Workers' Comp

Supporting Safer, Smarter Workplaces with Physical Demands Analysis

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2 MIN READ

Understanding the physical demands of a job is critical to making smart decisions about employee health, safety and productivity. That’s where Genex’s Physical Demands Analysis (PDA) comes in.

A PDA provides a biomechanical breakdown of what it takes—physically—to perform the essential functions of a job. It's a valuable tool for employers, claims professionals, and clinicians, helping them align medical recommendations with job realities.

What the Analysis Covers

The PDA focuses on two main things:

1. Defining the essential job functions in a way that’s compliant with ADA guidelines.
2. Detailing the physical abilities needed to safely and effectively carry out those functions.

This information is crucial for several use cases:

- Matching an employee’s physical capacity with the demands of a specific role.
- Supporting better outcomes from Independent Medical Exams (IMEs) and Functional Capacity Evaluations (FCEs).
- Informing treatment plans, return-to-work strategies, and accommodations.
- Reducing unnecessary or prolonged medical care by bringing clarity to what’s physically required on the job.

How It Works

A Genex specialist visits the job site to observe and measure the tasks being performed. This isn’t just a clipboard-and-checklist approach—they interview supervisors and employees, take detailed notes, and can capture photos or video upon request. Video footage is edited to clearly show physical actions and stored in a digital format, making it easy to review and reference later.

The analysis drills down into specifics for each task:

- Weight and frequency of manual material handling

- Required force output
- Body postures
- Environmental conditions
- Safety requirements

This task-level detail ensures the analysis is comprehensive, accurate and usable.

Why It Matters

Every PDA results in a detailed, customized report that outlines all job tasks and their physical demands. These reports are reviewed by the employer, allowing for adjustments before they're finalized. Because of this review process, employers can trust the reports to hold up in legal or compliance settings.

The final reports can be used to:

- Modify tasks to support return-to-work plans
- Identify reasonable accommodations
- Assess risk factors for injury or reinjury

All reports are delivered digitally and cataloged in an employer-specific job bank, making it easy to retrieve information when needed.

Ready to make smarter decisions around job roles, recovery, and return to work? Get in touch with our team to learn how a Physical Demands Analysis can support your organization’s safety and productivity goals.



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