

# PHYSICAL DEMANDS ASSESSMENT

PROFESSIONAL  
BULK LIQUID  
DRIVER

# PHYSICAL DEMANDS ASSESSMENT (PDA)

## PROFESSIONAL BULK LIQUID DRIVER

As a national organization mandated to identify and support HR needs for Canada's trucking and transportation sector, Trucking HR Canada (THRC) plays a pivotal role in designing and completing projects that directly address HR challenges to support a vibrant and thriving trucking workforce. A key concern is the attraction, recruitment and retention of skilled workers to keep the wheels of the industry turning.

### What is the Issue?

Diversity and inclusion lead to strong, skilled workplaces; however, many industries - including the trucking sector - experience difficulties and barriers in engaging and retaining individuals that require accommodations to perform their jobs to their full potential.

### How Can Physical Demands Assessments Help Employers?

Physical Demands Assessments are an invaluable HR tool for employers to ensure diverse workplaces in which all workers can effectively perform essential and valuable work.

PDAs help to identify the physical requirements of a position that can then serve as the basis for implementing accommodations to allow workers to perform their jobs effectively and efficiently.

### What are Physical Demands Assessments?

**Physical Demands Assessments (PDAs)** identify the physical job requirements for specific occupations. Once employers are aware of the physical requirements of the job, current employees and new hires can be assessed to determine if they can perform the physical duties. If required, potential accommodations can be put in place to allow workers from various under-represented groups to not only perform, but thrive, in their roles - a mutually beneficial outcome for both workers and employers.

## When are Physical Demands Assessments Useful for Employers?

Employers can use Physical Demands Assessments when working with the following diverse groups in the workplace:

- Workers with different physical body strength capabilities than their coworkers in the same role.
- Workers who may not have the same strength, balance, stamina or coordination as their co-workers.
- Employees who are returning to work after experiencing an injury that causes temporary impairment of physical ability or functioning.
- Employees or new hires who have permanent medical restrictions or disabilities that alter the way they perform certain physical tasks.

Physical Demands Assessments are useful for EVERY employee. PDAs promote the consideration of inclusive practices that help all workers to perform their jobs as effectively, safely and comfortably as possible.



## PDA OVERVIEW

### Job Description: Professional Bulk Liquid Driver

The Professional Bulk Liquid Driver is engaged in hauling liquid cargo. The variety of liquids hauled on Canadian roads is vast: anything from potable water to industrial chemicals and petroleum products to gasses that are transported under pressure in a liquid state, or products that are normally solid that are transported in heated vessels as liquids.

Bulk liquid hauling presents unique challenges for the driver, particularly when hauling tanks without baffles. Unlike most cargo, bulk liquids are constantly in motion, and the inertia from moving liquids makes ordinary maneuvers such as negotiating turns, stopping, downhill driving, etc. especially challenging.

The bulk liquid driver is required to understand the unique properties and handling requirements of the load, as well as any special rules pertaining to the transport of the load and even whether or not the current load is compatible with whatever was in the tank before. In addition, the variety of hoses, couplings, flanges, adapters, etc. used to load and offload the cargo, both on the vehicle as well as at the loading/unloading location, increases the complexity of the job beyond general freight trucking.

In addition, some bulk liquid hauls involve moving potentially hazardous materials into and around non-industrial areas, such as delivering fuel oil to a residence. The issues surrounding safety and security in such scenarios again increases the complexity of the task for the bulk liquid driver.

### Most physical aspects of the job:

The most commonly performed actions requiring physical **STRENGTH** include:

#### **OCCASIONALLY Performed Actions:**

- Pushing and Pulling
  - Unilaterally (one side of the body);
  - Bilaterally (both sides of the body)

#### **Physical strength requirements** (maximum and usual):

- Lifting and Lowering - Maximum 24 kg (53 lb.); Usual 4.5 kg (10 lb.)
- Carrying
  - Weight - Maximum 24 kg (53 lb.); usual 4.5 kg (10 lb.)
  - Distance - Maximum 15.2 meters (50 ft.); usual 6.1 meters (20 ft.)

- Pushing/Pulling Force:
  - Up/Down (two-handed) – maximum 40 kgf (80 lbf ); usual 19.8 kgf (43.6 lbf)
  - Unilateral (one handed) – maximum 13.6 kgf (30 lbf); usual 5-13.6 kgf (11-30 lbf)
  - Bilateral (two-handed) – maximum 40 kgf (80 lbf); usual 6.8-10 kgf (15-22 lbf)

The most commonly performed actions requiring **MOBILITY AND PHYSICAL POSITIONING** include:

FREQUENTLY Performed Actions:	OCCASIONALLY Performed Actions:
<ul style="list-style-type: none"> <li>• Sitting</li> <li>• Gripping</li> <li>• Foot Action</li> </ul>	<ul style="list-style-type: none"> <li>• Walking</li> <li>• Climbing (Ladders)</li> <li>• Crouching/Squatting</li> <li>• Neck Movements (e.g. looking upwards or side-to-side)</li> <li>• Reaching (Horizontal/Forward/Vertical)</li> <li>• Elbow Movements</li> <li>• Wrist Movements</li> <li>• Pinching</li> </ul>

**Legend:**

	% of Shift	4hr Shift	8hr Shift	12hr Shift
SELDOM	Not daily	Not daily	Not daily	Not daily
RARE	0 - 5%	1 - 12 min	1 - 24 min	1 - 36 min
OCCASIONAL	6% - 33%	13 min - 1hr 19 min	25 min - 2hr 38 min	37 min - 3hr 58 min
FREQUENT	34% - 66%	1hr 20 min - 2hr 40 min	2hr 39 min - 5hr 15 min	3hr 59 min - 8hr
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**ESSENTIAL JOB FUNCTIONS:**

Essential job functions are the fundamental duties required of Bulk Liquid Drivers. In other words, they are the duties that the incumbent **absolutely must be able to do** to perform the job.

The Essential Job Function of the Bulk Liquid Driver is:

- Driving

Bulk Liquid Drivers spend upwards of 75% of their day driving.

## ESSENTIAL PHYSICAL JOB REQUIREMENTS

To be a Professional Bulk Liquid Driver, job incumbents must meet the basic medical and vision standards to obtain a license to legally operate a motor vehicle in their province/territory. If these standards are not met, accommodations cannot be made. Medical and vision standards vary by jurisdiction; however, standards may include:

### Vision Standards:

- a visual acuity that is not poorer than:
  - 20/30 with both eyes open and examined together
  - 20/100 in the weaker eye, with or without corrective lenses
- a horizontal visual field with both eyes open and examined together of at least:
  - 150 continuous degrees along the horizontal meridian
  - 20 continuous degrees above and below fixation

### Hearing Standards:

Drivers whose hearing in one ear is better than in the other:

- must be able to perceive in the better ear a forced whisper at a distance of 1.5 metres, with or without a hearing aid

**OR**

- must not have a loss in the better ear of more than 40 decibels at 500, 1000 and 2000 hertz (if an audiometer is used to test the driver's hearing)

## POTENTIAL ACCOMMODATIONS

Please note that the accommodations referenced are high-level suggestions for employers. However, any individual requiring accommodations to perform their job tasks should be assessed by an accredited and/or certified professional (e.g. Registered Kinesiologist, Ergonomist, Physio/Occupational Therapist) to develop an accommodation plan that is right for the individual.

Potential accommodations for actions requiring physical **STRENGTH**:

- **Pushing and pulling** – use of assistive pulleys, levers or tools (situation specific)

Potential accommodations for actions requiring **MOBILITY AND PHYSICAL POSITIONING**:

- **Sitting** – ergonomically-fitted air-ride seat
- **Gripping** – steering wheel grips, adaptors or knobs
- **Foot action** – hand controls for accelerator and/or brakes (if automatic transmission)
- **Elbow/Wrist movements** – supportive braces
- **Reaching** – supportive hooks, bars or grabbing tools

#### Universal Inclusive Practices and Accommodations:

- Ensuring a low-scent or scent-free environment (e.g. in vehicles, loading/unloading areas and offices)
- Providing frequent breaks to allow workers experiencing non-visible disabilities to conserve energy (e.g. workers experiencing chronic fatigue, chronic pain, needing to take medication, needing to eat at specific times, needing to take more frequent bathroom breaks)
- Using electronic devices (e.g. tablet computers or smartphones with touchscreens) to complete administrative tasks requiring fine finger movements or wrist movement
- Providing ergonomic chairs during periods of sitting or when at rest during breaks
- Providing ice packs or heating pads (in-cab or in-office) to assist in pain management
- Stretching during breaks
- Wearing orthotic footwear
- Outfitting computer monitors with screen protection to prevent glare and headaches
- Ensuring all step ladders, step stools and ladders are equipped with grips to ensure stability and prevent slips and falls, as well as grab grips and vision reflection strips
- Providing headsets for desk jobs that require wrist movement or head and neck movement
- Utilizing grip holders for use of devices – such as phones or clipboards – that require an open grip
- Using ear plugs to block out excess noise but maintain hearing ability to assist workers with noise sensitivity, post-concussion or auditory processing issues
- Using sunglasses or darkened lenses to manage light sensitivity issues

# PHYSICAL DEMANDS PROFILE

<b>Job Title</b>	<b>Professional Bulk Liquid Driver</b>	<b>NOC</b>	<b>7511.2 – Line Haul &amp; Local Truck Drivers</b>
<b>Report Completed By</b>	CBI Workplace Solutions		

## JOB OBJECTIVE:

The bulk liquid driver is responsible for safe operation of the vehicle and its features while hauling liquid cargo with potentially hazardous materials from origin to destination. This includes maintaining the operating condition of both truck and the trailer with gases and/or liquids that move in transit.

## KEY PHYSICAL JOB TASKS

### 1. Perform pre-trip/post-trip inspection on truck/tractor and on trailer

- a. Visual inspection of lights, mirrors, stacks, air dams, fuel tanks and caps, emergency equipment and exterior of truck (frame for cracks, broken or unauthorized welds, holes or other damages), pump transfer motor, liquid cargo meters, piping and valves.
- b. Visual inspection of engine, belts, hoses, fluid levels, steering shaft, and hoses while engine is both cold and hot.
- c. Inspection of tires, wheels, steering play and brakes (test operation of air brakes).
- d. Inspect deck, 5th wheel jaw, and power hook-ups.
- e. Check operation of clutch, shifter, horn, CB radio, mirrors, and gauges.
- f. Read previous day’s inspection forms and confirm that all identified problems have been corrected.
- g. Check for leaks on the ground and dripping fluids on underside of engine and transmission.
- h. Log all unsafe or out of limits conditions; schedule preventative maintenance.
- i. Ensure interior and exterior maintenance of vehicle.
- j. Prepare equipment for next load.
- k. General maintenance of accessory equipment (e.g. special heating/cooling equipment to keep the product stable).



## **2. Perform trailer inspection after every hook-up**

- a. Inspect exterior of trailer including lights.
- b. Inspect operation of reefer, including fuel level.
- c. Inspect tires, wheels, suspension valves, air bags, brakes, flaps, spare tire and chain, locks and pins on rear wheel set.
- d. Check locks on rear doors.

## **3. Execute coupling/uncoupling of the trailers**

- a. Enter and egress tractor when looking to couple an empty trailer in the yard at the start of shift.
- b. Couple/hook-up and drop of trailers.
  - i. Release/engage 5th wheel jaw, opening and closing rear doors.
  - ii. Set up trailer according to size of load and highway safety guidelines in each province/state.

## **4. Drive truck and navigate routes with use of the Global Positioning System (GPS)**

- a. Operate tractor-trailer vehicle combinations.
- b. Operate tractor bobtailing around the yard while searching for an empty trailer.
- c. Execute straight backing/docking and parking tractor trailers.
  - i. Connect/unhook airline and electrical hoses.
  - ii. Wind up landing gear.
- d. Control vehicle motion and speed.
- e. Apply steering and braking techniques in emergency situations.
- f. Perform repairs on truck as needed while on the road to safely reach a maintenance facility.
- g. Submit maintenance request.

## **5. Communicate with dispatch teams**

- a. Confirm pickup and delivery of shipments.
- b. Confirm load details with shipper and consignee.
- c. Receive bill of lading/shipping instructions.
- d. Maintain a professional working relationship with dispatcher and other drivers.

## **6. Plan work, plan trips and review documentation**

- a. Plan basic routes.
- b. Secure/obtain required documents and equipment.
- c. Obtain valid documents for registration, licensing and insurance.
- d. Verify validity of personal documents, ensure legal axle weights.
- e. Comply with on the road inspection station requirements.

## 7. Handle Cargo

- a. Load the cargo into the tank/trailer.
  - i. Connect hose line to the pipe.
  - ii. Tighten coupling with a wrench.
  - iii. Open valves.
- b. Unload cargo at destination.
  - i. Gripping specialized equipment, couplings, hoses, flanges, etc.
  - ii. Once loaded secure valves and, depending on the product, may have to be sealed.
  - iii. Visually verify correct pumps, pressures, hoses, valves, fittings, couplings, etc.

## 8. Perform Administrative Duties

- a. Maintain daily log inbound/outbound deliveries, dangerous goods log (TDG), trips and fuel data.
  - i. Administer bill of lading/delivery.
  - ii. Verify document accuracy (client order#/assignment reference #).

EQUIPMENT	PERSONAL PROTECTIVE EQUIPMENT
Tire thumper; hock wrench (to open caps/connections to hoses; hammer; pliers; screwdrivers; first aid kit; locks; 5th wheel puller; GPS; fire extinguisher; CB radio, AM/AM radio, mobile phone; hoses; couplings; flanges	Safety boots; safety vest; safety gloves

STRENGTH REQUIREMENTS		Frequency					Mass (KG)		Task #	Comments
		S	R	O	F	C	Max	Usual		
Lifting/Lowering	Floor to Bench (0-88 cm)	✓					24	</=4.5	1,3,7	<ul style="list-style-type: none"> <li>Tools - tire thumper, hammer, wrenches [2.2-4.5 kg]</li> <li>Fluid containers - up to 4.5 kg - 109 cm</li> </ul>
	Bench to Shoulder (89-149 cm)		✓							<ul style="list-style-type: none"> <li>Load lock - 24 kg - 101 cm</li> </ul>
	Floor to Shoulder (0-149 cm)		✓							
	Above Shoulder (>150 cm)		✓							
Carrying	Weight						24	</=4.5	3,7	<ul style="list-style-type: none"> <li>5.4 kg chock blocks;</li> <li>5.3 kg liquid hose line;</li> <li>12.7 kg vapour hose line;</li> <li>Light tools, fluids, one or both hands</li> </ul>
	Distance (meters)						15.2	6.		
Pushing/Pulling (Force)	Up/Down		✓				40	19.7	1	<ul style="list-style-type: none"> <li>19.9 kg pull to open hood. Hand height 167 cm</li> </ul>
	Unilateral			✓			13.6	4.9-13.6	1,3,7	<ul style="list-style-type: none"> <li>11.3 kg handling gear shifter (18 gears).</li> <li>11.7 kg open trailer swing doors, hand height 147 cm.</li> <li>39.4 kg tighten pressure delivery hoses tubes with a wrench on customer delivery pipe, hand height 93-137 cm, horizontal reach 25.4 cm.</li> <li>10.6 kg inserting hose into a tube after loading, hand height 139.7 cm.</li> <li>4.9 kg pulling force to disengage air brakes/parking brake on a control panel (pincer grip). Hand horizontal distance 45.7 cm.</li> <li>12.9 kg push to engage air brakes on a control panel. Hand distance 48.2 cm/ Push/pull to windup landing gear [under 9 kg].</li> </ul>

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STRENGTH REQUIREMENTS	Frequency					Mass (KG)		Task #	Comments
	S	R	O	F	C	Max	Usual		
Bilateral			✓			36.8	6.8-10.0	1,3,7	<ul style="list-style-type: none"> <li>• Pull pin to disengage 5th wheel when offloading trailer [18.1 kg]. Hand height 116.8 cm. Pin puller length 94 cm.</li> <li>• 29.5 kg push/pull to open trailer roller doors, hand height 188 cm.</li> <li>• 17 kg pull/push to place power chock to secure trailer wheels while parked at the docks.</li> <li>• 6.8-10 kg push/pull gear shifts. Hand height 66 cm (some trucks are automatic).</li> <li>• 6.5 kg push/pull liquid vapor valves, hand height 45.7 cm, horizontal reach 38.1 cm.</li> <li>• 41.4 kg pull to disconnect hose for put away, hand height 96.5 cm.</li> </ul> <p><b>NOTE:</b> Additional forces may be required when hauling tanks without baffles. Bulk liquids are constantly in motion, ordinary maneuvers such as negotiating turns, stopping and downhill driving can require increased forces as time due to inertia from moving liquids.</p>

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MOBILITY AND POSTURAL REQUIREMENTS		Frequency					Task #	Comments
		S	R	O	F	C		
Standing		✓					1,2,3,7	<ul style="list-style-type: none"> <li>Standing is intermittent with walking when performing inspection of truck/trailer and during handling of cargo as needed.</li> <li>Opportunities for change posture during waiting periods throughout the shift.</li> <li>Waiting for outbound loads for 30 to 60 minutes.</li> <li>Standing, walking and sitting are under the discretion of the driver during wait times.</li> </ul>
Walking				✓			1,2,3,7	<ul style="list-style-type: none"> <li>Walking is intermittent with standing when performing inspection of truck and during handling of cargo as needed.</li> </ul>
Sitting					✓		4,5,6,8	<ul style="list-style-type: none"> <li>Sitting is performed when operating the truck, driving between locations.</li> <li>Whole body vibration may be present. However, Air ride seat with an air lumbar support can improve conditions.</li> <li>Long distance hauls can take up to 10 hours of total driving per day.</li> </ul>
Climbing	Stairs		✓				1,2,3,7	<ul style="list-style-type: none"> <li>Workers are trained to use 3-point technique to climb three steps into and out of cab of truck (43.2 cm/94 cm/127 cm), and trailer (55.9 cm/83.8 cm/114.3 cm).</li> </ul>
	Ladders			✓			1,2,3,7	<ul style="list-style-type: none"> <li>45.7 cm from ground to first step onto the tractor cabin; 91.4 cm from ground second step; 129.5 cm from ground cabin entrance.</li> </ul>
	Other							Not Required.
Balancing								<ul style="list-style-type: none"> <li>May be required in emergency situations.</li> </ul>
Kneeling								<ul style="list-style-type: none"> <li>May be required in emergency situations.</li> </ul>
Crouching/Squatting				✓			2,3	<ul style="list-style-type: none"> <li>Pulling pin to disengage 5th wheel.</li> <li>Visual inspection under the frame.</li> </ul>
Crawling								<ul style="list-style-type: none"> <li>May be required in emergency situations.</li> </ul>

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MOBILITY AND POSTURAL REQUIREMENTS		Frequency					Task #	Comments
		S	R	O	F	C		
Neck Movements				✓			1,2,3,4,7	<ul style="list-style-type: none"> <li>Dynamic neck flexion and extension required to perform multiple job processes.</li> <li>Dynamic neck rotation to monitor for safety while driving and backing.</li> </ul>
Low Back Movements			✓				1,2,3,7	<ul style="list-style-type: none"> <li>Visual inspection of the trailer. 46" from ground to the bottom of the trailer.</li> <li>Usually able to crouch to work at low levels. Stooping required when forward reach is too great to crouch.</li> </ul>
Reaching	Horizontal (Forward)			✓			1,2,3,4,7	<ul style="list-style-type: none"> <li>Average 38.1 cm reach to the steering wheel, maximum up to 48.3 cm may be required on occasion.</li> <li>Steering wheel is positioned within close reach from the seat. 41.9 cm from the chair lumbar support to the front of the wheel.</li> <li>Opening rotor gauge - 88.9 cm.</li> <li>Oil dip stick - 76.2 cm.</li> </ul>
	Vertical (Up/Down)			✓			1,2,3,4,7	<ul style="list-style-type: none"> <li>The Driver is required to reach to multiple levels. Vertical reach heights range from 15.2 - 188 cm from floor level.</li> <li>Fluid storage - 109.2 cm (antifreeze, oil, windshield washer fluid).</li> <li>Steering wheel height 63.5 - 94 cm, positioned at an anterior tilt to the driver. Cabin door handle height 157.5 cm, landing gear - 88.9 - 139.7 cm, trailer pin - 116.8 cm, rotor gauge - 188 cm, connecting cable from trailer to truck - 76.2-142.2 cm, fuel tank cap - 94 cm, hood lock - 132.1 cm, rear door latch - 147.3 cm, grab bar - 139.7 - 188 cm, storage compartment - 129.5 cm, latches/locks trailer door - 14.9 - 167.6 cm, gear shifter - 66 cm, dash board controls - 61 - 81.3 cm, horn pull cord - 111.8 cm, radio - 134.6 cm, hose line - 53.3 cm, loading valves - 45.7 cm.</li> </ul>
	Extension (Behind)							Not Required.
	Lateral (Side)		✓				4	<ul style="list-style-type: none"> <li>Truck dashboard controls - 55.9 cm.</li> </ul>

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MOBILITY AND POSTURAL REQUIREMENTS	Frequency					Task #	Comments
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Elbow movements			✓			4	• Intermittent non-neutral elbow posture may be required e.g. pronation/supination to operate vehicle
Wrist movements			✓				• Intermittent non-neutral wrist postures may be required.
Gripping				✓		1,2,3,4,7	• Closed grip: carts, door handle, steering wheels, rear door latch, vehicle controls, belts, hoses, reservoir caps, etc. • Open grip: steering wheel, mobile device.
Pinching			✓			7	• Tip/palmar pinch: belts, hoses, paperwork, pen, small controls, shrink wrap, hood lock, oil dipstick etc.
Fine finger movements (e.g. keying)		✓				4,7	• Equipment controls, bay door, dock controls, electronic log mobile application.
Striking with hand		✓				2	• Using hammer to check air pressure in tires during pre/post trip inspection.
Foot action				✓		4	• 3.7 kg foot pedals while operating vehicle pedals (gas, brake, clutch with standard transmission). Horizontal distance from pedal to the front of the seat 48.3 cm. 6.8 kg load lock pedal.

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## ADDITIONAL CONCERNS AND DEMANDS

<b>Environmental Conditions</b>	✓	Hot		Adequate lighting
	✓	Cold	✓	Moving objects
	✓	Outdoor		Working at heights
	✓	Indoor		Slippery surface
		Dry		Congested area
		Humid		Sharp edges
	✓	Noise	✓	Fumes/vapours/gases
	✓	Vibration		Electromagnetic fields
		Glare		
<b>Cognitive Demands</b>	✓	Work under pressure (deadlines)		Influence people
	✓	Fast pace work		Confrontation situations
	✓	Deal with multiple tasks		Incentive/piece work
		Perform complex and varied tasks		Irregular hours
		Attain precise standards/attention to detail		Overtime
		Control of work pace	✓	Reading
		Direct control/plan of work	✓	Working alone
		Close supervision		Working in a group
	✓	Follow instructions		Travelling
<b>Sensory Demands</b>	✓	Hearing	✓	Spatial perception
		Speech		Tactile
		Colour vision	✓	Smell
	✓	Near vision		Taste
	✓	Far vision		