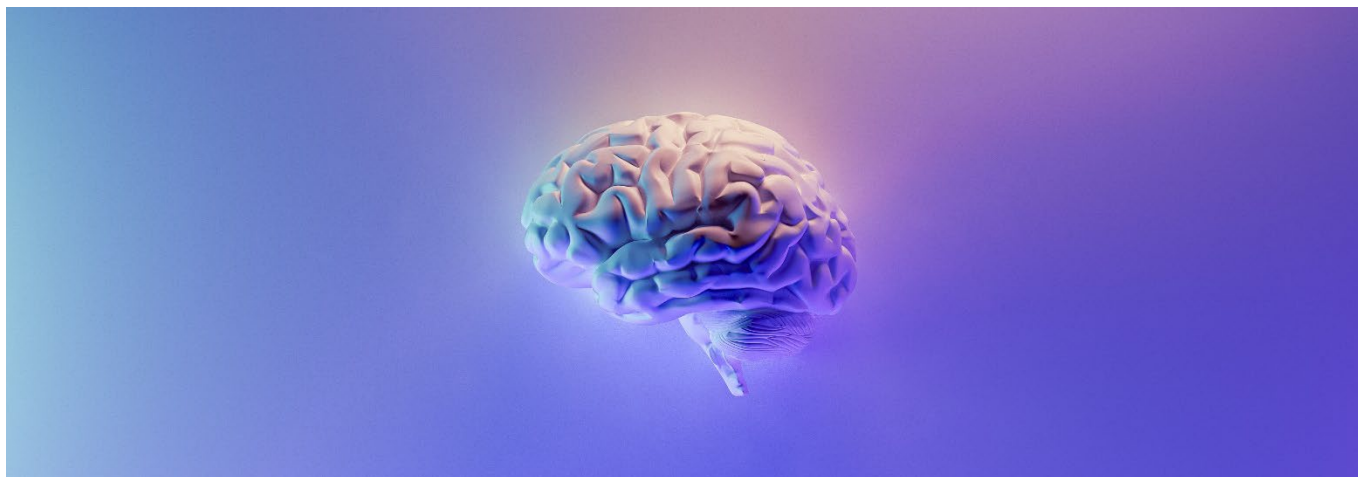




Cognitive Demands Analysis



A Cognitive Demands Analysis (CDA) is a structured process designed to identify the specific cognitive requirements of the essential duties of a job, such as the amount of concentration required, the demands on memory, time pressures, social interactions and general stressors in the workplace.

RETURN TO WORK AND STAY AT WORK

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

A CDA:

- Provides detailed information about the cognitive, psychological and sensory demands of a job
- Communicates the cognitive, psychological and sensory 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 CDA 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 CDA can be used proactively during orientation to inform the worker of the cognitive, sensory and psychological demands of the job and promote open and supportive communication between supervisors and workers.



Safe Environments.
Healthy Workers.

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A CDA:

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



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