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Physical Demands Analysis

General Foreman

Prepared for:
Alberta Construction Association

Job Title:	General Foreman	Assessment Location:	Edmonton, AB	Data Collection Date:	November 10, 2020
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Completed By:	Joanna Taets Von Amerongen, BKin	Submitted on:	January 29, 2021
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Disclaimer:	The Physical Demands noted in this report may vary depending on company and location. Please contact the company directly to confirm this physical demands analysis is an accurate representation of the specific job title for the specific location.
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Work Schedule:	Shift Duration: 5days/week, 11 hours/day; 1 day/week, 5 hours per day; may vary Break Schedule: Total of 1 hour break per day; taken when the worker is able to Shift Rotation: Not applicable On call is required: Yes – 24 hours, 7 days per week Overtime required: Yes; volume dependent on site, situations and project deadlines
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Education / Experience:	Education required: High school, trades ticket, leadership courses are beneficial Hours required for position: N/A Tickets that may be required (not limited to): Fall arrest, Zoom boom and skid steer training, First Aid, WHMIS, Construction Safety Training Systems (CSTS) and Basic Safety Orientation (BSO).
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Labour Provider:	N/A
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Job Overview:	As a General Foreman the worker is required to oversee all aspects of the site including multiple trades, safety aspects (in conjunction with safety personnel) on site and assist management and trades with achieving project deadlines.		
	% of shift	Job Task	Task Description
	2%	Open gates	<ul style="list-style-type: none">Opening all access points to site before tradespeople and crews arrive.
	10%	Site walk through	<ul style="list-style-type: none">Checking and reviewing site to ensure there is adequate heat and light, no hazards including snow, obstructions, etc. are on site.
	28%	Communication with supervisors	<ul style="list-style-type: none">Check in with supervisors of each trade to see if there are any issues that have risen and problem solve/communicate accordingly if there are.Check on the status of each trade in terms of project timelines.

	25-35%	Supervising site	<ul style="list-style-type: none"> Complete walks around the site, checking in with workers, foremen, supervisors to ensure work is completed efficiently, effectively and there are no safety concerns. The general foreman will often walk around with a safety representative on the site. Communicate with trades and crews in case there are any items (supplies, equipment, etc.) needed.
	25-35%	Paperwork	<ul style="list-style-type: none"> Checking and responding to emails, reviewing and confirming blue prints, completing paper work as needed.

Equipment/ Tools:	<ul style="list-style-type: none"> Radio Tape measure Phone Zoom boom Skid steer
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Exposures / Environment:	<ul style="list-style-type: none"> Outdoor elements (heat, cold, snow, rain, wind, etc.) Noise exposure UV Light exposure (near welding crew)
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Personal Protective Equipment Required:	<ul style="list-style-type: none"> Hard hat Steel toed boots Gloves Safety glasses Safety vest or high visibility stripes Long sleeves and pants
Personal Protective Equipment as Required:	<ul style="list-style-type: none"> Half mask Fall arrest

NOC STRENGTH LEVEL KEY	
Strength Level	Definition
Limited (Lim)	Up to 5 kg (11 pounds)
Light (L)	5 kg to 10 kg (11 – 22 pounds)
Medium (M)	10 kg to 20 kg (22 – 44 pounds)
Heavy (H)	Greater than 20 kg (44 pounds plus)

**Strength Level Key based on the National Occupational Classification*

FREQUENCY KEY		
Frequency	% of Workday	Hours – Based on 8 hour Workday
Not Required (N/R)	0%	0
Rarely (R)	1 – 5%	<25 min/day
Occasionally (O)	6 – 33%	25 min to 2 hours 40 min/day

Frequently (F)	34 – 66%	2 hours 41 min to 5 hours 17 min/day
Constantly (C)	67 – 100%	5 hours 18 min to 8 hours/day

**Frequency Key based on WCB Alberta Recommendations*

Job Demand	Frequency / NOC Strength Level					Details/ Measurements
	N/R	R	O	F	C	
Material Handling:						
Floor to Waist Level Lifting		H*				Assisting various trades/crews as needed (if behind project deadlines).
Knee to Waist Level Lifting		H*				Assisting various trades/crews as needed (if behind project deadlines).
Waist to Waist Level Lifting		H*				Assisting various trades/crews as needed (if behind project deadlines).
Waist to Chest Level Lifting		H*				Assisting various trades/crews as needed (if behind project deadlines).
Waist to Shoulder Level Lifting		H*		Lim		Assisting various trades/crews as needed (if behind project deadlines). Lifting phone to communicate with supervisors, foremen etc.
Waist to Overhead Level Lifting		H*				Assisting various trades/crews as needed (if behind project deadlines).
Front Carry		H*				Assisting various trades/crews as needed (if behind project deadlines).
Right / Left-handed Carry (Dominant Hand)		H*				Assisting various trades/crews as needed (if behind project deadlines).
Shoulder Carry	X					Not required.
Static Pushing/Pulling (Force)		Heavy NOC Level				Assisting various trades/crews as needed (if behind project deadlines).
Dynamic Pushing/Pulling (Force)		Heavy NOC Level				Opening gates to site, assisting various trades/crews as needed (if behind project deadlines). Shovelling site as needed.

*For manual handling tasks above 50 lbs., it is recommended that the worker use either a 2 person lift or assistive equipment (crane, zoom boom, forklift, etc.).

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Upper Extremity Work:						
Hand Gripping				X		Checking specifics on site, using railings, phone, radio, opening gates, assisting various trades/crews as needed (if behind project deadlines).
Pinch Gripping		X				Assisting various trades/crews as needed (if behind project deadlines).

Upper Extremity Coordination				X		Checking specifics on site, using railings, phone, radio, completing paperwork, assisting various trades/crews as needed (if behind project deadlines).
Reaching Forward			X			Completing paperwork, assisting various trades/crews as needed (if behind project deadlines).
Overhead Shoulder Level Reaching		X				Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Below Shoulder Level Reaching				X		Checking specifics on site, using railings, completing paperwork, opening gates, assisting various trades/crews as needed (if behind project deadlines).
Throwing	X					Not required.

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Positional Work:						
Trunk Flexion (Bending)			X			Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Trunk Rotation (Twisting)			X			Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Kneeling		X				Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Crawling		X				Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Crouching		X				Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Squatting		X				Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Neck Flexion				X		Checking specifics on site, paperwork, assisting various trades/crews as needed (if behind project deadlines).
Neck Extension			X			Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).

Neck Rotation			X			Checking specifics on site, railings, assisting various trades/crews as needed (if behind project deadlines).
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Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Static Work:						
Sitting			X			During paperwork, breaks.
Static Standing			X			Communicating with supervisors, foremen, crews on site.
Balancing				X		Throughout side (outside), on ladders as necessary.

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Ambulation:						
Walking: Level Surfaces				X		Throughout side (indoors-once flooring is finished).
Walking: Uneven Surfaces				X		Throughout side (outdoors/indoors-beginning phases of construction).
Walking: Slopes		X				Dependent on site.
Jumping	X					Not required.
Running	X					Not required.

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Climbing:						
Stairs				X		To access various levels of the site-during site walk through, communication with supervisors/foremen/crew and site supervision.
Ladder			X			Checking specifics on site, assisting various trades/crews as needed (if behind project deadlines).
Other		X				Operating equipment including zoom boom, skid steer, etc.

PHOTOS OF TASKS AND WORK ENVIRONMENT

Figure 1: Walking outside on uneven ground while supervising site.



Figure 2: Walking outside on even ground while supervising site.



Figure 3: Communicating with crew member during site supervision.



Figure 4: Descending stairs during site supervision.



Physical Demands Analysis
Job Title: General Foreman
Date Prepared: January 7, 2021
Prepared for: Alberta Construction Association



If you have any questions, and/or would like to discuss this assessment and report further, I can be reached at (780) 429-4761.

Sincerely,

Joanna Taets Von Amerongen, BKin
Kinesiologist

SITE SPECIFIC JOB DEMAND ADDITIONS:

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Site Specific Job Demand:						

Validation Agreement

Job Title:	General Foreman
Data Collection Date:	November 10, 2021

We the undersigned have reviewed the Physical Demands Analysis for this position and agree that the physical demands documented in this report are representative of the true demands of the tasks associated with the job title as assessed on the date listed above.

Completed by:	Joanna Taets Von Amerongen, BKin	Lifemark Clinician Name and Credentials
Approved by:	Bryan Kondo, Superintendent	Management Representative
Approved by:		Worker Representative
Approved by:		Labour Provider Representative