

Job Task Analysis

Altius Group's Australia-wide team of physiotherapists, occupational therapists, psychologists and accredited exercise physiologists have extensive experience providing evidence based, industry best screening and consultation services to a broad range of employers.

A thorough Job Task Analysis is the cornerstone to a range of injury prevention and management strategies in the workplace. It can provide critical information for recruitment, performance management, rehabilitation and vocational redirection.

Our team uses a comprehensive Job Analysis tool that evaluates the physical and cognitive demands of the job and quantifies each element in a comprehensive and easy to use format.

Our Job Task Analysis Tools Cover:

- Task performance
- The functional requirements of a role
- Specific training opportunities relevant to persons engaged in that occupation
- Pre-employment screening

Job Task Analyses Benefit Organisations by:

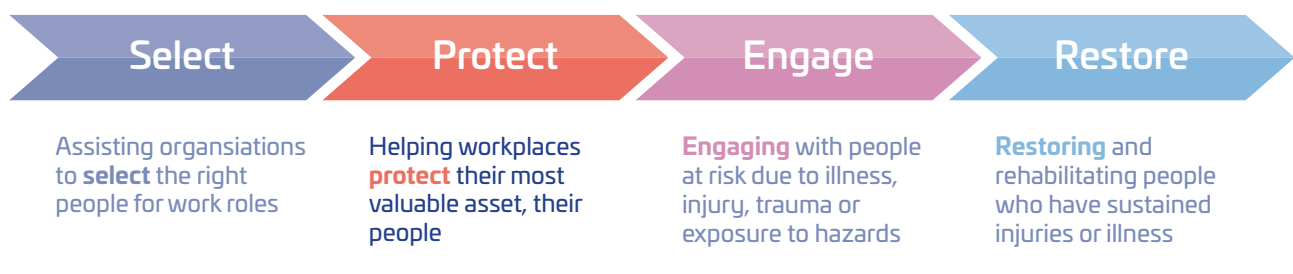
- Providing a **strong foundation** for human resources, work health and safety and return to work functions.
- Building employee confidence through **transparent and clear** role expectations and performance measures.
- **Improving recruitment** practice through clinically benchmarked pre-employment functional assessments (PEFAs).
- **Benchmarking** relevant skills and competencies.
- Supporting the management of workplace injuries, assisting **planning and communication** with all stakeholders.
- Enabling a **collaborative, empowering** approach to the return to work process by providing consistent and objective performance requirements.
- Identifying risk exposure allowing for task, personnel or equipment **modification**.
- Providing a basis for training, induction and development of new team members and for the development of a **suitable duties dictionary** to communicate and provide a safe return to work.

We Focus on Inherent Role Requirements

Our Job Task Analyses examine the genuine occupational demands of a role – both the cognitive and functional demands. Functional demands are the physical elements required of any occupation. They provide a direct indication of the minimal abilities required of an individual to safely, consistently and efficiently perform a task, elements of a job or a complete occupation.

Our Job Task Analysis methods ensure functional and cognitive demands form the core of the information required for informed pre-employment screening protocols. We make sure individuals selected for an occupation have the minimum cognitive and physical abilities to carry out the role without foreseeable risk of injury due to pre-existing limitations.

Altius Group has years of experience identifying barriers and implementing effective solutions. We have a solid understanding of how to engage with employees to build healthy teams of people and a productive, successful workforce. Industry based evidence and insight, conversations with our clients and our connections within the industry, enable us to stay ahead of emerging needs to deliver holistic support services to organisations across the lifecycle of their people's employment.



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Rehabilitation
Services
by Altius