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Physical Demands Analysis

Cabinet Installer

Prepared for:
 Alberta Construction Association

Job Title:	Cabinet Installer	Assessment Location:	Calgary, AB	Data Collection Date:	November 27, 2020
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Completed By:	Terilyn Miranda, OT	Submitted on:	May 4, 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:	<p>Shift Duration: 5 days/week, 9 hours/day; may vary depending on projects available</p> <p>Break Schedule: Total of 1 hour break per day (2 x 15 minute, 1 x 30 minute)</p> <p>Shift Rotation: Not applicable</p> <p>On call is required: No</p> <p>Overtime required: No; but may be available depending on project volume</p>
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Education / Experience:	<p>Education required: Not Applicable</p> <p>Hours required for position: N/A</p> <p>Tickets that may be required (not limited to): First Aid, WHMIS, Construction Safety Training Systems (CSTS) and Basic Safety Orientation (BSO).</p>
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Labour Provider:	N/A
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Job Overview:	As a Cabinet Installer the worker is required to install, secure, and apply finishing to cabinets, doors, shelving, etc. on site as ordered.		
	% of shift	Job Task	Task Description
	5 to 10%	Unloading cabinets, doors, shelving, etc. from the delivery truck.	<ul style="list-style-type: none"> Lifting units from ground level to waist height to put onto transport carts, dollies, or to be carried to the area of install Lifting and transporting of installation tools, hand tools, finishing pieces, etc. from the delivery truck to the area of install Can involve carrying items up flights of stairs, use of on site elevators, or an exterior crane to hoist materials to the area of install Items >50 lbs., or if an unconventional shape can be carried with assistance/buddy lift

			<ul style="list-style-type: none"> • Can involve pushing materials loaded on dollies or transport carts • Can involve walking on slopes, uneven ground, and various flooring (e.g. grass, gravel, cement, tile, carpet, etc.) • Installation can take place on active construction sites and may require varying PPE
	10 to 80%	Installing cabinets, doors, counter tops, shelving, etc.	<ul style="list-style-type: none"> • Determine appropriate positioning of units as per the plans provided by the client • Locate appropriate positioning for ledger board for upper cabinets; apply appropriate fasteners with power hand tools to install and secure cabinets in place • Place lower cabinets for install; apply shims to level out the base as needed; apply appropriate fasteners with power hand tools to secure cabinets in place • Replace drawers, and use hand tools to replace cabinet doors • Apply finishing touches with hand tools or glues. • Use of vacuum and/or brooms to clean the area
	5 to 10%	Travel to the work site for install	<ul style="list-style-type: none"> • Driving own vehicle to work site • Some worker's can drive with the shipper from the workshop to the installation site • Sites can be located throughout the west coast (i.e. British Columbia, Northern and Southern Alberta, etc.); drive times are dependent on location

Equipment/ Tools:	<ul style="list-style-type: none"> • Hand tools (e.g. power drill, level, screw driver, etc.) • Step stool/ladder • Dollies and transport cart
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Exposures:	<ul style="list-style-type: none"> • Vibration from power tools • Wood and drywall dust and shavings • Fumes from glues, stains, paint, etc. • Uncontrolled temperature (on active construction site) • Loud noises (on active construction site) • May be required to work at varying heights depending on job site • May involve working in small/confined spaces for a duration of time 	
Environment:	Workstation	Variable depending on task – shared workstations and large equipment usage within a large open warehouse
	Indoor/Outdoor	Majority indoors
	Temperatures	Controlled on site; can be uncontrolled on job site

	Floor Surface	Cement flooring in work area; tile/low pile carpeting in lobby; wooden stairs
	Lighting	Fluorescent overhead
	Noise	Loud environmental noise; various heavy machinery running at one time Hearing protection required with and around tool and heavy equipment use
	Fumes/Odours/Dust	Exposure to wood dust and debris Fumes from paint, stains, cleaners, adhesives and oils present within work areas
	Chemicals	Exposure to paint, stains, cleaners, adhesives and oils throughout work areas
	Vibration	With use of hand tools and heavy equipment

Personal Protective Equipment Required:	<ul style="list-style-type: none"> • Steel toed boots • Long pants
Personal Protective Equipment as Required:	<ul style="list-style-type: none"> • Hard Hat • Work Gloves • Knee pads • Eye protection • Safety vest or high visibility stripes • Face shield • Ear protection

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		Lim-L				-Lifting and placing lower cabinet base on floor (3-4" high, 5 lbs.) -Use of hand tools (e.g. screw driver, power drill, etc.) to install lower cabinet base(1-2 lbs.)
Knee to Waist Level Lifting		L				-Lifting drawer insert to replace/remove from lower cabinet (10 lbs.)
Waist to Waist Level Lifting			Lim-H			-Lifting lower cabinets onto base (standard cabinet 24" x 32" x 24", 60-65 lbs.) for install; buddy lift available as needed -Lifting counter tops (36" x 72" slab ~81 lbs.) onto lower cabinets for install; buddy lift for larger pieces (stone countertop install will be completed by third party) -Transporting shelves, drawers, tools, and other materials required for install (5 to 10 lbs.)
Waist to Chest Level Lifting			Lim-L			-Lifting of ledger board (~5 lbs.) and hand tools to install ledger
Waist to Shoulder Level Lifting			Lim-M			-Lifting upper cabinets for placement on ledger (standard upper cabinet 29"x29"x15", ~30 lbs.) -Lifting upper cabinet doors and shelving for install once cabinet in place
Waist to Overhead Level Lifting			Lim-M			-Lifting upper cabinets for placement on ledger (standard upper cabinet 29"x29"x15", ~30 lbs.) -Lifting upper cabinet doors and shelving for install once cabinet in place -Upper cabinets ~10 feet from ground depending on project
Front Carry		H	Lim-M			-Carrying materials and hand tools required for install to work site and around work site as needed -Carrying lower (60-65 lbs.) or upper cabinets (30 lbs.), or doors (60 lbs.) to area of install
Right / Left-handed Carry (Dominant Hand)		Lim				-Carrying hand tools and smaller materials for use throughout work site (1 to 10 lbs.)
Shoulder Carry	X					-None
Static Pushing/Pulling (Force)		Lim-L				-Shifting and positioning lower cabinets on base; force dependent of load of material -Placing shim under base for levelling flooring

Dynamic Pushing/Pulling (Force)		Lim-L					-Transporting materials to work site from delivery truck/throughout work site on dolly; force dependent on load of material and flooring
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Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Upper Extremity Work:						
Hand Gripping				X		-Handling materials during unloading from delivery truck, lifting and carrying items during install -Replacing/removing drawer or shelving inserts
Pinch Gripping			X			-Handling nails, screws, and finishing pieces during install -Applying shims beneath lower cabinet base
Upper Extremity Coordination				X		-Handling and placing units for install -Stabilizing doors/shelves, and hardware in place while securing screw with use of screwdriver or power drill
Reaching Forward				X		-During upper and lower cabinet install; securing cabinets, ledger and base to wall -Working around cabinetry, 15" to 24" in depth
Overhead Shoulder Level Reaching			X			-During upper cabinet and door install; fastening ledgers, securing cabinets, applying cabinet doors, applying finishing touches, etc.
Below Shoulder Level Reaching			X			-Reaching into lower cabinets to apply fasteners -Replacing drawers -Applying shims to level flooring
Throwing	X					-None

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Positional Work:						
Trunk Flexion (Bending)			X			-During install of lower cabinet bases, shims, securing lower cabinets to the wall, and replacing drawers and doors -Reaching over lower cabinets to measure for upper ledger -Reaching into lower cabinets from above

Trunk Rotation (Twisting)				X		-Reaching across cabinet width during install -Repetitive reaching for spare fasteners (i.e. nails, screws, etc.) while holding tool or cabinet in place during install -Maneuvering cabinets into place
Kneeling			X			-Fastening base of lower cabinets, applying shims, securing lower cabinets to wall, applying finishes
Crawling	X					-None
Crouching		X				-Working with lower cabinets as needed -Typically will crouch if working on lower cabinets for prolonged periods
Squatting		X				-Working with lower cabinets as needed -Typically will squat if working on lower cabinets for prolonged periods
Neck Flexion			X			-Viewing underneath cabinets, into lower cabinets, lower surfaces while on step ladder, etc.
Neck Extension			X			-Viewing upper cabinets/walls while preparing and completing upper cabinet install
Neck Rotation				X		-Viewing environment and around cabinets during install

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Static Work:						
Sitting		X				-Driving to work site -On breaks as needed
Static Standing					X	-During cabinet install -Flooring can be level or uneven flooring depending on the work site -Flooring can be various materials depending on the work site
Balancing				X		-Balancing on step stool/ladder during higher level install

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Ambulation:						
Walking: Level Surfaces				X		-Walking within the work site
Walking: Uneven Surfaces			X			-When transporting materials from the delivery truck to the area of install, flooring may be variable (e.g. gravel, grass, etc.)

Walking: Slopes		X				-Walking ramp of delivery truck to unload materials -Ramps may be present on work site
Jumping	X					-None
Running	X					-None

Job Demand	Frequency					Details/Measurements
	N/R	R	O	F	C	
Climbing:						
Stairs		X				-Climbing stairs on site as needed -Carrying of materials and equipment up/down stairs as required
Ladder			X			-Use of step stool (3 steps), or up to 5-foot ladder for install on site as needed -Carrying of cabinetry and material while on ladder during install as needed
Other		X				-Stepping into delivery truck as needed (~24" step to truck bed)

Sensory/Perception	Frequency					Details
	N/R	R	O	F	C	
Hear/Conversations				X		-Communicating with team members
Hear/Other			X			-Audible alarms, machinery in use, general awareness of surroundings
Vision/Far			X			-Viewing team members working in surroundings, monitoring machinery/materials being manipulated
Vision/Near					X	-Using machinery and hand tools, maneuvering materials, reading blue prints
Vision/Colour					X	-Viewing appropriate materials -Reviewing blueprints/plans
Vision/Depth					X	-Using machinery and hand tools, maneuvering materials
Perception/Spatial					X	-General awareness of surroundings and machinery in use, maneuvering large materials in space and with machinery use
Feeling					X	-Handling materials and machinery
Speech				X		-Communicating with team members -Following direction in emergency situations

PHOTOS OF TASKS AND WORK ENVIRONMENT

Figure 1: Positioning of base for lower cabinet



Figure 2: Securing lower cabinet base to wall



Figure 3: Replacing drawers to lower cabinet



Figure 4: Securing lower cabinet to wall



Figure 5: Measuring wall for upper cabinet placement



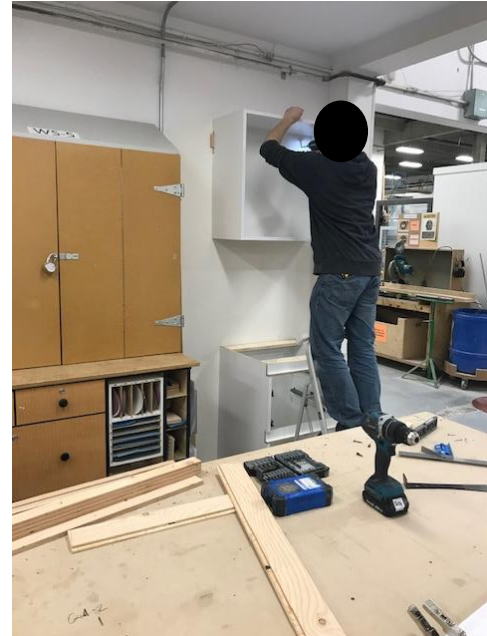
Figure 6: Securing ledger in place for upper cabinet install



Figure 7: Placing upper cabinet on ledger



Figure 8: Securing upper cabinet to wall



Physical Demands Analysis
Job Title: Cabinet Installer
Date Prepared: December 11, 2020
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,

A handwritten signature in blue ink, appearing to read "T. Miranda".

Terilyn Miranda, M.Sc.OT, B.H.Sc
Occupational Therapist



SITE SPECIFIC JOB DEMAND ADDITIONS:

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



Validation Agreement

Job Title:	Cabinet Installer
Data Collection Date:	November 27, 2020

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:	Terilyn Miranda, M.Sc.OT, B.H.Sc Occupational Therapist	Lifemark Clinician Name and Designation
Approved by:		Management Representative
Approved by:		Worker Representative
Approved by:		Labour Provider Representative