



Job Demands Description



A Job Demands Description (JDD) is a structured process designed to identify the physical, cognitive and psychological demands of the essential duties of a job; it is the sum of a cognitive demands analysis and a physical demands analysis in one document. A comprehensive JDD can provide an employer with a relatively clear picture of the physical and cognitive needs of a particular position as well as workplace factors that may give rise to stress in the workplace.

RETURN TO WORK AND STAY AT WORK

A JDD supports successful return to work and stay at work by enabling the employer to match the demands of the job (as identified by the JDD) with the abilities of the worker (assessed by a registered healthcare professional), and provide suitable work for the worker within their functional abilities.

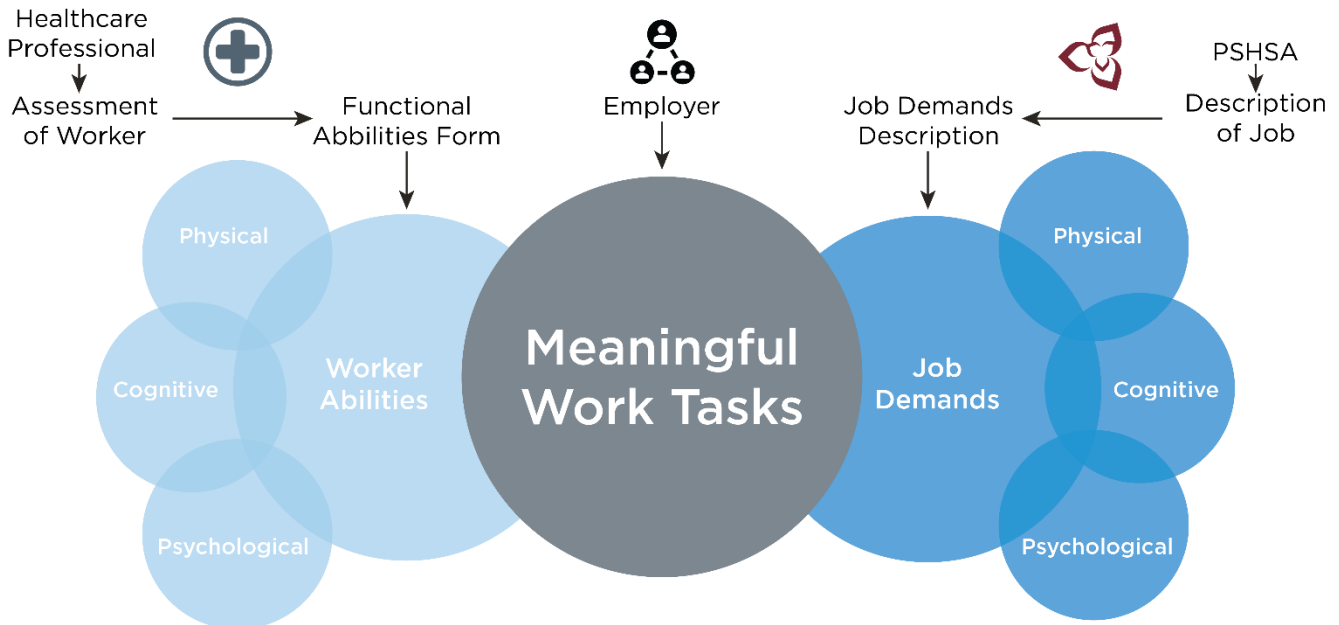
A JDD:

- Provides detailed information about the physical, cognitive, psychological, sensory and environmental demands of a job
- Communicates the requirements of a job to the WSIB and registered healthcare professionals
- Provides objective data for use in job matching and accommodation of injured or ill workers
- Helps the employer identify suitable alternate work or modified work/tasks
- Helps clarify benefit entitlement



SAFE ENVIRONMENTS AND HEALTHY WORKERS

A JDD supports a safe work environment by helping with identification and prioritization of health and safety concerns including jobs, work processes and equipment that require further ergonomic or psychological assessment and intervention.



A JDD can be used proactively during orientation to inform the worker of the demands of the job and promote open and supportive communication between supervisors and workers.

A JDD:

- Provides information for orientation and training
- Enhances human resources job descriptions
- Supports the wellbeing of workers



For more information on how a Job Demands Description can support healthy workers and a safe environment in your workplace, please connect with your [PSHSA Health and Safety Consultant](#).