



A.D.S. Contracting

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Early & Safe Return to Work Physical Demands Information Standard

Standard:

A.D.S. Contracting is committed to offering suitable modified work in the event one of our workers has sustained a workplace injury. A.D.S. Contracting has modified duties available and will provide a Physical Demands Information Form (PDIF) to injured workers. This form identifies the modified job available and breaks down the physical duties. This assists in identifying suitable jobs and / or potential risks for further accommodation if necessary. The PDIF are maintained at the shop office. These forms are completed by the owner and a worker who has knowledge of the job and tasks. Visual observations are conducted along with physical example/ instructions by the owner to identify the physical demands. The involvement of the workers ensures persons familiar with the job assist in the development.

Responsibilities:

The owner is primarily responsible for implementing the Physical Demands Information Standard. For supervisors and workers may be expected to assist in explaining specific duties.

Communication:

The standard will be communicated to all workers via payroll insert.

Training:

A written quiz at the end of October 2009 will ensure all workers of A.D.S. understand the physical demands program. Any worker not answering questions correctly will be asked to review the standard and the program procedures.

As new employees are hired they will be instructed on this program during their orientation process.

All workers will review the Physical Demands Information Standard annually during a safety talk conducted by the owner or job supervisor.

Evaluation:

During an annual safety meeting of the owner and safety representative this element and its current effectiveness will be discussed.

Acknowledgement / Improvements:

The owner will implement any necessary improvements immediately.

All workers who have made this element successful will be acknowledged at the annual dinner in December.

References #1 www.wsib.on.ca Re-employing injured workers in the construction industry fact sheet and Physical Demands Information Form

References #2 Workplace Safety and Insurance Act Ontario Registration 35/08

A.D.S. Contracting Inc.

Angelo Agostino – President
October / 15 / 2009