



Improving Your Job Descriptions

A GUIDE FOR DETERMINING THE ESSENTIAL TASKS
AND PHYSICAL DEMANDS OF A JOB

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What are essential tasks?

Essential tasks are statements that describe the core functions of a position. They describe the reason the job exists but not physically how it's done.

A job task may be essential if:

- The position exists to perform that task
- It requires a significant amount of time to complete
- There are a limited number of employees available who could perform the task
- The task is highly specialized and a person in that position would be hired because they possess special expertise to perform the task.

What are physical demands?

Physical demands describe the intensity (how much), frequency (how often), and duration (how long) of the essential tasks. Physical demands can be determined by asking your employees about their job and by comparing that information to measurements taken while the employee is completing a job task.

Why are these important?

As part of a prework screening program, physical therapists will use the physical demands from a position's job description to ensure the people you hire can safely complete the essential tasks of their jobs. This can help reduce injuries, turnover and their associated costs.

If an employee is injured, having detailed information on the essential tasks and physical demands of a job allows you to match an employee's work restrictions to tasks he/she can safely complete. This can help injured employees get back to work sooner.

For additional information on this topic and other injury management strategies, email EMC at LossControl.InjuryMgmt@EMCins.com.

Step One: Prioritize jobs

Determining the essential tasks and physical demands for all your jobs may seem overwhelming, especially for smaller organizations. If you simply don't have the time or resources to address all your positions right now, start with jobs that have a lot of reported injuries. You can find this information by:

- Requesting your workers' compensation loss reports from your insurance provider
- Reviewing your companies OSHA 300 logs
- Analyzing your own internal injury tracking system

If no current injury trends are available, start in areas where:

- Workers complain of fatigue, pain or discomfort that doesn't go away after a night of rest
- Workers make frequent trips to their physician due to physical aches and pains
- High turnover exists

Once you are finished with the positions with high injury rates, start working on those with less injuries.

Step Two: Collect information about the physical demands from employees and supervisors

One of your best resources when identifying essential tasks and physical demands is your workforce. You can gather feedback from employees and supervisors by using the job analysis questionnaire found in Appendix D or by conducting one-on-one or group interviews. This information will be compared with the results from the job analysis in step five. If you decide to use the questionnaire, set aside 20-40 minutes for employees to complete it and remember to:

- Use questionnaire with enough employees to get a good representative sample. This may mean involving employees in multiple locations and on multiple shifts.
- Ensure that employees who fill out the questionnaire legibly sign and date the form.
- Track and analyze the results using a spreadsheet or tally.
- Share the questionnaire with supervisors to gain their perspectives.

Step Three: Write essential tasks based on the collected information

Identify the Verbs

Essential task statements contain verbs, nouns and a purpose (in any order). For example, think of some tasks a janitor typically completes such as cleaning, sanitizing, servicing and proving supplies. These are the verbs for the task statement.

Identify the Nouns

Now think about the areas where a janitor may complete these tasks such as in restrooms, administrative offices, hallways, stairs, cafeterias, conference rooms and mechanical shops. These are the nouns for the task statement.

Identify the Purpose

Now think about why a janitor cleans, sanitizes, services and provides supplies to these areas. Typically these things are done to provide a clean and safe environment for employees and the public. This is the purpose for the statement. If you put the three together you get something like this:

Services, cleans, sanitizes and supplies restrooms, administrative offices, hallways, stairs, cafeterias, conference rooms and mechanical shops to provide a clean and safe environment for employees and the public.

You should develop these statements for all tasks you consider to be an essential part of the job. You can use the form in Appendix C to record your essential task statements.

Marginal Functions

Not all job tasks are considered essential. Marginal functions are additional tasks an employee may perform but are outside of the essential tasks of the job. These functions should also be included in the job description. Here's an example:

The janitor may provide site tours to special interest groups.

It's important to note that the phrase "other duties as assigned" is neither an essential or marginal function because it is not specific. Phrases like these should not be included in a job description.

Compare and Draft Statements

Once you have finished drafting the essential task statements it can be helpful to compare your statements with the task lists found on O*NET OnLine. Appendix B provides instructions for finding this information. Then, create the final essential task statements, include them in your job descriptions and share them with the physical therapists who conduct your prework screenings.

Step Four: Perform job analysis to validate the measurement data from the questionnaire

During a job analysis, you will confirm the results of the questionnaire by directly observing and measuring the essential tasks of a job.

Job Analysis Kit

A job analysis requires several specific tools. If you do not have access to these tools, contact EMC for assistance.

- **Scale** - measures the weight of lifted items
- **Tape measure** - measures item dimensions, heights from the floor, required reach distances, etc.

- **Push/pull force gauge** - measures the force required to push or pull items, including pull force required to open doors
- **Watch or stopwatch** - measures the amount of time spent on an activity. Many smart phones include a stopwatch feature built into their clock application.
- **Pedometer** – measures the steps taken by employee during shifts
- **Pen/paper or counting device** - tally the frequency of an activity, number of stairs climbed, etc.

What Should You Measure?

You should shadow an employee and collect measurements for a full shift. Some of the measurements you will collect include:

- How much weight is being lifted? How often? From where to where?
- How much time is spent standing? Sitting? Walking?
- What postures are used to complete the essential tasks of the job? Is bending, twisting, or working overhead required?
- Is pushing or pulling required? How much force is required to complete the task?

A full list of measurements can be found in Appendix E. Be sure to identify which measurements are related to each of the essential tasks.

Step Five: Determine the physical demands by comparing the job analysis and questionnaire

Once you have completed the job analysis, compare the results to the questionnaire. If the results are similar, no further investigation is needed. If the results differ, you may need to take additional measurements.

Make Sure the Language Is Consistent

Before finalizing both the essential tasks and the physical demands of a job, ensure the language is consistent with your human resource policies and share them with supervisors and employees. Once these statements have been approved, you may include them in your job descriptions and share them with the physical therapist conducting your prework screenings. Examples of completed essential tasks and physical demands can be found in Appendix A.

Review the Statements

It is important to review the essential tasks and physical demands annually in case changes are needed. A good time to review is during employee performance evaluations. Decide whether or not the job has changed during the previous year and if a new job analysis is needed.

Find More Information Online:

- [Equal Employment Opportunity Commission \(EEOC\)](#) -- Employment laws as they relate to job descriptions
- [Americans with Disabilities Act \(ADA\)](#) -- Reasonable accommodations for the essential tasks and physical demands of a job
- [Career One Stop](#) -- Help with developing a complete job description

Appendix A -- Example Essential Tasks and Physical Demands for a Janitor

Note: This is not a complete job description. This only includes example information on essential tasks and physical demands.

Department of Labor (DOL) Defined Frequencies

The following three frequency levels are defined by the DOL and applied to the essential tasks.

Rare to Occasional (R/O)	0-20 times during a shift or up to 33% of the time
Frequent (F)	20-100 times during a shift or 33-66% of the time
Constant (C)	Over 100 times during a shift or 66-100% of the time

Essential Tasks with Frequencies

1. (O-F) Services, cleans, sanitizes and supplies public restrooms, administrative office, conference rooms, hallways, stairs, sinks, drinking fountains, break rooms and mechanical shops to provide a safe and clean working environment for employees and the visiting public. This includes cleaning of cabinets, woodwork, shades/blinds, ceilings, showers, blackboard/grease boards, carpets, garbage cans, wastebaskets, windows, and other areas of the company buildings as directed by Building and Grounds Manager (includes loading and unloading of supply and service deliveries, filling and emptying power equipment with fuel and cleaning chemicals; raising and lowering flags and custodial laundry operation)
2. (O) To ensure company standards are met, restocks and requisitions disposable items and provides accurate inventory usage and data as requested (including restroom supplies and store room supplies) and properly stores tools and equipment
3. (O) To provide building safety, the janitor monitors building security and safety by performing tasks such as locking/unlocking, checking doors before, during and after operating hours, and checking windows, lights on/off, rooms, entries, electrical appliance and environmental systems used to ensure that hazards are not created. Promptly reports any damages or security problems to Building and Grounds Manager and notifies managers concerning the need for major repairs or additions to building operating systems
4. (O) To ensure company housekeeping standards are met, gathers and empties trash in all buildings and on company grounds
5. (O) To ensure building standards are met, completes minor adjustments, repairs and scheduled maintenance as needed (examples include but are not be limited to using hand tools, small power tools, gardening tools, various types of pipe, wire, lumber, building materials, cleaning supplies, ladders and scaffolds, genie lifts, caulking, changing light bulbs, plungers to clear clogged drains and toilets)
6. (O) To ensure year round company safety and building maintenance standards are met, performs seasonal outside grounds work, interior deep cleaning and scheduled cleaning (examples include but are not be limited to litter pick-up of outside grounds, snow removal of walk ways, maintenance of parking lots, driveways and fencing, furniture moving, installation of new furniture and equipment, wall washing, dusting and painting)

Marginal Duties

1. (R/O) Assists visiting public and outside staff with tours of the company facility
2. (O) Sets up morning coffee pots in staff and public lounges

Physical Demands

This job is considered frequently light to medium in nature with rare to occasional heavy tasks, as defined by the DOL. The frequency of the tasks depends on the type of shift, weather conditions and changes to the indoor environment (which cannot always be predicted or controlled). Specific functional measurements and observations about usual work situations are included here. These measurements are not to be presumed as a conclusive list.

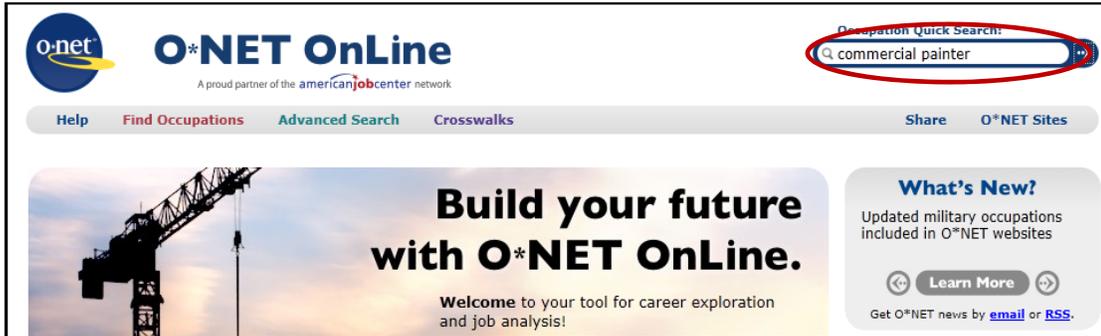
DOL Key Terms for Physical Requirements and Weight Classifications

Sedentary Work	Sitting for 6 hours of an 8 hour work day with lifting of no more than 10 pounds occasionally. Possible frequent lifting of small objects weighing less than 10 pounds such as files and small parts.
Light Work	Lifting no more than 20 pounds on an occasional basis and up to 10 pounds frequently. Typically requires standing and walking for 6 hours of an 8 hour day (certain light jobs may require continuous sitting and entail the consistent use of either hand or foot controls).
Medium Work	Maximum occasional lifting of up to 50 pounds, frequent lifting of up to 25 pounds. Typically on feet 6 hours of an eight hour day.
Heavy Work	Maximum lifting of up to 100 pounds with frequent lifting of weights up to 50 pounds. Typically standing and walking of 6 hours out of an 8 hour day.
Very Heavy Work	Maximum lifting of over 100 pounds with frequent lifting of weights up to 50 pounds. Standing and walking for the majority of the work day.

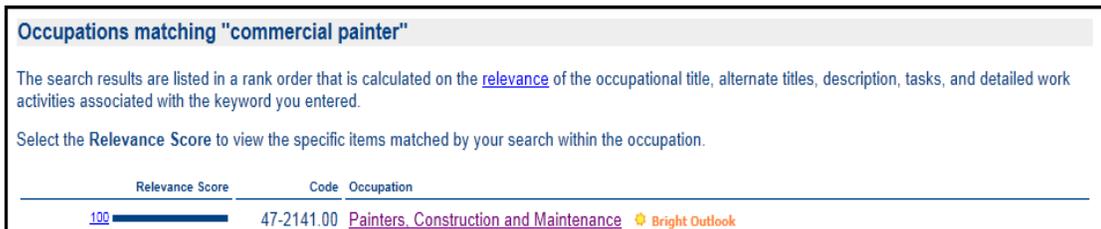
Physical Activity Related to Essential Tasks	Essential Task Statement
<ul style="list-style-type: none"> Use variable planes of reaching with upper extremities to include overhead (to a height up to 84"), forward (up to 36"), to the side (36"), behind the body and at shoulder height; below waist to the floor 	1, 2, 3, 4, 5
<ul style="list-style-type: none"> Repetitive squatting up to 5 minutes at a time may occur 	1, 2, 6
<ul style="list-style-type: none"> May repetitively climb up to and down 6 steps on different size ladders (6-12') during a shift and/or use step stools. May frequently climb up and down various steps and stairs 	1, 6
<ul style="list-style-type: none"> Frequent to constant standing and walking throughout the workday 	1, 3, 6
<ul style="list-style-type: none"> Performs sustained, repetitive, manual and circular motion tasks with hands and upper extremities on vertical, horizontal or slanted angles (while holding cleaning cloths or tools) during shifts such as when cleaning, washing and dusting walls, partitions, locker area, windows and furniture 	1, 6
<ul style="list-style-type: none"> Throughout a shift, repetitive operation of vacuum cleaners and other power cleaning equipment up to 10 minutes at a time in office areas and up to an hour at a time within industrial and shipping areas of the plant (uses a different variety of industrial vacuums, scrubbers and cleaning equipment, back pack units and self-propelled power units) 	1, 4, 5, 6
<ul style="list-style-type: none"> Wet/dry mop repetitively during a shift up to 20 minutes each time 	1, 2, 6
<ul style="list-style-type: none"> May lift up to 55 pounds to chest level on an a routine basis 	1, 2, 6
<ul style="list-style-type: none"> May carry up to 55 pounds at waist level up steps on a routine basis 	1, 2, 6
<ul style="list-style-type: none"> May carry up to 55 pounds at waist level for variable short distances 	1, 2, 6
<ul style="list-style-type: none"> Visually inspect equipment operations (including depth perception, near and far vision, light accommodation, color and peripheral vision) 	1, 2, 3, 6
<ul style="list-style-type: none"> Demonstrate good balance on a constant basis 	All
<ul style="list-style-type: none"> Frequently work in controlled building environments as well as in occasional extreme indoor and outdoor temperatures to include heat and cold, high or low humidity, noisy and dusty environments 	All
<ul style="list-style-type: none"> Fine and gross manual dexterities used throughout a shift when using equipment and completing tasks 	All
<ul style="list-style-type: none"> Operate a single-stage snow thrower and/or manually shovel snow around building entry ways while performing snow removal (up to 1 hour at a time and perhaps several time during a shift during winter months) 	6
<ul style="list-style-type: none"> Repetitive and sustained bending at the waist and stooping may occur during shifts, up to 5 minutes at a time 	All
<ul style="list-style-type: none"> Operate hand and small power tools/equipment requiring occasional grip force up to 40+ pounds (in one or both hands) and frequent grip force between 5 and 40 pounds 	5
<ul style="list-style-type: none"> Safely use cleaning chemicals (inhalation and absorption hazards) and wear all required personal protective equipment/PPE 	All
<ul style="list-style-type: none"> Work with frequent interruptions during a work shift 	All

Appendix B -- Using O*NET Quick Search

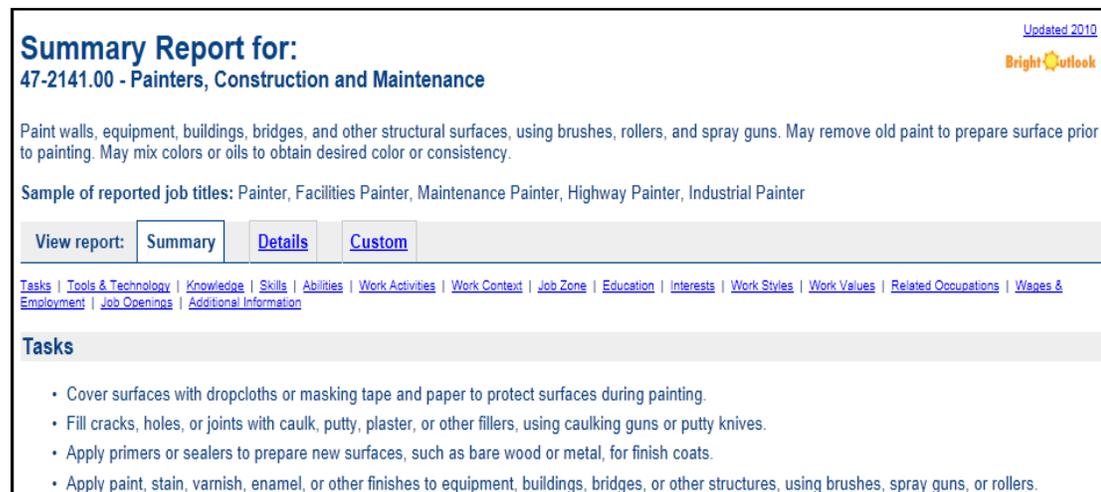
1. Go to www.onetonline.org.
2. Use the Occupation Quick Search box in the upper right corner to search for an occupation. In this example, we are searching for a commercial painter.



3. Review the results and click the link to learn more about that job. In this example, the Painters, Construction and Maintenance occupation appears to be the closest to the painter position.



4. Scroll down the webpage to get information about this job's tasks, tools and technology, knowledge, skills, abilities and other information that will form the basis of the job description. The information is free to use. You can use the Tasks section of the chosen job to help you develop your essential task statements.



Appendix D: Job Analysis Questionnaire

The following questionnaire can be used to assist in analyzing the physical requirements necessary to perform the essential tasks of the job listed below. Answer each question as completely as possible.

GENERAL INFORMATION			
Job Title:	Employee Name:	Date:	Employee Signature:
Give a brief description of your job and its purpose(s):			
How long have you performed/supervised this job?		How many hours is this work performed each day?	
Years:	Months:	Hours:	
How many hours is this work performed each week?		How often do you perform overtime work?	
Hours:		<input type="checkbox"/> Rarely <input type="checkbox"/> Occasionally <input type="checkbox"/> Frequently <input type="checkbox"/> Continuously	
Regular (non-meal) breaks per day/shift:		Meal breaks per day/shift:	
# of breaks:	minutes per break:	# of breaks:	minutes per break:
Describe the type of clothing worn (shoes, hat, uniform, coat, gloves, etc.):		What type of protective equipment is required for the job, if any (hard hat, safety glasses, respirator, etc.)?	
What kind of equipment/tools do you use or operate?		What kind of driver's license or other certifications do you need to do your job?	
PHYSICAL WORK TASKS			
WALKING			
How many hours are you standing while working per day?		How long are you standing at a time?	
Hours:		Hours:	
On what type of flooring or surface do you stand?		Can you sit and perform this job?	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
What type footwear do you generally wear?		Can you walk or sit when you want?	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	

What is the longest distance you walk in a day?	
Doing what?	
CLIMBING	
Does your job require you to climb stairs? <input type="checkbox"/> Yes <input type="checkbox"/> No How many? How often?	Does your job require you to climb ladders? <input type="checkbox"/> Yes <input type="checkbox"/> No How many? How often?
Does your job require you to climb any other objects? <input type="checkbox"/> Yes <input type="checkbox"/> No How many? How often?	Are you required to carry equipment while climbing? <input type="checkbox"/> Yes <input type="checkbox"/> No How often?
SENSORY	
Is vision important for your job? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	Is the ability to distinguish colors important for your job? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:
Is taste important for your job? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	Is smell important for your job? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:
Is hearing important for your job? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	
LIFTING/CARRYING	
What is the heaviest object you must lift on your job? # lbs: Describe item and the height you lift the item from and the height of where the item is placed.	How many times per hour do you lift the heaviest object? # of times per hour:
Describe the biggest object you handle in a day: Dimensions:	What is the average weight of objects you lift? # lbs:
From what height do you lift objects? Inches: Describe:	To what height do you lift objects? Inches: Describe:
How far do you carry objects during the day?	What is the total amount of time you lift and carry objects each workday? Hours: Minutes:

Feet: Describe:	
Do you carry objects with one hand? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	Do you carry objects with both hands? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:
SITTING	
How long do you sit during the day at work? Hours: Minutes:	On what do you sit? <input type="checkbox"/> Chair <input type="checkbox"/> Stool <input type="checkbox"/> Other Describe:
While seated, do you work bent forward? <input type="checkbox"/> Yes <input type="checkbox"/> No	While seated, do you reach overhead? <input type="checkbox"/> Yes <input type="checkbox"/> No How far do you reach overhead? # reaches per minute: # reaches per hour:
While seated, are you required to rotate/turn your trunk from side to side? <input type="checkbox"/> Yes <input type="checkbox"/> No # rotations per minute #rotations per hour:	While seated, are you required to reach forward? <input type="checkbox"/> Yes <input type="checkbox"/> No How far do you reach? # reaches per minute: #reaches per hour:
PUSHING/PULLING	
Does your job require you to push/pull equipment? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	What is the heaviest object you push? # lbs: Describe:
How frequently do you push this item per day? #times per day: Describe:	What is the heaviest object you pull? # lbs: Describe:
How frequently do you pull this item each day? # times per day: Describe:	Do you use equipment to assist in pushing? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:
CROUCHING/SQUATTING/KNEELING	
Does your job require you to crouch/squat in a static position? <input type="checkbox"/> Yes <input type="checkbox"/> No	How frequently do you crouch/squat each day? # times per day:

Describe:	
How long do you stay in a crouched/squatting position each day? # of minutes:	Does your job require a repetitive squat? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:
Does your job require you to kneel? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	How frequently do you kneel per day? # times per day:
How long do you stay in a kneeling position each time? # of minutes:	

BALANCE	
Does your job require good balance? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:	Describe the surface on which you work:
CRAWLING	
Does your job require you to crawl? <input type="checkbox"/> Yes <input type="checkbox"/> No	How much time do you crawl each day? # of minutes:
What is the maximum distance you crawl at one time? Feet: Describe:	
REACHING	
Does your job require you to reach? <input type="checkbox"/> Yes <input type="checkbox"/> No	How high do you need to reach? Feet: _____ Inches: _____
How frequently during the day do you reach? # times per day:	What long are you reaching overhead? # of minutes:

What is the duration of a reach at shoulder or lower height? # of minutes:	Do you use equipment while reaching? <input type="checkbox"/> Yes <input type="checkbox"/> No
---	--

What is the heaviest object you work with while reaching? # lbs: Describe:	
--	--

GRASPING/HANDLING

Does your job require gripping/pinching? <input type="checkbox"/> Yes <input type="checkbox"/> No	How frequently do you grip/pinch during the day? # of minutes:
--	---

How long must you grip/pinch at a time? # of minutes:	Does your job require good hand dexterity? <input type="checkbox"/> Yes <input type="checkbox"/> No Describe:
--	---

OTHER PHYSICAL ABILITIES

Please list any other physical abilities that you feel are important but were not addressed above.
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Appendix E: On-Site Job Analysis – Physical Demands Data

Job Title:	Department/Location:	
Evaluated by:	Date of Evaluation:	
List and Number Essential Task Statements:		
1. 2. 3. 4. 5. 6.		
Lifting Related to Essential Task Statements		
Activity #1:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Starting Grip Height (in.):	Finish Grip Height (in.):	Distance from Body (in.):
Activity #2:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Starting Grip Height (in.):	Finish Grip Height (in.):	Distance from Body (in.):
Activity #3:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Starting Grip Height (in.):	Finish Grip Height (in.):	Distance from Body (in.):
Carrying Related to Essential Task Statements		
Activity #1:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Grip Height (in.):		Distance Item is Carried (ft.):
Activity #2:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Grip Height (in.):		Distance Item is Carried (ft.):
Activity #3:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Grip Height (in.):		Distance Item is Carried (ft.):
Climbing Stairs/Ladders related to Essential Task Statement		
Activity #1:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
# of steps climbed:		Distance Traveled (ft.):
Activity #2:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
# of steps climbed:		Distance Traveled (ft.):
Pushing Related to Essential Task Statement		
Activity #1:		Frequency:

Item Dimensions (W x H x D):		Weight (lbs.):
Force Required (lbs.) Force was (circle one): Measured Calculated		Distance Traveled (ft.):
Activity #2:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Force Required (lbs.) Force was (circle one): Measured Calculated		Distance Traveled (ft.):
Pulling Related to Essential Task Statements		
Activity #1:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Force Required (lbs.) Force was (circle one): Measured Calculated		Distance Traveled (ft.):
Activity #2:		Frequency:
Item Dimensions (W x H x D):		Weight (lbs.):
Force Required (lbs.) Force was (circle one): Measured Calculated		Distance Traveled (ft.):
Sitting Related to Essential Task Statements		
Activity:		Frequency:
Amount of Time Sitting:		Breaks:
Squatting Related to Essential Task Statements		
Activity:		Frequency:
Amount of Time Squatting:		Depth of Squat:
Standing Related to Essential Task Statements		
Activity:		Frequency:
Amount of Time Standing:		Breaks:
Walking Related to Essential Task Statements		
Activity:		Frequency:
Amount of Time Walking:		Distance Traveled (ft.):
Trunk Bending Related to Essential Task Statements		
Activity #1:		Frequency:
Direction:	Time:	Weight of Objects (lbs.):
Activity #2:		Frequency:
Direction:	Time:	Weight of Objects (lbs.):
Trunk Rotation Related to Essential Task Statements		
Activity #1:		Frequency:
Direction of Rotation: Left Right Both		Angle of Twist (degrees):
Activity #2:		Frequency:
Direction of Rotation: Left Right Both		Angle of Twist (degrees):
Overhead Working/Reaching related to Essential Task Statements		
Activity #1:		Frequency:
Height:	Time:	Weight of Objects (lbs.):

Activity #2:		Frequency:	
Height:	Time:	Weight of Objects (lbs.):	
Additional Comments Related to Essential Task Statements			

DOL Key Terms Physical Requirements and Weight Classifications

Sedentary Work	Sitting for 6 hours of an 8 hour work day with lifting of no more than 10 pounds occasionally. Possible frequent lifting of small objects weighing less than 10 pounds such as files and small parts.
Light Work	Lifting no more than 20 pounds on an occasional basis and up to 10 pounds frequently. Typically requires standing and walking for 6 hours of an 8 hour day (certain light jobs may require continuous sitting and entail the consistent use of either hand or foot controls).
Medium Work	Maximum occasional lifting of up to 50 pounds; frequent lifting of up to 25 pounds. Typically on feet 6 hours of an eight hour day.
Heavy Work	Maximum lifting of up to 100 pounds with frequent lifting of weights up to 50 pounds. Typically standing and walking of 6 hours out of an 8 hour day.
Very Heavy Work	Maximum lifting of over 100 pounds with frequent lifting of weights up to 50 pounds. Standing and walking for the majority of the work day.

The following three frequency levels are also defined by the DOL and applied to work tasks

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