



JOB DEMANDS ANALYSIS

Print Form

JOB DATA

Position: Technician

Department: Delivery _____

Work Hours: 40-50

Breaks: Lunch and am/pm 15 _____

PPE: Gloves, mask, Temco Footwear, goggles _____

Special Training Requirements: Work Habits

Purpose and Nature of the Job: Delivery appliances/last mile service

Essential Tasks of the Job: (provide % of time each task is performed)

1. In company vehicle up to 67% of the workday.
2. Squatting frequently up to 45% of the workday.
3. Ability to walk, push/pull and lift/carry; 2-man lift up to 200# occasionally daily.
4. Grip/Grasp an essential function, dolly work.

Ability to pass the Temco agility test specific to job demands.

Ability to pass the functional movement screen specific to job demands.

Additional Job Details (e.g., task, product, materials, workstation and/or equipment details):

Hand Tools Used: Safety box cutter and misc. tools as required.

Equipment Used: Dolly and dolly-straps

JOB PHOTO



Physical Demands Analysis

PHYSICAL DEMAND	TASK #	FREQUENCY					DESCRIBE ACTIVITY Note distances, durations, and surfaces
		N	R	O	F	C	
MOBILITY							
Walking		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Walking surfaces variables: cement, grass, gravel, dirt, pavement, carpet, tile. Sitting in vehicle between delivery sites. Walking backward occurs occasionally while pulling dolly into a home. Average miles walked a day can vary between 2-4 miles. Technician uses squat position frequently throughout the day to lift and lower appliances.
Standing		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sitting		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Crawl		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Driving (Forklift/Vehicle/Other)		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Squat		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
POSTURE – Back							
Bending Forward		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lumbar flexion when removing old appliance and when using shoulder dolly to take appliance up flight of stairs when the worker is the one walking backward, manipulating liftgate. Lumbar extension occurs rarely and is observed when manipulating appliance with some height at close proximity-not sustained movement. Setting up to lift appliance with co-worker. Lumbar rotation when maneuvering in awkward - tight spaces.
Bending Backwards		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Twisting		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Lateral Bend		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POSTURE – Reaching						Note forward and/or side reach distances	
Above Shoulder Level		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Shoulder extension involved when moving appliance into a space. Stacking and unstacking appliances from the delivery truck. Should extension in
Chest to Shoulder Level		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Below Chest Level		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Behind Body		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Keyboarding		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POSTURE – Elbow/Forearm/Wrist							
Elbow Flexion/Extension		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Removing old appliances. Removing of legs, hoses, and other parts of a haul away appliance. Maneuvering between tight spaces with appliance to place into the open space.
Wrist Flexion/Extension		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Wrist Rotation		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POSTURE – Neck							
Forward Bending/Flexion		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Cervical flexion and extension in setting up, moving, and placing appliance. Walking with large appliance on dolly or with a 2-man lift; walking backward and walking backward up a stairway.
Backward Bending/Ext.		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Twisting/Turning/Tilting		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
POSTURE – Hip/Knee/Ankle/Foot							
Crouching/Squatting		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Squat is a F position throughout the workday to lift, lower appliances. Climbing stairs is F throughout the day. Ankle flexion involved in setting the dolly to a 45 degree angle to move appliance and to set dolly back onto the surface. Climbing in and out of the cab of the truck; first step is 18 -21 inches from ground.
Kneeling		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Climbing (Stairs/Other)		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Jumping		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Foot Pedal/Action/dolly		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
= Not required, R = Rarely (<2%), O = Occasional (3-33%), F = Frequent (34-66%), C = Constant (67-100%)							

Physical Demands Analysis

STRENGTH DEMANDS OF THE JOB						Please select...	
*Adapted from Dictionary of Occupational Titles (4 th ed. Rev. 1991)							
Physical Demand	Task #	Force/Weight Select...		Frequency and Duration (N/R/O/F/C)	Height		Describe Activity/Posture
		Avg.	Max.		Start	Finish	
Lifting	1 man lift			Occasional			Lifting microwave without assist. Heights are variable from floor to counter at delivery location. From floor to above shoulder when stacking inside the vehicle and may be up to 45#.
	2 man lift			Frequent			Shoulder dolly 2-man lift of appliances up and down stairs variable weight from 75 to 200+ pounds. This lift calculation is based on total weight of object distributed between two workers.
	Task #	Avg.	Max.	Frequency and Duration (N/R/O/F/C)	Height/ Distance/ Grade	Describe Activity/Posture	
Carrying	1 man			Rare		All variable when carrying small appliances to and from the delivery vehicle. This task may be performed 1-10% of the work bout and/or workday cumulatively. This task is less frequent than the 2-man carry. The distance is also variable and on average is 21 feet.	
	2 man			Frequent		2 man carry is done with the aid of shoulder dolly equipment. The task is performed O in the work bout and throughout the day. Work bout is on average 30 minutes and a third of that time may involve a 2 man carry.	
	Task #	Avg./Sustained	Initial / Peak	Frequency and Duration (N/R/O/F/C)	Height/ Distance/ Grade	Describe Activity/Posture	
Pushing/ Pulling	1 man			Frequent		Pushing dolly at 45 degree angle with variable height, weight, distance, and grade. The dolly weight average is 100# considering the minimum and maximum weight of the dolly with the load. Distance pushed variable/average distance 21 feet. Grade variable with rare frequency at steep incline/decline at delivery site.	

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Physical Demands Analysis

HAND ACTIVITY				
	Task #	Approximate Force	Frequency and Duration (N/R/O/F/C)	Describe Activity/Posture
Gripping/Grasping			Frequent	Frequency of grasp is 33-66% of work bout and/or day. Hand to hand or hand over hand grasping of steering wheel when driving. Handling the dolly with two hands. Palmar grasp when using various hand tools; power, spherical, lumbrical, and pincer grip used less frequently than grasp but performed 11-33% of the work bout when installing appliances.
Pushing (palm press/finger)			As above	Pushing grasp described above na palm to palm.
Pinching			Rare	Pinching rare but involved with installation if assisting Master Technician.
Fine Finger Movement			Rare - NA	1 to 10% of work bout - putting on screws, nuts, bolts, hoses on appliances
Writing			NA	At the worksite with orders and at delivery sitewith customer-Master Technician takes care of this typically.
Other				
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Physical Demands Analysis

ADDITIONAL CONDITIONS AND DEMANDS			
Environmental Conditions	<input checked="" type="checkbox"/> Hot <input checked="" type="checkbox"/> Cold <input checked="" type="checkbox"/> Outdoor <input checked="" type="checkbox"/> Indoor <input checked="" type="checkbox"/> Dry <input checked="" type="checkbox"/> Humid <input checked="" type="checkbox"/> Noise <input checked="" type="checkbox"/> Vibration <input checked="" type="checkbox"/> Glare	<input checked="" type="checkbox"/> Adequate lighting <input checked="" type="checkbox"/> Moving objects <input checked="" type="checkbox"/> Working at heights <input checked="" type="checkbox"/> Slippery surface <input checked="" type="checkbox"/> Congested area <input checked="" type="checkbox"/> Sharp edges <input checked="" type="checkbox"/> Fumes/vapors/gases <input type="checkbox"/> Electromagnetic fields	Comments: All environmental conditions for delivery are variable. Lighting conditions are variable with early morning and late afternoon deliveries, various conditions at the delivery site. Sharp edges with haul away appliances a variable. Fumes, vapors, and gases minimal but may present on the road or in the vehicle. Vibration minimal may be present on road conditions.
Psychological / Mental Demands	<input checked="" type="checkbox"/> Working under pressure/deadlines <input checked="" type="checkbox"/> Fast work pace <input checked="" type="checkbox"/> Deal with multiple tasks <input checked="" type="checkbox"/> Perform complex or varied tasks <input checked="" type="checkbox"/> Perform simple and repetitive tasks <input checked="" type="checkbox"/> Attain precise standards/attention to detail <input checked="" type="checkbox"/> Control of work pace <input checked="" type="checkbox"/> Direct/control/plan of work	<input type="checkbox"/> Close supervision <input checked="" type="checkbox"/> Follow instructions <input type="checkbox"/> Influence people <input type="checkbox"/> Confrontation situations <input checked="" type="checkbox"/> Incentive/piece work <input checked="" type="checkbox"/> Irregular hours <input checked="" type="checkbox"/> Overtime <input checked="" type="checkbox"/> Reading <input type="checkbox"/> Working alone <input type="checkbox"/> Working in a group <input type="checkbox"/> Travelling	Comments: Must be able to work at a steady pace and it may be considered fast depending on the day and the number of stops. The worker must be able to deal with multiple tasks at the delivery site. The complexity of the delivery is variable depending on the conditions at the site; the tasks may be simple and repetitive in nature. The technician needs to follow instructions of the company and the manufacturer and the customer. Overtime may be required depending upon the seasonal demands. Reading is an essential function of the job.
Sensory Demands	<input checked="" type="checkbox"/> Hearing <input checked="" type="checkbox"/> Speech <input checked="" type="checkbox"/> Color vision <input checked="" type="checkbox"/> Near vision <input checked="" type="checkbox"/> Far vision	<input checked="" type="checkbox"/> Spatial perception <input checked="" type="checkbox"/> Tactile <input type="checkbox"/> Smell <input type="checkbox"/> Taste	Comments: Sensory demands are constant in the technician's day and communicating with customer, supervisor, co-worker. Smell sense is one that may be used when installing or removing gas appliances from a delivery site.

Physical Demands Analysis

ADDENDUM



MASTER TECHNICIAN
\$40,000 - \$70,000

TEMCO LOGISTICS
NOW HIRING! BRING YOUR TALENT

BENEFITS

- Health Insurance
- Vacation & Sick Pay
- Health Care Benefits
- Medical, Dental & Vision
- 401k plan w/ 50% match
- P&G Training
- Location Transfer
- Work boots provided

RESPONSIBILITIES & DESIRED SKILLS

- Clear Criminal Record
- Clear Drivers License
- Pass Background Check
- Appliance Installation
- Team Lift Master
- Appliances
- 3-5 yrs hand tool Technology
- Problem Solving
- Promotional Customer Service
- A Desire to Become a Master Technician

YOUR CAREER LADDER

- Master Technician Progress to: Master Technicians II

Join the WINNING Team!

We take pride in delivering and installing millions of appliances for America's #1 retailers: General Electric, Home Depot, Costco, Sears, Club, Lennox Homes & HD Homes.

📍 **Locations:** TEXAS: STOVE G. 📞 800-695-5666 📧 stove@temcoat.net

