



Electricity Human Resources Canada is a non-profit organization supporting the human resources needs of the Canadian electricity sector.

Job Demands Assessment: Power Protection and Control Technician



This project is funded by the Government of Canada's Sectoral Initiatives Program.

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The purpose of a Job Demands Assessment (JDA) is to document the bona fide essential duties of a task. These assessments can be used for:

- Return to work planning
- Allowing medical professionals to evaluate job offers for suitability
- Determining job and task suitability
- Determining the likelihood that a job or task contributed to an injury
- Assisting Rehabilitation Specialists set up effective treatment protocols
- Training employees
- Hiring practices and Post Offer Pre-employment hiring programs
- Identifying ergonomic hazards

Using the JDA

This JDA is purposely generic in nature to ensure applicability across various organizations. The JDA is meant to serve as a benchmark document that provides an overview of the most common physical demands associated with the occupation. Not all tasks could be observed during the assessment process; instead, the most common tasks have been assessed.

Where applicable, potential accommodations are noted to illustrate alternative means for achieving the required demand or action.

This JDA can be used by Medical Practitioners / Health Care Providers involved in return to work rehabilitation support, and workplace accommodations to identify the Major Essential Demands that can be Performed, Modified, or Avoided by an individual based on their capacity and ability.

Acknowledgements

This JDA was completed by [ERGO Inc.](#), an Ergonomics, Injury Prevention & Safety Consulting & Training Firm that has been providing Canadian companies with practical ergonomic and injury prevention solutions for over 25 years.

Electricity Human Resources Canada and ERGO Inc. would like to thank [Ontario Power Generation \(OPG\)](#) for allowing us onsite to complete the JDA at the Sir Adam Beck Hydroelectric Complex, Niagara Falls and [Hydro One](#) for adding additional context for this JDA (November 2021).

Position: **Power Protection & Control Technician**

Date of On-Site Assessment: **October 29, 2021**

General Information

<p>Job Description</p>	<p>Statement of Overall Job Description: A Power Protection & Control Technician is responsible for testing, validating, troubleshooting, repairing, replacing, programming, and updating critical system equipment used for detecting and responding to power system faults, controlling system devices, metering schemes and communications throughout a region or area.</p> <p>Tasks of a Power Protection & Control Technician include:</p> <p>1. Office work:</p> <ul style="list-style-type: none"> • Administrative computer tasks • Reviewing and marking up wiring and circuit drawings • Design & planning related to large projects (e.g. system updates), including creating circuit drawings, working with vendors • Programming (e.g. PLC units, SCADA displays, relays) <p>2. Field Maintenance work:</p> <ul style="list-style-type: none"> • Testing of equipment (e.g. relays, meters, PLC units, communication lines), either as part of routine/regulatory testing, troubleshooting issues, or replacement or re-programming of a piece of equipment. Typically requires connecting a test kit to the equipment and running a series of tests via a laptop and the test kit, and making adjustments to equipment settings and programs. • Downloading of information records, changing equipment settings. • Repair or replacement of units. May require wire stripping and manually wiring in connections to the back of a piece of equipment. 	<p>Approx. % of Time Spent Performing Each Task</p> <p>50% May be performed for few hours, full days or weeks in office depending on project.</p> <p>50% May be performed for a few hours, full days, or weeks in the field depending on project.</p> <ul style="list-style-type: none"> • 1/3 related to updating system • 1/3 related to troubleshooting (more for P&C - Transmission) • 1/3 related to routine testing (less for P&C - Transmission)
<p>Work Load</p>	<p>Variable depending on assignment, experience, and work environment. Some tasks are scheduled while others may be urgent troubleshooting issues.</p>	
<p>Work Schedule</p>	<p>Monday to Friday – 8 hour shift typical. Off-shift calls may be received to call in staff for overtime in the event of an afterhours issue.</p>	
<p>Work Environment</p>	<p>Description: Typically, indoor work within a Generation or Transmission station, often in vertical cabinets of electronic equipment. Some cabinets and equipment may require access up to 10 feet high with occasional access to outdoor equipment. May travel by company vehicle between locations to access a variety of stations and equipment. May also have an office for administrative tasks and project work.</p> <p>Working Heights: Typically, floor to shoulder height, occasionally over shoulder height, some cabinet access up to 89" (stepstool available). May not be permitted to conduct work over 10 feet (assigned to others).</p> <p>Working Reaches: Majority of routine work has unrestricted forward access to cabinets. Some reaching in front of body up to 12-18" may occur.</p>	

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Pictures of Main Job Tasks



Removing Relay (Replacement)



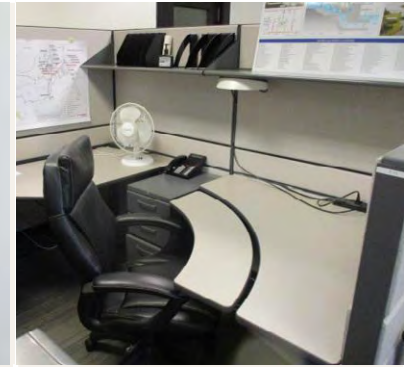
Connecting Test Equipment



Completing Testing



Relay Cabinet (Manual Wiring)



Office Workstation

Disclaimer: Not all tasks within the occupation were being performed at the time of data collection. The data reported in this document is based on the measurement of available equipment, observation, mockup of some tasks, and walk throughs at a Hydroelectric Power Generation station, as well as a description of other tasks that were described as part of the P&C occupation, including differences that may occur for P&C working in Transmission. This JDA may not be 100% representative of any one job site, as demands may vary based on Company and location.

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Summary of Major Essential Demands

For further details refer to the tables on the following pages

To be completed by Health Care Provider — Please check one:

	Able to Perform	Modification Required (Explain)	Unable to Perform
Rare one- and two-handed lifting (typical 5-25 lbs, max. 68-110 lbs) of laptop, test kit, tool bag, tools, and equipment. Typically handled floor to shoulder with some over shoulder and overhead lifting (stool/ladder may be available). Task frequency and duration may increase during large overhauls.			
Occasional one- and two-handed carrying (typical 5-25 lbs, max. ~22-38 lbs) of laptop, test kit, tool bag, tools, and equipment. Typically carried distances taking <5 minutes. May carry indoors or outdoors (uneven terrain). Task frequency and duration may increase during large overhauls.			
Rare two-handed horizontal pushing/pulling (typical 15 lbs) of carts and rolling equipment, distances <5 min walk). Peak forces to pull relays from cabinet (force not available).			
Occasional to constant sitting on office chair, in vehicle, or field chair/stool. Up to full day in office, in field typically <30 min at a time.			
Occasional to constant standing on concrete, tile or outdoor surfaces. Up to full day of intermittent standing and walking when working in the field, up to a few hours at a time, may have option to sit during testing depending on the site.			
Occasional walking on concrete, tile, or outdoor surfaces (uneven terrain, slippery), typically <5-10 min at a time to access work areas.			
Occasional to frequent gripping/handling with one and both hands (grip required to lift typical weights of 5-30 lbs and to strip/snip wires). Handling of tools, equipment, and computer mouse.			
Occasional to frequent pinching/fingering with one and both hands (pinch with minimal forces as is required to hold pen, insert connectors, and to type).			
Not Daily squatting , up to a few times/shift, may squat statically for low level equipment access.			
Not Daily to occasional kneeling , up to a few times/shift, may kneel statically for low level equipment access.			
Not Daily to rare climbing and balancing to access work via stairs (up to 10 flights/shift), ladders and stepstools (rare).			
Not Daily to occasional driving 20-30 minutes between locations. More driving in P&C transmission, particularly in more rural areas.			
Moderate back repetition (forward, backwards, sideways bending and twisting) with some static back postures (forward bending). Varies with work task (e.g., low level work, tight spaces), and equipment used to set up task (use of work table, chair, work cart, etc.).			
Low neck repetition (forward, backwards, sideways bending and twisting) with some static neck postures (forward bending) for visual intensive tasks such as reviewing drawings, wiring, and desk work as well as some backwards bending for high level work.			
Low bilateral shoulder repetition (forward, sideways, and upwards reaching >90 degrees) while performing field tasks and marking up drawings, with some static shoulder postures (upwards reaching) for high level work.			
Low bilateral elbow repetition (bending/straightening the arms, turning the palms up/down) while performing field tasks, particularly with forward and upward reaching, with some static elbow postures (turning the palms down) while typing.			
Low bilateral wrist repetition (bending the wrists up/down, bending the wrists sideways) with tool and equipment manipulation.			
Excellent visual acuity, attention to detail, computer and math skills , and problem solving capabilities required.			

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Demand / Action		Check if Performed	Description & Potential Accommodations <i>*Accommodation options noted in green</i>
Sensory	Hearing / Speech:		With co-workers, supervisor, trainee, Operations. Emergency signals.
	• Conversation	✓	
	• Signals	✓	
	Vision:		Computer and equipment displays.
	• 20 inches or less	✓	Transport equipment through facility. To drive.
	• 20 feet or more	✓	Colour coded SCADA displays, wiring, communication cables.
	• Colour	✓	To complete wiring.
• Depth Perception	✓		
Smelling	NE	May use smell to detect overheating of wires.	
Tactile / Feeling	✓	To strip wire, tighten wires.	
Environment	Conditions of Work		Typically, indoor office space, indoor Generation or Transmission stations. Some equipment may be outdoors (e.g. roadside transmission cabinets) and could be in remote areas. May work alone, without others nearby. Some relay rooms & cabinets may have tight working spaces.
	Temperature / Humidity		Exposed to seasonal temperature extremes, location dependent. Primarily while travelling between locations.
	Noise		Varies with work area. >85 dBA in some generating station, hearing protection required. Generally fairly quiet in Transmission Stations.
	Vibration		Varies with work area. Mild whole-body vibration via standing surface in hydroelectric generating station.
	Walking / Working Surface		Concrete and tile indoors. Outdoor surfaces may be uneven and vary with weather and season.
	Lighting		Overhead lighting in stations. <i>May use headlamps or flashlights to improve visibility.</i>
	Electrical		In contact with live electrical connections, typically <250 Volts (600 V rare). Lock-out procedures required for some tasks.
	Sharp Objects		Wire strippers, snips, utility knife.
	Hot / Cold Hazards		Environment warm in generating stations that are not air conditioned. Exposure to outdoor seasonal weather.
Chemical / Dust		Carbon dust.	
Tools	Moving Machinery / Equipment		Some areas may have forklifts and/or cranes. Exposure to road traffic.
	Hand / Sharp Tools		Pliers, wire strippers, cutters, crimpers, connectors, screwdrivers, wrenches, multimeter.
	Personal Protective Equipment		Varies with location and nature of work. Hard hat, safety glasses, steel toed shoes, fire retardant clothing. Kneeling pads available. Insulated gloves for high voltage switching (Transmission).
	Other Equipment / Supplies		Vehicle (typically company van or truck), testing equipment, tool/work carts, ladders, portable tents for outdoor work.

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Demand		Rate Requirement	Description of Tasks that Demand is Required & Potential Accommodations <i>*Accommodation options noted in green</i>
Legend: NE = Not Essential ND = Not Daily but essential 5% or less = Rare Essential 6-33% = Minor Essential Demand >33% = Major Essential Demand			
Cognitive	Reading:		Alphanumeric text in emails, computer programs, test displays, and on drawings (e.g. connection wiring diagrams and elementary wiring diagrams). Confirmation and matching of text critical.
	• English	Major	
	• French	Varies by Province	
	• Other	No	
	Writing:		Alphanumeric literacy for emails. Typically short entry only. Writes code for programable equipment and draws wiring diagrams.
	• English	Major	
	• French	Varies by Province	
	• Other	No	
	Verbal Communication:		May work in teams for larger or complex projects, but often work alone.
	• English	Minor	
	• French	Varies by Province	
	• Other	No	
	Supervising Others	ND	P&C Technicians in supervisory roles and those who may have a trainee shadowing them.
	Working to Speed	Minor	Troubleshooting issues, particularly those related to equipment being down, are typically time sensitive.
	Self-Supervision/ Working Alone	Major	May work in teams for larger or complex projects, but often work alone, often without others in vicinity.
	Computer Usage	Major	Substantial computer use for email, project planning, programming, and testing.
	Math:		3-phase vectoral math (trigonometry) required for phase shift and power calculations. Calculator can be used.
	• Simple	Minor	
• Complex	Minor		
Memory:		Check test values or drawing values against expected values. Tracking progress through task sequence. Trigonometry, passwords, and procedural information. Knowing where to look when troubleshooting issues. Reference manual available.	
• Short Term	Major		
• Long Term	Major		
Organization	Major	Required to follow stepwise procedures. Supervisor has responsibilities to ensure testing complete according to scheduled regulatory requirements.	
Decision Making	Major	Responsible for organization and completion of tasks. More complex to troubleshoot issues. In the event replacements or upgrades are required, must be approved by a superior.	
Attention to Detail	Major	Close attention to drawings, wire relays, and alphanumeric data critical part of testing, troubleshooting, replacement and programming. Required for the safety of the Technician, regulatory compliance, and overall protection of the power system.	
Problem Solving	Minor	Troubleshooting issues in the system represent ~1/3 of all field work. Often diagnosing problems from many possible errors/failures. Pinpointing issue can be difficult. Request help from Supervisor if difficulty diagnosing issue.	
Emergency Management	Minor	Procedures in place outlining the emergency response to any failure in the system.	

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Demand / Action		Check if Performed	Duration	Frequency	Description & Potential Accommodations <i>*Accommodation options noted in green</i>
Legend: NE = Not Essential ND = Not Daily Rare = 1-5% Occasional = 6-33% Frequent = 34-66% Constant = 67-100%					
Strength	Lifting	Two Hands	✓	Rare	Typically: <10x/shift, more for large overhauls Objects: Tools, laptop(s) (4 – 5 lbs), test kits (68 – 110 lbs bag), tool bag (22-38 lbs under Technician control), equipment (e.g. relay units) (11-21 lbs), ladder (12 lbs) Weight Max: 68 – 110 lbs (2-person lift option) Weight Typical: 5-25 lbs Range of Lift: Typically floor to shoulder, some units over shoulder height, ladder/stepstool may be available.
		One Hand	✓	May be higher for large overhauls	
	Carrying	Two Hands	✓	Rare	Typically: <10x/shift, more for large overhauls Objects: Tools, laptop(s), tool bag (22-38 lbs under Technician control), equipment (units) (11 – 21 lbs), ladder (12 lbs) Weight Max: ~22-38 lbs Weight Typical: 5 – 25 lbs Distance: Typically <5 min walk, carts could be used Handles Present: Varies
		One Hand	✓	May be higher for large overhauls May be required to carry up flight of stairs at some locations	
	Pushing/Pulling	Two Hands	✓	Rare	Typically: <10x/shift, more for large overhauls Objects: Test kit (rolling bag, <15 lbs), mobile computer unit (15 lbs initial, 5 lbs sustained), work cart, arm push/pull to insert/remove relay units (not measured) Force Max / Initial: Max. not available, 15 lbs typical Force Sustained: 5 lbs Distance: typically <5 min walk Handles Present: Yes
		One Hand	✓		
Mobility	Sitting	✓	Occasional – Constant	Intermittent with standing and walking	Up to full day in office on adjustable chair. In vehicle or on chair/stool in field for periods typically <30 min at a time. May have option to sit/stand in office or field.
	Standing	✓	Occasional – Constant	Intermittent with standing and walking	Up to full day in field during test/repair. Various terrain. Up to a few hours at a time. May have option to sit.
	Walking	✓	Occasional	Intermittent with standing.	Typically <5-10 min at a time to access work areas. Various terrain. Few steps between equipment and test laptop.
	Foot Activation	✓	ND – Occasional	Typical: driving 20-30 min to locations.	Drive vehicle to alternate sites or stations. In remote areas travel times longer.
	Crouching/Squatting	✓	ND	Few times/shift; may be static for several min.	Varies with task; option to sit for low level work in some locations.
	Kneeling	✓	ND - Occasional	Few times/shift; may be static for several min.	Varies with task; option to sit for low level work in some locations.
	Climbing	✓	ND – Rare	Up to 10 flights/shift; varies by location.	Step ladders and folding ladders – not daily. Stairs in some locations.
	Balancing	✓	ND – Rare	Few times/shift	May climb stairs or step ladder with equipment, required of some terrain.
	Crawling	No	-	-	Not required in normal course of duties.

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Legend: NE = Not Essential ND = Not Daily Rare = 1-5% Occasional = 6-33% Frequent = 34-66% Constant = 67-100%						
Dexterity	Gripping/Handling (Gross motor)					
	Right Hand	✓	Occasional - Frequent (higher in dominant hand)	Intermittent throughout the shift; varies with task	Objects: Hand tools, laptop, test kit, equipment (e.g. relay unit), mouse Weight Max: 68 lbs Weight Typical: 5-30 lbs Note higher force gripping is required for tasks such as wire stripping — not measured.	
	Left Hand	✓				
	Either	✓				
	Pinching/Fine Finger Movement					
	Right Hand	✓	Occasional - Frequent (higher in dominant hand)	Intermittent throughout the shift; varies with task	Objects: Connectors, wires, buttons, keyboard, pen Weight Typical: <5 lbs	
	Left Hand	✓				
Either	✓					
Hand/Eye Coordination		✓	Occasional - Frequent	Throughout the shift; varies with task.	Wiring, aligning, attaching connectors.	

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Demand / Action	Check if Performed	Typical Posture Range of Motion (°)	Typical Repetition Rate/Hour	Description & Potential Accommodations <i>*Accommodation options noted in green</i>
Neck Movement				
• Flexion (bent forward)	✓	<input type="checkbox"/> <20° <input checked="" type="checkbox"/> 20-45° <input type="checkbox"/> >45°	<input checked="" type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input checked="" type="checkbox"/> STATIC	Flexion while reading from drawings and for visually intensive tasks. ground and safety support.
• Extension (bent backwards)	✓	<input type="checkbox"/> <5° <input checked="" type="checkbox"/> >5°		
• Rotation (twist)	✓	<input checked="" type="checkbox"/> <45° <input type="checkbox"/> >45°	<input checked="" type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input type="checkbox"/> STATIC	
• Lateral Flexion (bent to side)	✓	<input checked="" type="checkbox"/> <5° <input type="checkbox"/> >5°	<input checked="" type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input type="checkbox"/> STATIC	
Back Movement				
• Flexion (bent forward)	✓	<input type="checkbox"/> <20° <input checked="" type="checkbox"/> 20-45° <input checked="" type="checkbox"/> >45°	<input type="checkbox"/> <12 <input checked="" type="checkbox"/> 12-120 <input type="checkbox"/> >120 <input checked="" type="checkbox"/> STATIC	Flexion for low level access, sometimes static bending. Option to sit to improve posture may be possible in some locations.
• Extension (bent backwards)	✓	<input checked="" type="checkbox"/> <5° <input type="checkbox"/> >5°		
• Rotation (twist)	✓	<input type="checkbox"/> <15° <input type="checkbox"/> 15-30° <input type="checkbox"/> >30°	<input type="checkbox"/> <12 <input checked="" type="checkbox"/> 12-120 <input type="checkbox"/> >120 <input type="checkbox"/> STATIC	To drive.
• Lateral Flexion (bent sideways)	✓	<input type="checkbox"/> <20° <input type="checkbox"/> 20-45° <input type="checkbox"/> >45°	<input type="checkbox"/> <12 <input checked="" type="checkbox"/> 12-120 <input type="checkbox"/> >120 <input type="checkbox"/> STATIC	For visual access to hard to see areas.
Shoulder Movement (Dominant)				
• Flexion (raised in front of body)	✓	<input type="checkbox"/> <45° <input checked="" type="checkbox"/> 45-90° <input checked="" type="checkbox"/> >90°	<input checked="" type="checkbox"/> <90 <input type="checkbox"/> 90-150 <input type="checkbox"/> >150 <input checked="" type="checkbox"/> STATIC	Field: Flexion for upward reaching, may be static; may have option for stepstool to improve access. Some forward or sideways reaching to test equipment could be reduced depending on set up and space constraints.
• Extension (raised behind body)	No	<input type="checkbox"/> <5° <input type="checkbox"/> >5°		
• Abduction (raised to side)	✓	<input type="checkbox"/> <45° <input checked="" type="checkbox"/> 45-90° <input type="checkbox"/> >90°		
• Adduction (across body)	No	<input type="checkbox"/> <45° <input type="checkbox"/> 45-90° <input type="checkbox"/> >90°	<input checked="" type="checkbox"/> <90 <input type="checkbox"/> 90-150 <input type="checkbox"/> >150 <input type="checkbox"/> STATIC	
• Rotation (turned in/out)	✓	<input type="checkbox"/> <5° <input type="checkbox"/> >5°		
Shoulder Movement (Non-dominant)				
• Flexion (raised in front of body)	✓	<input type="checkbox"/> <45° <input type="checkbox"/> 45-90° <input type="checkbox"/> >90°	<input checked="" type="checkbox"/> <90 <input type="checkbox"/> 90-150 <input type="checkbox"/> >150 <input checked="" type="checkbox"/> STATIC	Office: Low range forward and side reaching. Proper computer set up should minimize reaching.
• Extension (raised behind body)	✓	<input type="checkbox"/> <5° <input type="checkbox"/> >5°		
• Abduction (raised to side)	✓	<input type="checkbox"/> <45° <input checked="" type="checkbox"/> 45-90° <input type="checkbox"/> >90°		
• Adduction (across body)	✓	<input type="checkbox"/> <45° <input type="checkbox"/> 45-90° <input type="checkbox"/> >90°	<input checked="" type="checkbox"/> <90 <input type="checkbox"/> 90-150 <input type="checkbox"/> >150 <input type="checkbox"/> STATIC	
• Rotation (turned in/out)	✓	<input type="checkbox"/> <5° <input type="checkbox"/> >5°		
Elbow Movement (Dominant)				
• Pronation/Supination (palm down/up)	✓	<input type="checkbox"/> Neutral <input type="checkbox"/> Partial <input checked="" type="checkbox"/> Full	<input checked="" type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input checked="" type="checkbox"/> STATIC	Static pronation with typing.
• Flexion/Extension (bent/straight)	✓	<input type="checkbox"/> Neutral <input type="checkbox"/> Partial <input checked="" type="checkbox"/> Full	<input type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input checked="" type="checkbox"/> STATIC	Full extension for some end range reaching.
Elbow Movement (Non-dominant)				
• Pronation/Supination (palm down/up)	✓	<input type="checkbox"/> Neutral <input type="checkbox"/> Partial <input checked="" type="checkbox"/> Full	<input checked="" type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input checked="" type="checkbox"/> STATIC	Static pronation with typing.
• Flexion/Extension (bent/straight)	✓	<input type="checkbox"/> Neutral <input type="checkbox"/> Partial <input checked="" type="checkbox"/> Full	<input checked="" type="checkbox"/> <120 <input type="checkbox"/> 120-180 <input type="checkbox"/> >180 <input type="checkbox"/> STATIC	Full extension for some end range reaching.

Posture & Joint Position

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Demand / Action		Check if Performed	Typical Posture Range of Motion (°)			Typical Repetition Rate/Hour	Description & Potential Accommodations <i>*Accommodation options noted in green</i>
Posture & Joint Position	Wrist Movement (Dominant)						Mid-range motion in all directions required to manipulate tools and equipment. More severe with tasks such as manual wiring and where there are space constraints.
	• Flexion/Extension (bent up/down)	✓	<input type="checkbox"/> Neutral	<input checked="" type="checkbox"/> Partial	<input type="checkbox"/> >½ range	<input checked="" type="checkbox"/> <900 <input type="checkbox"/> 900-1800 <input type="checkbox"/> >1800 <input type="checkbox"/> STATIC	
	• Deviations (bent to side)	✓	<input type="checkbox"/> Neutral	<input checked="" type="checkbox"/> Partial	<input type="checkbox"/> >½ range	<input checked="" type="checkbox"/> <900 <input type="checkbox"/> 900-1800 <input type="checkbox"/> >1800 <input type="checkbox"/> STATIC	
	Wrist Movement (Non-dominant)						
	• Flexion/Extension (bent up/down)	✓	<input type="checkbox"/> Neutral	<input checked="" type="checkbox"/> Partial	<input type="checkbox"/> >½ range	<input checked="" type="checkbox"/> <900 <input type="checkbox"/> 900-1800 <input type="checkbox"/> >1800 <input type="checkbox"/> STATIC	
• Deviations (bent to side)	✓	<input type="checkbox"/> Neutral	<input checked="" type="checkbox"/> Partial	<input type="checkbox"/> >½ range	<input checked="" type="checkbox"/> <900 <input type="checkbox"/> 900-1800 <input type="checkbox"/> >1800 <input type="checkbox"/> STATIC		

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Optional Form

Can be used for Accommodation and Return to Work. To be completed by employee's medical practitioner/ health care provider (do not include diagnosis).

Employee's Name:

Are there any medical/health conditions that account for absence(s) from the workplace or would affect the employee's ability to perform his/her duties?

Yes No

If yes, describe the employee's specific work-related limitations and/or restrictions.

Indicate duration of limitation(s) and/or restriction(s) identified above. Permanent Temporary

If temporary, what is the expected duration?

Is employee involved in treatment and/or taking medication that may affect his or her ability to work, including regular attendance, and/or performing certain duties? Yes No

If yes, describe the impact (i.e. medication may cause drowsiness, safety risk related to treatment, treatment requires intermittent absences from work.)

Are any further absences from work (e.g. surgery) anticipated at this time? Yes No

If yes, please specify:

When is the date of your next assessment?

Name and address of medical practitioner/health care provider completing this form:

