peers (<i>lower level of support, higher demand</i>)		✓				
10	Work requiring deep concentration and/or concentration for long periods of time	✓					
11	Contact with client/customer group					✓	
12	Responsibility for people's welfare <i>e.g. staff (as people), clients, customers, etc.</i>					✓	
13	Contact with potentially abusive/violent clients or others				✓		
14	Exposure to emotionally or psychologically demanding situations				✓		
15	Work with limited/restricted resources				✓		
16	Potential for poor results given high levels of input/effort	✓					
17	Inappropriate working conditions/environment given the nature of tasks <i>e.g. noise temperature, lighting, distractions, etc.</i>	✓					
18	Limited control over pace of work, work patterns, working conditions, rest breaks and interruptions (<i>lower control, higher demand</i>)	✓					
19	Need for specialist knowledge/skills				✓		
20	Need to undertake new, or other, tasks that may potentially be outside existing competency limits			✓			
21	Requirement to undertake mundane tasks (<i>more mundane, higher demand</i>)	✓					
22	Limited scope for personal development (<i>lower scope, higher demand</i>)	✓					
23	Limited scope for use of initiative (<i>lower scope, higher demand</i>)						
24	Potential for lack of clarity over own job role (<i>less clarity, higher demand</i>)				✓		
25	Potential for conflicting demands and expectations (<i>higher conflict, higher demand</i>)		✓				
26	Potential for poor understanding of job role by others (<i>poorer understanding, higher demand</i>)		✓				
27	Potential for change in job role, reporting lines, team structures, job demands, etc.	✓					
F – OTHER (include any demands that are peculiar to the job):							
Driving - specify (<i>car, PCV, HGV, motorcycle, other</i>);							
Use of mechanical equipment							
Use of visual display equipment							
Specify;							
Specify;							
Specify;							