

# Genex Physical Demands Analysis

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Physical Demands Analysis (PDA) provides a biomechanical description of the essential functions of a job and the physical demands required to perform them. A PDA is the cornerstone of determining causation, medical treatment plans, return to work, and accommodation. The physical demands analysis service will:

- › Define the physical abilities necessary to perform the essential functions
- › Define the essential functions in an ADA-compliant fashion
- › Match the physical abilities of employees with job demands
- › Enhance IME and FCE outcomes
- › Facilitate consistency of treatment and decrease over-utilization

Genex will visit the job site to observe, qualify, and quantify the essential functions, as well as interview supervisors and employees regarding job tasks. Digital pictures and video are provided on request. Videos are edited to highlight the physical demands of job tasks and saved in a digital format for ease of viewing and cataloging.

## Essential Function and Task Qualification

Genex qualifies and defines each "Essential Function" under the ADA guidelines. Distinguishable "Essential Functions" and tasks include:

- › A definitive starting and ending point
- › Those that occur with regularity
- › Those that require some physical exertion

For each "Essential Function" and task qualified, Genex physically measures and documents the following:

- › Manual material handling weights
- › Frequencies
- › Forces produced or overcome
- › Postures
- › Environmental considerations
- › Job safety requirements

## PDA Reporting

PDA reports outline all job tasks and the associated physical demands for each task. This allows users to modify a task for return to work, identify tasks for accommodation, or provide task-based risk factor assessments. Reports are customized to the employer and reviewed and approved by the employer to ensure legal defensibility. All reports are provided digitally and cataloged in a job bank.