

Worker Name:

Claim:

Job Title:



Funding and Support for this project has been provided by the State of Washington, Department of Labor and Industries, Safety & Health Investment Projects.

# Job Analysis – Light Duty Firefighter/EMT or Paramedic

Vocational Firm:	Worker Name:		
Address:	Claim Number:		
	Job Title: Fire/EMS Station Light Duty		
	DOT Number: 373.364-010 / 079.374-010		
Phone Number:	Injury/Condition:		
<b>Job of Injury</b>	<b>Light Duty Position</b>	<b>Direct/Transferable Skills Position</b>	<b>Training Goal</b>
Analyst: Barbara Berndt, M.Ed., CRC, CDMS, CCM, ABVE Steven Haskey, OTR/L		Source: Combination of on-site, interview with fire departments, and DOT.	
Assigned VRC:		Contact Name and Title:	
Date:		Contact Phone Number:	

*Note: This forms task analysis information cannot be modified or changed without the review of an additional Vocational Rehabilitation Councilor.*

<b>Type of Analysis:</b>	On Site – Yes	Interview – Yes	Representative - Industry
--------------------------	---------------	-----------------	---------------------------

**Essential Functions:**

1. Worker is assigned to a Department Division to answer phones, organize paper files, perform data entry, assists with administrative projects as assigned. Worker may inventory supplies. Worker may use non-emergency Department vehicle to drive to and from different work locations and run errands. (Approximately 35% of job duties.)
2. Performs assigned duties in maintaining apparatus (vehicle), living quarters, station building, equipment, or grounds when at station. Cleans/cooks. (Approximately 35% of job duties)
3. Performs PPE inspections, including gear, SCBA inspections, and monitoring. (Approximately 15% of job duties.)
4. Performs equipment repairs and maintenance. (Approximately 15% of job duties.)

<p><b>EMPLOYER OFFERED LIGHT DUTY TASKS AVAILABLE: (Check all that apply.)</b></p> <p><input type="checkbox"/> Office and Administrative Work Variable sit/stand activity as tolerated; paperwork May drive to run errands</p> <p><input type="checkbox"/> Prevention: Public Outreach Events Variable stand/walk activity as tolerated</p> <p><input type="checkbox"/> Training: Study for Certification(s) Sit with variable change of position to study/take tests</p> <p><input type="checkbox"/> Training: Build props/assist with instruction Variable sit/stand/walk; handling up to ___#</p> <p><input type="checkbox"/> Equipment Inspection and Inventory Tasks Variable stand/walk with some sit; handling up to 10#</p> <p><input type="checkbox"/> Safety Inspections- Variable stand/walk; sit to drive to locations</p>	<p><input type="checkbox"/> SCBA Fit Testing and Equipment Testing Sit with variable stand/walk; handling up to ___#</p> <p><input type="checkbox"/> Small Equipment Repair Variable sit/stand/walk; handling up to ___#</p> <p><input type="checkbox"/> Station Inspection, Cleaning, Cooking Variable stand/walk; handling up to ___#</p> <p><input type="checkbox"/> Vehicle Maintenance Variable stand/walk; handling up to ___#</p> <p><input type="checkbox"/> Assigned to Duty Officer as Driver: Primarily drives Duty Officer to/from scene in emergency or non-emergency mode. May stand/walk at scene to assist Officer with appropriate duties. Other duties as assigned by officer.</p> <p><input type="checkbox"/> Wellness/Health Program: - Includes working out with other employees</p>
--	---

**Job Qualifications and Skills:**

Firefighting/First Aid Background.

1. Keyboarding and office software familiarity.
2. Public Speaking ability.
3. Building Inspector I (if required).
4. Lion's PPE Inspector training or equivalent for gear inspection (if required).
5. Washington State Driver's License.

**Machines, Tools, Special Equipment, Personal Protective Equipment Used:**

Operate Fire Apparatus (command vehicle) or Emergency Medical Aid Unit (vehicle), including radio, pager or communication devices. Uses small hand tools, including screw guns. Uses Porta-count or similar fit test machine for SCBA testing.

*\*NOTE: Light duty PPE includes station uniform, substantial footwear, safety glasses and hearing protection (if required by task).*

Physical Requirements		
Frequency Scale	Strength	Work Pattern
<b>N</b> = Never	Sedentary	X Full-Time
<b>S</b> = Seldom (1% — 10%; up to 1 hour)	X Light	Part-Time
<b>O</b> = Occasional (11% — 33%; 1 — 3 hours)	Medium	Seasonal
<b>F</b> = Frequent (34% — 66%; 3 — 6 hours)	Heavy	__ Hours Per Day
<b>C</b> = Constant (67% — 100%; Not Restricted)	Very Heavy	__ Days Per Week

**Note: A Medical Provider may approve Modified Light Duty for:**

1. (2x) 24 Hr. Shift Modified Duty Schedule (If approved) - After day shift Modified Duty is completed, and on weekends, worker is assigned to the on-duty Officer in Charge. Worker may provide clerical assistance, answer phones, run errands, perform light station duties, inventory supplies and complete online training. Worker is permitted to rest and relax as recommended and to sleep over night.
2. Day Shift Modified Duty Schedule - Worker is assigned to either the Training, Logistics, Inspection or Prevention Division to answer phones, organize paper files, perform data entry, and assist with Public Education and building inspections. Worker may perform PPE inspection or maintenance, small equipment repairs, or other duties as assigned by shift officer. Worker may build props or work on training related activities that do not exceed their activity prescription form. Worker may inventory supplies. Worker may use vehicle to drive to and from different work and emergency locations and run errands.

**EMPLOYER WILL ACCOMMODATE TASKS FOR ANY RESTRICTION OR LIMITATION SET FORTH BY A MEDICAL PROVIDER IN THE ACTIVITY PRESCRIPTION FORM OR COMMENTS SECTION.**

Job Demand		Frequency					Firefighting and EMS General Activity Description
	% Time	N	S	O	F	C	
Sitting				x			While driving Fire Engines/Ladders or Emergency Medical Services (EMS) Units. Report writing, studying, exam taking.
Standing				x			While training, inspecting, and responding to Fire/EMS calls.
Walking				x			While training, inspecting, and responding to Fire/EMS calls.

Job Demand	Frequency & Weight					Firefighter Activity Description	Emergency Medical Service Activity Description
	N	S	O	F	C		
<b>Lifting</b> Floor — Waist		lbs.	25 lbs.	lbs.	lbs.	<ul style="list-style-type: none"> <li>• Loading of hose, and other equipment, tools, and supplies on apparatus (vehicle) less than 25 lbs.</li> </ul>	<ul style="list-style-type: none"> <li>• Loading of EMS equipment, and other equipment, tools, and supplies on apparatus (vehicle) less than 25 lbs.</li> </ul>
<b>Lifting</b> Waist — Shoulder		lbs.	25 lbs.	lbs.	lbs.	<ul style="list-style-type: none"> <li>• Loading of hose, and other equipment, tools, and supplies on shelving less than 25 lbs.</li> </ul>	<ul style="list-style-type: none"> <li>• Loading of EMS equipment, and other equipment, tools, and supplies on shelving (vehicle) less than 25 lbs.</li> </ul>
<b>Lifting</b> Shoulder — Overhead		lbs.	25 lbs.	lbs.	lbs.	<ul style="list-style-type: none"> <li>• Vehicle checks, climbing ladders &amp; inspecting equipment.</li> </ul>	<ul style="list-style-type: none"> <li>• Some medical procedures may require over shoulder tasks, such as IV poles.</li> </ul>
<b>Carry</b> Distance/ Surface		lbs.	25 lbs.	lbs.	lbs.	<ul style="list-style-type: none"> <li>• Carrying fire equipment less than 25 lbs</li> </ul>	<ul style="list-style-type: none"> <li>• Carrying of EMS gear to patients of 25 lbs.</li> </ul>
<b>Pushing/ Pulling</b> Distance/ Surface		lbs.	25 lbs.	lbs.	lbs.	<ul style="list-style-type: none"> <li>• Open/closing doors.</li> <li>• Opening/closing fire valves.</li> </ul>	<ul style="list-style-type: none"> <li>• Open/closing doors.</li> </ul>

Job Demand	Frequency					Firefighter Activity Description	Emergency Medical Service Activity Description
	N	S	O	F	C		
Perform Work on Ladders			x			N/A	N/A
Climb Stairs			x			N/A	N/A
Twisting at Neck			x			<ul style="list-style-type: none"> <li>• Driver of apparatus with lights on in all traffic conditions.</li> </ul>	<ul style="list-style-type: none"> <li>• Driver of apparatus with lights on in all traffic conditions to observe other drivers, traffic and intersections.</li> </ul>
Twisting at Waist			x				
Stooping/ Bending			x			<ul style="list-style-type: none"> <li>• Rolling hose on fire scene or drilling</li> </ul>	
Squatting/ Kneeling			x			<ul style="list-style-type: none"> <li>• Vehicle maintenance</li> </ul>	<ul style="list-style-type: none"> <li>• Vehicle maintenance</li> </ul>
Crawling			x				
Balance			x				

All motions can be modified to the meet the requirements of the worker's activity prescription form.

Job Demand (Left/Right/Both)	Frequency					Firefighter Activity Description	Emergency Medical Service Activity Description
	N	S	O	F	C		
Reach Waist to Shoulder (Both)			x			<ul style="list-style-type: none"> <li>Operating pump equipment</li> </ul>	<ul style="list-style-type: none"> <li>Stocking ambulance with supplies.</li> </ul>
Work Above Shoulder (Both)			x				
Keyboarding (Both)			x			<ul style="list-style-type: none"> <li>Filling out reports</li> </ul>	<ul style="list-style-type: none"> <li>Filling out reports</li> </ul>
Wrist Flexion/ Extension (Both)			x			<ul style="list-style-type: none"> <li>Handling gurneys, ropes, ladders, tools, and equipment.</li> <li>Using screw driver to remove panel to replace SCBA batteries.</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance, cleaning, and cooking station tasks.</li> </ul>
Handle/Grasp (Both)			x			<ul style="list-style-type: none"> <li>Handling hoses, ropes, and equipment.</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance, cleaning, and cooking station tasks.</li> </ul>
Forceful Grasp (Both)			x				
Fine Finger Manipulation (Both)			x			<ul style="list-style-type: none"> <li>Maintenance and cleaning of equipment and apparatus.</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance and cleaning of equipment and apparatus.</li> </ul>
Hand Controls (Both)			x			<ul style="list-style-type: none"> <li>Operating switches on equipment.</li> <li>Driving emergency fire response apparatus.</li> </ul>	<ul style="list-style-type: none"> <li>Driving ambulance or rescue apparatus.</li> </ul>
Foot Controls (Both)			x			<ul style="list-style-type: none"> <li>Driving emergency fire response apparatus.</li> </ul>	<ul style="list-style-type: none"> <li>Driving ambulance or rescue apparatus</li> </ul>
Repetitive Motion			x				
Vibratory Tasks — High (Both)			x				
Vibratory Task — Low (Both)			x			<ul style="list-style-type: none"> <li>While riding in emergency apparatus, operating hose or pumps.</li> </ul>	<ul style="list-style-type: none"> <li>While riding in emergency apparatus.</li> </ul>

All positional tolerances can be modified to meet the requirements of the worker's activity prescription form.

Job Demand	Frequency					Firefighter Activity Description	Emergency Medical Service Activity Description
	N	S	O	F	C		
Talking/Hearing					x	<ul style="list-style-type: none"> <li>Ability to observe, listen &amp; talk over radio/phone &amp; in person in loud environments (over 100 dB).</li> <li>Ability to communicate with superiors, co-workers, and patients who speak English or another language.</li> <li>Hearing alarms, signals and tones.</li> </ul>	<ul style="list-style-type: none"> <li>Ability to observe, listen &amp; talk over radio/phone &amp; in person.</li> <li>Ability to communicate with superiors, co-workers, and patients or families who speak English or another language.</li> <li>Hearing alarms, signals, and tones.</li> </ul>
Visual					x	<ul style="list-style-type: none"> <li>Ability to observe changes in color, estimate distances, and read equipment gauges.</li> <li>Ability to know and communicate with signs and signals to team.</li> </ul>	

Environmental Conditions	Frequency					Firefighter Activity Description	Emergency Medical Service Activity Description
	N	S	O	F	C		
Exposure to Weather			x			<ul style="list-style-type: none"> <li>Exposure to rain, wind, sleet, snow, ice, and sun while responding to driving Officer to calls.</li> </ul>	<ul style="list-style-type: none"> <li>Exposure to rain, wind, sleet, snow, ice, and sun while responding to driving Officer f to calls.</li> </ul>
Extreme Cold	x						
Extreme Hot	x						
Wet and/or Humidity			x			<ul style="list-style-type: none"> <li>May perform maintenance duties on equipment &amp; vehicles.</li> </ul>	<ul style="list-style-type: none"> <li>May perform maintenance duties on equipment &amp; vehicles.</li> </ul>
Proximity to Moving Mechanical Parts			x				
Exposure to Explosives			x				
Noise Intensity 1 = Very Quiet 2 = Quiet 3 = Moderate 4 = Loud 5 = Very Loud		4				<ul style="list-style-type: none"> <li>Exposure up to 120 dB (with hearing protection) from response sirens.</li> </ul>	<ul style="list-style-type: none"> <li>Exposure up to 120 dB from response sirens.</li> </ul>
Atmospheric Conditions							
Exposed to Heights			x				
Exposure to Electricity			x			<ul style="list-style-type: none"> <li>While working with tools.</li> </ul>	<ul style="list-style-type: none"> <li>While working with tools.</li> </ul>
Exposure to Toxic Chemicals			x				
Exposure to Radiation			x				
Other:							

All environmental conditions can be modified to the meet the requirements of the worker's activity prescription form.

**Other:** Fire Departments have varying requirements for skills assessment of firefighters and EMS personnel when returning from an extended work absence, including skills evaluations.

**Analyst's Comments:** Fire and emergency rescue responders perform physical fitness workouts while on duty to keep in shape. This varies per fire department, but is an integral component of keeping in shape to respond to emergencies.

**Possible Employer Modifications:** Stand up desks, raised tables, voice activated machinery, tablets, computers.

The information for this job analysis was gathered by on-site observation, interview, and/or is representative of the labor market as indicated on page one. Additional data has been obtained from standardized industry resources such as the National Fire Protection Association and Dictionary of Occupational Titles. On occasion, practicality and feasibility prevent direct observation and/or gathering of objective, quantifiable data due to emergency and safety issues. For this reason, a "best estimate" may have been used.

Analysts:

Presenting VRC:

Barbara Berndt/Steven Haskey 9-2017
Vocational Consultant Date

Vocational Consultant Date

Employer Review:

\_\_\_\_\_

Medical Provider Release

I agree that the above named worker can perform the physical activities described in this job analysis and return to work.
State the date worker is released to return to work if different from today's date: \_\_\_\_\_

I agree the above named worker can perform the described job but only with modifications as described below.

Comments:

Modifications noted above are needed on a:

- permanent basis.
temporary basis.

The above named worker temporarily can't perform this job based on the following physical limitations:

Anticipated release date: \_\_\_\_\_
Treatment Plan: \_\_\_\_\_

The above named worker is permanently restricted from performing the physical activities described in this job analysis based on the following physical limitation:

(State objective medical findings:)

- Restriction based on accepted conditions on claim.
Restriction based on unaccepted conditions on claim.

\_\_\_\_\_

Print Name

Signature

Date

- Attending Physician
IME Physician

- Consulting Physician
FCE Therapist

- Pain Program Physician
OT/PT Therapist

After reviewing this form, please fill out the following additional forms to release a Firefighter for Full Duty:

- WFC 242-040-000-FD Employers Job Description and Full Duty Release
F242-385-000 Activity Prescription Form

If Firefighter does not meet assessment criteria for full duty, please fill out the following forms to release a Firefighter for Light Duty:

- F242-385-000 Activity Prescription Form
WFC 242-040-000-LD Employers Job Description and Light Duty Release