

Name: ~~XXXXXXXXXXXXXXXXXXXX~~

Job Testing Requirements
Fit for Duty
Position: RN - ED

Medical Center of McKinney understands that an ergonomic job analysis must be completed in order to meet the requirements of the American's with Disability Act (ADA). One of the outcomes of the ergonomic job analysis is the determination of one or more job specific test that will either qualify or disqualify the post-offer employment (Fit for Duty) candidate for the position.

The company representative hereby acknowledges the following as valid job specific tests:

- Job Specific Test 1 Lift 80 lbs. from the floor & 24" to waist
- Job Specific Test 2 Hearing and Vision Test.
- Job Specific Test 3 Carry 40 lbs for 20'
- Job Specific Test 4 Able to stand and ambulate for long periods of time.
- Job Specific Test 5 Balancing, twisting, bending, stooping down, kneeling, squatting, crouching and walking.
- Job Specific Test 6 Able to push and pull 150 lbs. for 20'
- Job Specific Test 7 Able to reach overhead with objects up to 15 lbs.
- Job Specific Test 8 Check for manual dexterity and carpal tunnel.
- Job Specific Test 9 Able to ambulate up to 3 flights of stairs.

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|--|---------------------------------------|------|--------------|
| 1. Lift 80 lbs. from the floor & 24" to waist | <input checked="" type="radio"/> Pass | Fail | |
| 2. Hearing and Vision Test L: 20/100 R: 20/50 B: 20/30 | <input checked="" type="radio"/> Pass | Fail | Need glasses |
| 3. Carry 40 lbs for 20' | <input checked="" type="radio"/> Pass | Fail | |
| 4. Able to stand and ambulate for long periods of time. | <input checked="" type="radio"/> Pass | Fail | |
| 5. Balancing, twisting, bending, stooping down, kneeling, squatting, crouching and walking for 20' | <input checked="" type="radio"/> Pass | Fail | |
| 6. Push and pull 150 lbs. for 20' | <input checked="" type="radio"/> Pass | Fail | |
| 7. Able to reach overhead with objects up to 15 lbs. | <input checked="" type="radio"/> Pass | Fail | |
| 8. Check for manual dexterity and carpal tunnel. | <input checked="" type="radio"/> Pass | Fail | |
| 9. Able to ambulate up to 3 flights of stairs | <input checked="" type="radio"/> Pass | Fail | |

Sensory Requirements: Some tasks require visual, sound and depth perception, hearing and discrimination of written and oral communication ability. Able to assist others in heavy lifting. Be in good general health and emotional stability.

Environmental Factors: Working in a hospital type environment. Able to cope with mental and emotional stress. Performs tasks that involve exposure to blood, body fluids or tissue.

Signature and Date

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Based on job description.

Signature and Date (MD or NP)

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