



EMPLOYER - PHYSICAL DEMANDS ANALYSIS

Control Room Operator (TMP)

Job Title: Control Room Operator (TMP)		Video Link:	
Work Schedule: 12-hour shifts		Regular breaks are self-directed and spaced throughout the workday: Usually two 15-minute coffee breaks and one 30-minute lunch break per shift.	
General Description and Job Function:		Responsible for pulp quality and making appropriate changes to maintain the desired results.	
Marginal Job Functions: (may include, but not limited to)		<ul style="list-style-type: none"> ➤ Changing felts and wires (multi-person task) ➤ Locking/unlocking valves and throwing electrical switches ➤ Lifting (2-3 person task) 	
Equipment used to perform the job: (may include, but not limited to)		<ul style="list-style-type: none"> ➤ Video/process monitors, radio, pen/pencil, calculator ➤ Computer keyboard/mouse, telephone 	
Recommended Personal Protective Equipment: (may include, but not limited to)		<ul style="list-style-type: none"> ➤ Eye Protection (only when leaving Control Room to enter production area of mill) ➤ Hearing Protection (only when leaving Control Room to enter production area of mill) ➤ Steel Toed Boots, ➤ Gloves (only when leaving Control Room to enter production area of mill) ➤ Hard hats (site specific) 	
Environmental Conditions:			
Inside/Outside:		Inside 100%	
Working Temperature:		Generally within the confines of a temperature-regulated room; may be exposed to much higher heat/humidity levels when required to work outside the control room area.	
Walking Surfaces :		Concrete and metal grating	
Dust:		Low	
Lighting:		Adequate overhead, indoor lighting in most areas	
Vapour/Fumes:		N/A	
Noise Levels:		>85dBA only when outside of control room	
Vibration:		N/A	
Moving Objects:		Moving machine parts, mobile equipment – when outside Control Room	
Risks/Hazards: (may include, but not limited to)		Inside Control Room <ul style="list-style-type: none"> ➤ Prolonged sitting Outside Control Room <ul style="list-style-type: none"> ➤ Slipping, tripping, falling ➤ Pinch and nip ➤ Rotating equipment ➤ Temperature / humidity ➤ Chemicals 	
Size of Work Space:		Adequate	
Sensory Requirements:			
Hearing: Conversation or sounds		Vision: Near/Far, Colour, and Depth	Feeling: Tactile sensory discrimination
Reading: English		Speech/Comprehension: English	
Other Work Factors:			
Travelling:		N/A	Working Alone:
			N/A
Working Independently/In Group:		Required to work on independent activities for the majority of the shift, although may asked to assist a co-worker or request assistance when required	
Work Pace (self/machine directed):		Self Directed– 70% ((monitoring process), Machine Directed– 30% (reacting to process conditions)	
Interaction with Others:		Required to work with co-workers	
Operation of Equipment: (may include, but not limited to)		N/R	

Assessment Criteria Used

Frequency Key		
Frequency	% of Workday	Hours of 12 Hour Workday
Not Required (N/R)	0%	0
Seldom (S)	0-5%	Not performed on a daily basis
Rare (R)	1-5%	<37 min/day
Occasional (O)	6-33%	37 min to 3 hours 58 min/day or 1 rep/30 min
Frequent (F)	34-66%	3 hours 59 min to 7 hours 55 min/day or 1 rep/2 min
Constant (C)	67-100%	7 hours 56 min to 12 hours/day or 1 rep/30 sec

Force Level (FL)	Weight Handled (WH)
Sedentary (SD)	0-10 lbs
Light (L)	Less than 20 lbs
Medium (M)	20-49 lbs
Heavy (H)	50-99 lbs
Very Heavy (VH)	100+ lbs

Critical Job Demands Weight/force (lb)	Comments <i>Examples listed are for illustrative purposes (i.e. weight generalities)</i>	MEASURE		FREQUENCY OF WORKDAY					
		FL	WH	N/R	S	R	O	F	C
Manual Handling Tasks									
Lift:									
Front Carry				X					
Side Carry				X					
Pushing (tools/objects)				X					
Pulling (tools/objects)				X					
Grip Strength/Coordination									
Repetitive Use of Hands									
Bilateral		SD	0-10	X					
	Monitoring process, utilizing air wand or regular water hose, opening/closing valves	L	<20				X		
	Utilizing high-pressure water hose	M	20-49			X			
		H	50-99	X					
Dominant Hand		VH	100+	X					
		SD	0-10	X					
	Monitoring process, utilizing air wand or regular water hose, opening/closing valves	L	<20					X	
		M	20-49	X					
Non-Dominant Hand		H	50-99	X					
		VH	100+	X					
		SD	0-10	X					
	Monitoring process, utilizing air wand or regular water hose, opening/closing valves	L	<20				X		
	M	20-49	X						
	H	50-99	X						
	VH	100+	X						
Power Grip									
Bilateral		SD	0-10	X					
	Utilizing air wand or regular water hose	L	<20			X			
	Utilizing high-pressure water hose, opening/closing valves	M	20-49			X			
	Changing felts and wires, lifting	H	50-99		X				
Dominant Hand		VH	100+	X					
		SD	0-10	X					
	Monitoring process, utilizing air wand or regular	L	<20			X			

Critical Job Demands Weight/force (lb)	Comments <i>Examples listed are for illustrative purposes (i.e. weight generalities)</i>	MEASURE		FREQUENCY OF WORKDAY						
		FL	WH	N/R	S	R	O	F	C	
Non-Dominant Hand	water hose, opening/closing valves									
	Utilizing high pressure water hose	M	20-49			X				
	Changing felts and wires, lifting, opening/closing valves	H	50-99		X					
		VH	100+	X						
		SD	0-10	X						
	Monitoring process, utilizing air wand or regular water hose, opening/closing valves	L	<20			X				
	Utilizing high pressure water hose	M	20-49			X				
	Changing felts and wires, lifting, opening/closing valves	H	50-99		X					
	VH	100+	X							
Fine Hand Dexterity										
Bilateral	Monitoring and controlling production/process						X			
Dominant hand	Monitoring and controlling production/process							X		
Non-Dominant Hand	Monitoring and controlling production/process					X				
Manual Handling										
Bilateral		SD	0-10	X						
	Utilizing air wand or regular water hose	L	<20			X				
	Utilizing high-pressure water hose, opening/closing valves	M	20-49			X				
	Changing felts and wires, lifting, opening/closing valves	H	50-99		X					
Dominant hand		VH	100+	X						
		SD	0-10	X						
	Utilizing air wand or regular water hose	L	<20			X				
	Utilizing high-pressure water hose, opening/closing valves	M	20-49			X				
Non-Dominant Hand	Changing felts and wires, lifting, opening/closing valves	H	50-99		X					
		VH	100+	X						
		SD	0-10	X						
	Utilizing air wand or regular water hose	L	<20			X				
Non-Dominant Hand	Utilizing high-pressure water hose, opening/closing valves	M	20-49			X				
	Changing felts and wires, lifting, opening/closing valves	H	50-99		X					
		VH	100+	X						
		SD	0-10	X						
Tool Usage										
Both Hands		SD	0-10	X						
	Utilizing air wand or regular water hose, valve wrench	L	<20			X				
	Utilizing high-pressure water hose, valve wrench	M	20-49			X				
	Valve wrench	H	50-99			X				
Dominant hand		VH	100+	X						
		SD	0-10	X						
	Utilizing air wand or regular water hose, valve wrench	L	<20			X				
	Utilizing high-pressure water hose, valve wrench	M	20-49			X				
	H	50-99			X					
	VH	100+	X							

Critical Job Demands Weight/force (lb)	Comments <i>Examples listed are for illustrative purposes (i.e. weight generalities)</i>	MEASURE		FREQUENCY OF WORKDAY					
		FL	WH	N/R	S	R	O	F	C
Non-Dominant Hand		SD	0-10	X					
	Utilizing air wand or regular water hose, valve wrench	L	<20			X			
	Utilizing high-pressure water hose, valve wrench	M	20-49			X			
	Valve wrench	H	50-99			X			
		VH	100+	X					

Critical Job Demands Weight/force (lb)	Comments <i>(Examples listed are for illustrative purposes)</i>	FREQUENCY OF WORKDAY					
		N/R	S	R	O	F	C
Positional Mobility							
Sitting/Standing/Driving							
Sitting	Monitoring process - Operator booth chairs allow for correct ergonomic positioning when seated					X	
Standing	Monitoring process, opening/closing valves, cleanup, utilizing water hoses during a paper break				X		
Driving (Car and Truck)	N/R	X					
Walking							
Level Surfaces	Monitoring process, opening/closing valves, cleanup, utilizing water hoses during a paper break				X		
Rough Surfaces	N/R	X					
Slopes	N/R	X					
Climbing							
Stair	Monitoring process, opening/closing valves, cleanup, utilizing water hoses during a paper break				X		
Ladder	Ascend/descend		X				
Other (stools/equipment/etc.)	Mount/dismount		X				
Jumping	N/R	X					
Running	N/R	X					
Balancing	N/R	X					
Bending							
Static	N/R	X					
Variable	Monitoring and controlling production/process. (Operator booth chairs allow for correct ergonomic positioning when seated.) Reaching for radio/phone		X				
Trunk Rotation							
Static Twisting	N/R	X					
Variable Twisting	Operator booth chair allows for correct ergonomic positioning when seated Reaching for controls, phone		X				
Crouching Squatting							
Crouching	N/R	X					
Repetitive Squatting	N/R	X					
Kneeling/Crawling							
Kneeling	N/R	X					
Crawling	N/R	X					
Reaching							
Above Shoulder Level	Operating main control panel			X			

Critical Job Demands Weight/force (lb)	Comments <i>(Examples listed are for illustrative purposes)</i>	FREQUENCY OF WORKDAY					
		N/R	S	R	O	F	C
Below Shoulder Level	Keyboarding, utilizing phone/radio			X			
Neck Postures/Movements	All neck positions required (180°, up, down, side to side)		X				
Throwing	N/R	X					
Foot Action	N/R	X					
Forceful/Jerky Movements	N/R	X					

Psychosocial Demands:	REQUIREMENTS					
	N/R	S	R	O	F	C
A. Understanding and Memory						
Remember locations and routine procedures						X
Understand and remember short and simple instructions						X
Understand and remember detailed instructions						X
B. Sustained Concentration & Persistence						
Carry out short and simple instructions						X
Carry out detailed instructions						X
Maintain attention and concentration for extended periods						X
Perform activities within a schedule						X
Sustain an ordinary routine without supervision						X
Make simple decisions						X
Solve simple straightforward problems						X
Solve complex problems					X	
C. Social Interaction						
Interact with the general public		X				
Ask questions or request assistance					X	
Accept instructions and feedback					X	
Get along well with others without distracting them						X
Get along well with others without being distracted by them						X
D. Adaptation						
Respond to changes in the environment or tasks						X
Aware of normal hazards and take appropriate precautions						X
Travel in unfamiliar places or use public transportation	X					
Set realistic goals or make plans independently of others			X			
Juggle tasks and prioritize					X	
E. Responsibility & Accountability	Yes			No		
Does the work involve occasional pressure to meet deadlines?	X					
Does the work involve significant pressures?	X					
F. Language Requirements	Yes			No		
Is English required for safety purposes?	X					
Is English required for professional purposes?	X					

Injury Prevention Recommendations	
1.	Practice correct ergonomic sitting techniques throughout the shift and take a standing stretch break every 45 minutes to reduce risk of back injuries from prolonged sitting posture
2.	Stretch-regularly used muscles throughout the shift – neck, shoulders, chest, elbows, forearms, wrists, hands, lower back, thighs and calves/ankles

Technical data provided by: Jason Shepherd Physical Therapy