

GENERAL:

- Always relevant for each of the four factors are the three variables of **intensity, duration, and frequency**.
- It is assumed that the incumbent is **reasonably** suited to the job.
- It is assumed that all appropriate measures have been taken to eliminate or minimize undesirable working conditions; what remains is **unavoidable**.



GUIDE CHART FOR EVALUATING WORKING CONDITIONS

- **Physical Effort:** Jobs may require levels of physical activity that vary in *intensity, duration, and frequency*, or any *combination* of these factors, which produce physical stress or physical fatigue.

Examples of these activities include: lifting, handling of materials or objects, stretching, pulling, pushing, climbing, walking, carrying, sitting, standing, and/or working in awkward positions, or other unusual circumstances.

- **Physical Environment:** Jobs may include progressive degrees of exposure of varying intensities to unavoidable physical and environmental factors which increase the risk of accident, ill-health, or physical discomfort.

Examples of these include: toxic or unpleasant fumes, extremes of temperature, loud noise, vibration, dirt, dust, and unavoidable exposure to hazardous substances, equipment, and/or situations.

- **Sensory Attention:** Jobs may require concentrated levels of sensory attention (i.e. reading/watching/studying/observing; listening, smelling, tasting, touching) during the work process that vary in intensity, duration and frequency.

Examples include: auditing, inspecting, operating mechanical equipment, tabulating data, monitoring video display terminals, proof reading, technical troubleshooting, manual manipulation, attending to the nuances of sound, wine tasting.

- **Mental Stress:** Mental stress refers to progressive degrees of exposure of varying intensities to factors inherent in the work process or environment which increase the risk of such things as tension or anxiety, (These are different from the factors considered in the "Physical Environment" dimension. See definition at left.)

Examples of such factors include: disruptions in lifestyle caused by work schedules or travel requirements; boredom resulting from work repetition; lack of control over work pace because it is irregular or machine controlled; emotional deprivation resulting from isolation or lack of privacy; exposure to emotionally disturbing experiences.

P	
• PHYSICAL EFFORT	
The combination of intensity, duration, and frequency of physical activity is such that it results in:	
A. Minimal physical fatigue or physical stress.	1 2 3 4 5
B. Moderate physical fatigue or physical stress.	6 7 8 9 10
C. Considerable physical fatigue or physical stress.	12 14 16 19 22
D. Extreme physical fatigue or physical stress.	25 29 33 38 43

E	
•• PHYSICAL ENVIRONMENT	
The combination of intensity, duration, and frequency of exposure to factors in the environment is such that it results in:	
a. Minimal physical discomfort or risk of accident or ill-health.	1 2 3 4 5
b. Considerable physical discomfort or moderate risk of accident or ill-health.	6 7 8 9 10
c. Extreme physical discomfort or substantial risk of accident or ill-health.	12 14 16 19 22
d. Extreme risk of accident or ill-health.	25 29 33 38 43

S	
••• SENSORY ATTENTION	
The combination of intensity, duration, and frequency of concentration is such that it requires:	
I. Limited sensory attention.	1 2 3 4 5
II. Moderate sensory attention.	6 7 8 9 10
III. Considerable sensory attention.	12 14 16 19 22
IV. Extreme sensory attention.	25 29 33 38 43

M	
•••• MENTAL STRESS	
The combination of intensity, duration, and frequency of exposure to physical and environmental factors is such that it results in:	
1. Minimal mental stress.	1 2 3 4 5
2. Moderate mental stress.	6 7 8 9 10
3. Considerable mental stress.	12 14 16 19 22
4. Extreme mental stress.	25 29 33 38 43