

ESSENTIAL FUNCTION JOB DESCRIPTION

THE ESSENTIAL FUNCTION JOB DESCRIPTION IS A CRITICAL PART OF HR BEST PRACTICES FOR MANAGING THE EMPLOYEE LIFE CYCLE AND AVOIDING LITIGATION.

Safety Solutions Job Task Analysis is key in the development of the job description for quantifying the Physical Demands (Essential Demands), Environmental Demands and Cognitive Demands in accordance with EEOC, OFCC and ADA compliancy and defensibility

The foundation documents at the core of your company's success are the concise descriptions of every position held by your employees. If the job description for each position is accurate and thorough, you are most likely to hire and retain the best employees, successfully manage their performance, and competently fulfill all compliance issues while minimizing exposure and litigation.

Essential Function Job Description is based on the answers to these questions...

Expectations for this Position?

How to Achieve? Tools? Equipment? Work Aides?

Physical and Mental Abilities Needed?

Measuring performance Expectation

Remedial Action when performance falls short?

There is not a more important step in the development, or improvement, of a productive organization than the formulation of Essential Function Job Descriptions. It sounds simple, and can be - with the Safety Solutions guidance.

SAFETY SOLUTIONS

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