

California Permanent Disability Ratings

Craig Andrew Lange
craig@pdratings.com

Impairment & Disability Rating Specialists
<http://www.pdratings.com/>

Luis Pérez-Cordero
luis@pdratings.com

Voice: (415) 861-4040 / Fax: (415) 276-3741

Occupational Groups Characteristics: Significance of 3 Digit Numbers

In Section III of the **Schedule for Rating Permanent Disabilities**, pg. 3-1, "Occupations & Group Numbers" you will find an alphabetical listing of occupations and their related three-digit group numbers with a corresponding industrial designation to distinguish it from other occupations having the same title but whose functions and activities differ.

The Schedule divides the labor market into 45 numbered occupational groups. Each group is assigned a three-digit code called an occupational group number. The first digit of the code refers to the arduousness of the duties, ranking jobs from 1 to 5 in ascending order of physical arduousness. The second digit separates occupations into broad categories sharing common characteristics. The third digit differentiates between occupations within these groups." 05PDRS, page 1-8

1st Digit - Arduousness Level

1. Very Light
2. Light
3. Medium
4. Heavy
5. Very Heavy

2nd Digit – Occupational Categories

1. Professional, Technical, Clerical
 2. Hand Intensive
 3. Machine Operations
 4. Attendants/Cleaners
 5. Driving
 6. Laborers, Material Handler
 7. Mechanics, Installers, Repairers, Servicers
 8. Construction
 9. Miscellaneous
-

3rd Digit – Essential Functions Variations within a Category

- **Example: Very light, professional, technical, clerical occupations: in groups 110, 111 and 112 have different keyboarding requirements.**

The correct group classification helps us determine the appropriate modifications for the AMA whole person Impairment standard have been adjusted for future earning capacity by the FEC Adjustment Tables on pages 2-6 and 2-7. The occupational group modification is done to reflect the impact of the particular physical demands of any given occupation for the regional or body impairment being rated.

If the occupation requires more than average use of the injured part, the rating is modified upward; if the part is relatively less important, the rating is decreased. In order to make this adjustment, the appropriate occupational group must be determined."

The group number is not based on a "title", but rather on the duties and functions performed within a given group classification. The group classification for a general type of occupation considers characteristics dealing with the level of arduousness, standing/sitting requirements, demands addressing functions of the upper and lower extremities, the spine, vision, hearing, etc. It generally considers the demands of the essential functions of the jobs.

→ **It is the 'essential functions' and activities of an occupation within a given industry that take precedent over the occupational title.**

A Job Analysis, A Job Description or Essential Functions Analysis is crucial in helping the evaluating physician identify work-related impairment factors; and helps other claims professionals with the determination of the proper occupational group number.

The Dictionary of Occupational Titles (DOT), compiled by the US Department of Labor, was used extensively in the preparation of the Schedule and will frequently be of assistance in determining the functions of various occupations." 97PDRS, pg 1-14. Weblink: <http://www.occupationalinfo.org/>

The Mechanics of Rating: Determining The Occupational Group Number

05PDRS, pg. 1-8: "To identify the appropriate occupational group number, look up the occupation in the list contained in Section 3A of the Schedule. Each job title is listed along with its corresponding group number. The appropriate occupation can generally be found listed under a scheduled or alternative job title. If the occupation cannot be found, an appropriate occupational group is determined by analogy to a listed occupation(s) based on a comparison of duties. The table Occupational Group Characteristics in Section 3C of the Schedule provides a description of each occupational group to facilitate the determination of a group number."

- The group number is based upon the duties and functions performed within a given group classification. It is not based upon a 'title'. The group classification for a general type of occupation considers characteristics dealing with the level of arduousness, standing/sitting requirements, demands addressing functions of the upper and lower extremities, the spine, vision, hearing, etc. When an occupation does not appear to be listed:
 - a. Look for a more commonly known title
 - b. Determine the basic functions and activities of that occupation
 - c. Relate it to a comparable scheduled occupation.

Occupational Group Chart - 05PDRS, pg. 3-27

2 nd Digit – Occupational Categories	1 st Digit - Arduousness Level				
	1 = Very Light	2 =Light	3 = Medium	4 = Heavy	5 = Very Heavy
1	Professional, Technical, Clerical	110-111-112 Case Worker Auditor Editor	210-211-212- 213-214 General. Clerks: Adm./Bank	310-311 Phys Therapist Chiropractor Psyche Technician.	
2	Hand Intensive	120 Drafter Cartoonist Semiconductor -Assembly	220-221 Dentist Microelectronic Tech. Surgeon	320-321-322 Die Maker Meter Repair Precision Assembly	420 Butcher Saddle Maker Hide Puller
3	Machine Operators, Tenders		230 Coil Winder Cutter, Machine Palletizer Operator.	330-331-332 Bend. Mach Operator. Cut-Off Saw Operator. Laminating Mach.	430 Boiler maker Metal Fabric. Welder-Arc
4	Cleaners, Attendants		240 Child Monitor Restroom Attendant Ticket Taker	340-341 Auto Washer Janitor, Nurses' Aide	
5	<u>Drivers</u>		250-251 Coin Machine - Collector Bus Driver	350-351 Truck Driver Tractor/Trailer Dump Truck	
6	Laborers, Material Handlers			360 Warehouse Wk. Crate Maker Material Expediter.	460 Baker's Aide Material Stacker Ramp Attendant
7	Mechanics, Installers, Repairers, Services			370 Mech. Tractor Precision Assembler Welder, Gas	470 Mech. Diesel Heavy Furniture. Assembler TV Technician
8	Construction Workers			380 Handy Person Electrician Carpenter, Const.	480-481-482 Bricklayer Carpenter/Rough Millwright
9	Miscellaneous		290 Beautician Barber Cosmetologist	390 Security Officer Counselor, Camp Aerobics Inst.	490-491-492 Farm Laborer Gardener Log Sorter
					560 Ambulance Attendant Furniture Mover Miner
					590 Athlete Jockey Dancer

The Mechanics of Rating: Determining The Occupational Variant Tables

05PDRS, pg. 19: Section 4 of the Schedule contains tables that cross reference impairment numbers and occupational group numbers to produce an "occupational variant," which is expressed as a letter. These tables are designed so that variant "F" represents average demands on the injured body part for the particular impairment being rated, with letters "E", "D" and "C" representing progressively lesser demands, and letters "G" through "J" reflecting progressively higher demands.

Consideration is given to the degree of seriousness of the effects of an objective impairment standard on the occupational group classification under consideration. Occupations are assigned a modifying letter, which reflects the level of seriousness of a particular injury upon that occupation.

The effects of an injury on any given occupation are not necessarily "standardized" as usually reflected by a Flat Rate Schedules, which can be used as the initiating component of a disability stream.

- A "Flat Rate Schedule" takes into consideration both the physical and functional impairment factors of an injury, depending on the organ or body systems being rated.
- Different occupations are affected differently by the residual disability or handicap resulting from an industrial injury
- "The theory is that for any particular disabling condition, in determining the percentages of permanent disability, account shall be taken of the nature of the physical injury or disfigurement, the occupation of the injured employee, and his or her age at the time of the injury, consideration being given to an employee's diminished future earning capacity." - 05PDRS Authority LC Section § 4660(a)

There Are Eight Alphabetical Modifiers Ranging From The Letter "C" to the letter "J"

- **"C" through "E"** Modifies the standard percentage of disability downward.
- **"F"** Defines the midpoint of the alphabetical modifiers.
- **"G" through "J"** Modifies the standard percentage of disability upwards.

"These tables are designated so that variant 'F' represents average demands for the particular disability being rated, with letters 'C' to 'E' representing progressively lesser demands, and letters 'G' through 'J' reflecting progressively higher demands."

Occupational Group Characteristics - 05PDRS, pages 3-29 to 3-37

Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 110 Professional Occupations</p> <ul style="list-style-type: none"> Some use of keyboards but less than 112 or 112; greater standing and walking demands than 112 and 120. Typical occupations: Lawyer, Loan Officer, Urban Planner 	<p>Spine C Shoulder C Elbow D Wrist D Finger motion F Grip D Leg D Psych J</p>
<p>Group 111 Professional & Clerical Occupations</p> <ul style="list-style-type: none"> Substantial use of keyboards; greater demands for standing and walking than 112 and 120. Typical occupations: Accountant, Claims Clerk, Reservations Agent 	<p>Spine C Shoulder D Elbow F Wrist G Finger motion G Grip E Leg D Psych I</p>
<p>Group 112 Mostly Clerical Occupations</p> <ul style="list-style-type: none"> Highest demand for use of keyboard; prolonged sitting. Typical occupations: Billing Clerk, Computer Keyboard Operator, Secretary 	<p>Spine D Shoulder D Elbow G Wrist H Finger motion I Grip E Leg C Psych I</p>
<p>Group 120 Most Technical Occupations</p> <ul style="list-style-type: none"> Precision work requiring skill and dexterity; use of hand tools; more sitting than 110 and 111. Typical occupations: Electrical drafter, Illustrator, Jeweler 	<p>Spine D Shoulder E Elbow G Wrist H Finger motion H Grip F Leg C Psych I</p>
<p>Group 210 Mostly Professional Occupations</p> <ul style="list-style-type: none"> Extensive speech and hearing; standing and sitting; may require driving to business locations; other physical demands at the lower end of the light category. Typical occupations: Actor, Announcer. Clergy member 	<p>Spine D Shoulder C Elbow D Wrist D Finger motion E Grip C Leg E Psych I</p>
<p>Group 211 Mostly Clerical Occupations</p> <ul style="list-style-type: none"> Emphasis on frequent fingering, handling, and possibly some keyboard work; spine and leg demands similar to 210. Typical occupations: Bank clerk, Inventory clerk, License clerk 	<p>Spine D Shoulder D Elbow F Wrist G Finger motion G Grip E Leg E Psych H</p>

Occupational Group Characteristics - 05PDRS, pages 3-29 to 3-37

Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 212 <u>Mostly Professional and Medical Occupations</u></p> <ul style="list-style-type: none"> Work predominantly performed indoors, but may require driving to locations of business; less use of hands than 211; slightly higher demands on spine than 210 & 211. <u>Typical occupations:</u> Chemist, Dialysis Technician, Secondary School Teacher 	<p>Spine E Shoulder E Elbow E Wrist F Finger motion F Grip E Leg E Psych J</p>
<p>Group 213 <u>Mostly Professional Occupations</u></p> <ul style="list-style-type: none"> Work performed indoors and outdoors; occasional climbing and uneven ground required, therefore spine and legs have slightly higher variants for this strength level. <u>Typical occupations:</u> Airplane Inspector, Meter Reader, Property Manager 	<p>Spine F Shoulder E Elbow E Wrist E Finger motion F Grip E Leg F Psych I</p>
<p>Group 214 <u>Clerical (physically active) Occupations; Educators, & Retail Sales Occupations</u></p> <ul style="list-style-type: none"> Very high demand for speech, hearing and vision; High demand for fingering and handling; spine and Leg demands at highest level for 200 series. <u>Typical occupations:</u> Auto Shop Estimator, Elementary School Teacher, Retail Sales Clerk 	<p>Spine F Shoulder F Elbow F Wrist G Finger motion G Grip F Leg F Psych I</p>
<p>Group 220 <u>Fine precision Occupations in medical, electronic and optical industries</u></p> <ul style="list-style-type: none"> Very high demands for vision; high demands for hand activity – use of hand tools; highest variants in this strength category for fingering and arm Disabilities. <u>Typical occupations:</u> Dental Hygienist, Instrument Maker & Repairer, Surgeon 	<p>Spine E Shoulder F Elbow G Wrist H Finger motion H Grip F Leg E Psych J</p>
Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 221 <u>Light Assembly Occupations, Food Preparation Occupations</u></p> <ul style="list-style-type: none"> Vision important; repetitive fingering and use of hand tools; similar to 220 for all parts of body except for wrist and finger motion which is one variant lower. <u>Typical occupations:</u> Assembler, small products Inspector, electronics Produce Sorter 	<p>Spine E Shoulder F Elbow G Wrist G Finger motion G Grip F Leg E Psych F</p>
<p>Group 230 <u>Machine Operator and Tenders</u></p> <ul style="list-style-type: none"> Average demands for this strength level on spine and legs; hand activities are most significant. <u>Typical occupations:</u> Bottle Packer, Circular Saw Operator, Offset Press Operator 	<p>Spine E Shoulder F Elbow F Wrist F Finger motion G Grip G Leg E Psych F</p>

Occupational Group Characteristics - 05PDRS, pages 3-29 to 3-37

<p>Group 240 <u>Mostly Attendants (providing services)</u></p> <ul style="list-style-type: none"> Minimal hand activities; low on arm activities; average for 200 series on spine and legs. <u>Typical occupations:</u> Host/Hostess, Parking Lot Attendant, booth, Weight Reduction Specialist 	<p>Spine E Shoulder D Elbow E Wrist E Finger motion E Grip D Leg E Psych G</p>
<p>Group 250 <u>Public Transportation Drivers & Light Delivery Drivers</u></p> <ul style="list-style-type: none"> Operates light automotive equipment over public thoroughfares; vision, hearing and other head disabilities important; highest variants for spine and leg activities in 200 series (along with 213 & 214); grip demands similar to 251. <u>Typical occupations:</u> Parking Enforcement Officer, Subway Car Operator, Taxi Driver 	<p>Spine F Shoulder F Elbow G Wrist F Finger motion F Grip F Leg F Psych H</p>
<p>Occupational Group Characteristics</p>	<p>Disability & Weighted Occupational Variant</p>
<p>Group 251 <u>Outside Sales, Inspectors, & Business Agents (performing extensive driving to reach business locations)</u></p> <ul style="list-style-type: none"> Work requires extensive driving of light automotive equipment over public thoroughfares to reach business locations; vision, hearing and other head disabilities important; average demand for spine and leg activities for this strength level; arms are one variant lower than 250. <u>Typical occupations:</u> Food & Drug Inspector, Real Estate Agent. Sales, Rep. sporting goods 	<p>Spine E Shoulder D Elbow F Wrist E Finger motion F Grip F Leg E Psych I</p>
<p>Group 290 <u>Personal Attendants</u></p> <ul style="list-style-type: none"> Vision important; cosmetic appearance important; arms variants at high end for 200 series. <u>Typical occupations:</u> Hair Stylist, Cosmetologist, Barber 	<p>Spine E Shoulder G Elbow G Wrist H Finger motion G Grip F Leg E Psych H</p>
<p>Group 310 <u>Medical Occupations</u></p> <ul style="list-style-type: none"> Low end of 300 series for most parts of body; head disabilities, including speech, hearing, PTHS are highest in 300 series. <u>Typical occupations:</u> Acupressurist, MRI Technologist, X-ray Technologist 	<p>Spine F Shoulder F Elbow F Wrist F Finger motion F Grip F Leg F Psych I</p>

<p>Group 311 <u>Mostly Medical Occupations</u></p> <ul style="list-style-type: none"> Medical treatments performed result in higher spine demands; head disabilities are at the highest levels. <u>Typical occupations:</u> Masseur/Masseuse Nurse – LVN, Psychiatric Technician 	<table> <tr><td>Spine</td><td>G</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>G</td></tr> <tr><td>Finger motion</td><td>G</td></tr> <tr><td>Grip</td><td>F</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>J</td></tr> </table>	Spine	G	Shoulder	F	Elbow	G	Wrist	G	Finger motion	G	Grip	F	Leg	F	Psych	J
Spine	G																
Shoulder	F																
Elbow	G																
Wrist	G																
Finger motion	G																
Grip	F																
Leg	F																
Psych	J																
<p>Occupational Group Characteristics</p>	<p>Disability & Weighted Occupational Variant</p>																
<p>Group 320 <u>Assemblers</u></p> <ul style="list-style-type: none"> Precision work requiring use of hand tools; highest arm variants for the 320 series; lower end variants for 300 series for spine & leg (same as 321 & 322); highest head variants in 320 series. <u>Typical occupations:</u> Machinist, Office Machine Servicer, Television & Radio Repairer 	<table> <tr><td>Spine</td><td>F</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>H</td></tr> <tr><td>Wrist</td><td>I</td></tr> <tr><td>Finger motion</td><td>H</td></tr> <tr><td>Grip</td><td>H</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>H</td></tr> </table>	Spine	F	Shoulder	F	Elbow	H	Wrist	I	Finger motion	H	Grip	H	Leg	F	Psych	H
Spine	F																
Shoulder	F																
Elbow	H																
Wrist	I																
Finger motion	H																
Grip	H																
Leg	F																
Psych	H																
<p>Group 321 <u>Assemblers</u></p> <ul style="list-style-type: none"> Use of hand tools required; precision requirements less than 320 – arm variants slightly lower; same demand on spine and legs as 320 & 322. <u>Typical occupations:</u> Furniture Assembler, Garment Cutter, machine Painter, spray gun 	<table> <tr><td>Spine</td><td>F</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>H</td></tr> <tr><td>Finger motion</td><td>G</td></tr> <tr><td>Grip</td><td>G</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>F</td></tr> </table>	Spine	F	Shoulder	F	Elbow	G	Wrist	H	Finger motion	G	Grip	G	Leg	F	Psych	F
Spine	F																
Shoulder	F																
Elbow	G																
Wrist	H																
Finger motion	G																
Grip	G																
Leg	F																
Psych	F																
<p>Group 322 <u>Food Preparation and Service Occupations</u></p> <ul style="list-style-type: none"> Least precise work in 320 series – arm variants the lowest; spine & legs same as 320 & 321 <u>Typical occupations:</u> Airline Flight Attendant, Cook, Waiter/Waitress 	<table> <tr><td>Spine</td><td>F</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>G</td></tr> <tr><td>Finger motion</td><td>G</td></tr> <tr><td>Grip</td><td>G</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>G</td></tr> </table>	Spine	F	Shoulder	F	Elbow	G	Wrist	G	Finger motion	G	Grip	G	Leg	F	Psych	G
Spine	F																
Shoulder	F																
Elbow	G																
Wrist	G																
Finger motion	G																
Grip	G																
Leg	F																
Psych	G																
<p>Group 330 <u>Press Operators, Sawyers, etc.</u></p> <ul style="list-style-type: none"> Most demanding on arms of machine operations series (330s); spine and legs at lower end for 300 series, & same as 331 & 322. <u>Typical occupations:</u> Blister Machine Operator, Power Press Tender, Tubular Furniture Maker 	<table> <tr><td>Spine</td><td>F</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>F</td></tr> <tr><td>Finger motion</td><td>G</td></tr> <tr><td>Grip</td><td>G</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>F</td></tr> </table>	Spine	F	Shoulder	F	Elbow	G	Wrist	F	Finger motion	G	Grip	G	Leg	F	Psych	F
Spine	F																
Shoulder	F																
Elbow	G																
Wrist	F																
Finger motion	G																
Grip	G																
Leg	F																
Psych	F																
<p>Group 331 <u>Machine Tending & Processing</u></p> <ul style="list-style-type: none"> Observation and control of machinery; occasional stooping required; mechanical adjustments performed; variants similar to 332. <u>Typical occupations:</u> Coating Machine Op, Mixing Machine Op, food prep; Washer, machine 	<table> <tr><td>Spine</td><td>F</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>F</td></tr> <tr><td>Wrist</td><td>F</td></tr> <tr><td>Finger motion</td><td>F</td></tr> <tr><td>Grip</td><td>F</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>F</td></tr> </table>	Spine	F	Shoulder	F	Elbow	F	Wrist	F	Finger motion	F	Grip	F	Leg	F	Psych	F
Spine	F																
Shoulder	F																
Elbow	F																
Wrist	F																
Finger motion	F																
Grip	F																
Leg	F																
Psych	F																

Occupational Group Characteristics	Disability & Weighted Occupational Variant																
<p>Group 332 <u>Observation of Large Stationary Equipment</u></p> <ul style="list-style-type: none"> Work performed in a plant or other large facility, some mechanical adjustments of machinery performed lowest variants for 300 series for most parts of body. <u>Typical occupations:</u> Brewery Cellar Worker, Power Reactor Operator, Stationary Engineer 	<table border="0"> <tr><td>Spine</td><td>F</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>F</td></tr> <tr><td>Wrist</td><td>E</td></tr> <tr><td>Finger motion</td><td>F</td></tr> <tr><td>Grip</td><td>F</td></tr> <tr><td>Leg</td><td>F</td></tr> <tr><td>Psych</td><td>G</td></tr> </table>	Spine	F	Shoulder	F	Elbow	F	Wrist	E	Finger motion	F	Grip	F	Leg	F	Psych	G
Spine	F																
Shoulder	F																
Elbow	F																
Wrist	E																
Finger motion	F																
Grip	F																
Leg	F																
Psych	G																
<p>Group 340 <u>Mostly Cleaners</u></p> <ul style="list-style-type: none"> Work involves cleaning equipment and/or buildings; operation of cleaning devices, some lifting, some climbing, lowest variants for head disabilities of 300 series; lower end of 300 series for arms; highest demands are for spine & leg activities <u>Typical occupations:</u> ∴ Auto Washer & Polisher, Janitor, Nurse Aide 	<table border="0"> <tr><td>Spine</td><td>G</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>F</td></tr> <tr><td>Finger motion</td><td>F</td></tr> <tr><td>Grip</td><td>F</td></tr> <tr><td>Leg</td><td>G</td></tr> <tr><td>Psych</td><td>D</td></tr> </table>	Spine	G	Shoulder	F	Elbow	G	Wrist	F	Finger motion	F	Grip	F	Leg	G	Psych	D
Spine	G																
Shoulder	F																
Elbow	G																
Wrist	F																
Finger motion	F																
Grip	F																
Leg	G																
Psych	D																
<p>Group 341 <u>Cleaners (working at high levels)</u></p> <ul style="list-style-type: none"> Work generally performed at high levels – higher end of 300 series for spine & legs; average demands on arms. <u>Typical occupations:</u> Aircraft Service Attendant, Sign Poster, Window Cleaner 	<table border="0"> <tr><td>Spine</td><td>G</td></tr> <tr><td>Shoulder</td><td>G</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>F</td></tr> <tr><td>Finger motion</td><td>F</td></tr> <tr><td>Grip</td><td>F</td></tr> <tr><td>Leg</td><td>G</td></tr> <tr><td>Psych</td><td>D</td></tr> </table>	Spine	G	Shoulder	G	Elbow	G	Wrist	F	Finger motion	F	Grip	F	Leg	G	Psych	D
Spine	G																
Shoulder	G																
Elbow	G																
Wrist	F																
Finger motion	F																
Grip	F																
Leg	G																
Psych	D																
<p>Group 350 <u>Truck Drivers</u></p> <ul style="list-style-type: none"> Operate heavy vehicle over public thoroughfares; may do some loading of materials, may tie down loads, may hook up hoses, etc., and performs related duties; head disabilities highest in 300 series. <u>Typical occupations:</u> Armored Car Driver, Lunch Truck Driver, Truck Driver 	<table border="0"> <tr><td>Spine</td><td>G</td></tr> <tr><td>Shoulder</td><td>F</td></tr> <tr><td>Elbow</td><td>H</td></tr> <tr><td>Wrist</td><td>F</td></tr> <tr><td>Finger motion</td><td>G</td></tr> <tr><td>Grip</td><td>G</td></tr> <tr><td>Leg</td><td>G</td></tr> <tr><td>Psych</td><td>H</td></tr> </table>	Spine	G	Shoulder	F	Elbow	H	Wrist	F	Finger motion	G	Grip	G	Leg	G	Psych	H
Spine	G																
Shoulder	F																
Elbow	H																
Wrist	F																
Finger motion	G																
Grip	G																
Leg	G																
Psych	H																
<p>Group 351 <u>Heavy Equipment Operators</u></p> <ul style="list-style-type: none"> Operates heavy construction equipment at work sites; arm demands at lower end of 300 series; spine & leg demands at higher end of 300 series. <u>Typical occupations:</u> Crane Operator, Forklift Operator, Snowplow Operator 	<table border="0"> <tr><td>Spine</td><td>G</td></tr> <tr><td>Shoulder</td><td>G</td></tr> <tr><td>Elbow</td><td>H</td></tr> <tr><td>Wrist</td><td>G</td></tr> <tr><td>Finger motion</td><td>G</td></tr> <tr><td>Grip</td><td>G</td></tr> <tr><td>Leg</td><td>G</td></tr> <tr><td>Psych</td><td>G</td></tr> </table>	Spine	G	Shoulder	G	Elbow	H	Wrist	G	Finger motion	G	Grip	G	Leg	G	Psych	G
Spine	G																
Shoulder	G																
Elbow	H																
Wrist	G																
Finger motion	G																
Grip	G																
Leg	G																
Psych	G																
<p>Group 360 <u>Porters, Packers</u></p> <ul style="list-style-type: none"> Significant lifting and carrying required; significant walking required; may occasionally climb at low levels; variants are “G” for most parts of body; head disabilities are mostly “F” or lower. <u>Typical occupations:</u> Clerk, Shipping; Conveyor Tender; Warehouse worker 	<table border="0"> <tr><td>Spine</td><td>G</td></tr> <tr><td>Shoulder</td><td>G</td></tr> <tr><td>Elbow</td><td>G</td></tr> <tr><td>Wrist</td><td>F</td></tr> <tr><td>Finger motion</td><td>F</td></tr> <tr><td>Grip</td><td>G</td></tr> <tr><td>Leg</td><td>G</td></tr> <tr><td>Psych</td><td>E</td></tr> </table>	Spine	G	Shoulder	G	Elbow	G	Wrist	F	Finger motion	F	Grip	G	Leg	G	Psych	E
Spine	G																
Shoulder	G																
Elbow	G																
Wrist	F																
Finger motion	F																
Grip	G																
Leg	G																
Psych	E																

Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 370 <u>Mechanical Assembly, Installation, Repairers</u></p> <ul style="list-style-type: none"> Mechanical work on automobiles, machinery and other equipment, requiring a combination of some skill and significant physical effort; highest variants in 300 series for arm and head disabilities <u>Typical occupations:</u> Automobile Accessories Installer; Mechanic, automobile; Welder, Combo 	<p>Spine G Shoulder G Elbow I Wrist J Finger motion H Grip H Leg G Psych H</p>
<p>Group 380 <u>Skilled Construction Work</u></p> <ul style="list-style-type: none"> Work requires construction of buildings or large structure; strenuous demands on arms, legs & spine result in highest variants in 300 series; significant climbing required. <u>Typical occupations:</u> Burglar Alarm, Carpenter Electrician 	<p>Spine H Shoulder H Elbow I Wrist J Finger motion H Grip H Leg I Psych H</p>
Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 390 <u>Security Officers, Coaches</u></p> <ul style="list-style-type: none"> Inside and outside work requiring significant walking, some uneven ground, and climbing –leg demands are most significant aspect of duties; work may be high risk but not necessarily highly physical; demands for arms & spine are at middle of 300 series. <u>Typical occupations:</u> Bodyguard, Instructor, Physical education, Security Officer 	<p>Spine G Shoulder G Elbow G Wrist G Finger motion G Grip G Leg H Psych H</p>
<p>Group 420 <u>Meat Processing +</u></p> <ul style="list-style-type: none"> Heavy demands placed on arms; spine demand similar to most in 400 series; leg demands lowest in 400 series. <u>Typical occupations:</u> Baker, Butcher, Glass Cutter 	<p>Spine H Shoulder G Elbow H Wrist I Finger motion G Grip H Leg G Psych F</p>
<p>Group 430 <u>Machine-assisted Metal Shaping</u></p> <ul style="list-style-type: none"> Heavy demands on spine & legs in lifting & carrying; work performed at ground level; requires use of heavy hand tools or force with arms. <u>Typical occupations:</u> Boilermaker, Power Brake Operator, Shear Operator 	<p>Spine H Shoulder H Elbow I Wrist H Finger motion H Grip H Leg H Psych G</p>
<p>Group 460 <u>Material Handlers & Machine Loaders & Unloaders</u></p> <ul style="list-style-type: none"> Strenuous demands on spine & legs for lifting and carrying heavy objects; lowest demand for specialized arm activities in 400 series. <u>Typical occupations:</u> Baggage Handler, Chain Off bearer, Laborer, general 	<p>Spine H Shoulder G Elbow G Wrist G Finger motion F Grip G Leg H Psych E</p>

Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 470 <u>Installers & Repairers</u></p> <ul style="list-style-type: none"> Strenuous demands on all parts of body – variants are at the higher end of the 400 series. Typical occupations: Household Appliance Installer, Maintenance Mechanic, Television Technician 	<p>Spine H Shoulder H Elbow I Wrist J Finger motion H Grip H Leg H Psych H</p>
<p>Group 480 <u>Construction Helpers, Oil Field Workers & Some Skilled Construction Workers</u></p> <ul style="list-style-type: none"> Heavy laboring work at construction sites or other work sites; very strenuous use of spine for lifting and exerting force; heavy demands on arms (similar to 492); leg requirements lower than for 481 & 492. Typical occupations: Carpenter Helper; Laborer, construction; Roughneck 	<p>Spine I Shoulder H Elbow H Wrist G Finger motion G Grip G Leg H Psych E</p>
<p>Group 481 <u>Skilled Construction Workers</u></p> <ul style="list-style-type: none"> Work requires construction of buildings or large structures; skilled work performed at various levels, with significant demands for climbing, but lower demands on legs than 482; strenuous use of arms (same as 470). Typical occupations: Cable Television Installer, Millwright, Pipe Fitter 	<p>Spine I Shoulder H Elbow I Wrist J Finger motion H Grip H Leg I Psych H</p>
<p>Group 482 <u>Skilled Construction Workers</u></p> <ul style="list-style-type: none"> Construction and maintenance work performed at high and dangerous levels – balance required; demands on spine & legs similar to 590; very strenuous use of arms. Typical occupations: Bridge Maintenance Worker, Grip (movie industry), Tree Trimmer 	<p>Spine J Shoulder I Elbow J Wrist J Finger motion I Grip J Leg J Psych I</p>
Occupational Group Characteristics	Disability & Weighted Occupational Variant
<p>Group 490 <u>Mostly Sworn Officers – Police & Fire</u> (Legal presumptions applies)</p> <ul style="list-style-type: none"> Workers called upon to perform demanding activities in unpredictable and dangerous circumstances; significant demands on all parts of body. Typical occupations: Fire Fighter, Paramedic. Police Officer 	<p>Spine I Shoulder I Elbow I Wrist H Finger motion H Grip I Leg I Psych J</p>

<p>Group 491 <u>Agricultural & Livestock Workers</u></p> <ul style="list-style-type: none"> • Work requires tending the land and/or caring for animals; physical demands & variants similar to 460 but slightly lower in mental demands. • <u>Typical occupations:</u> Dog Catcher; Farmer, General; Gardener 	<p>Spine H Shoulder G Elbow G Wrist G Finger motion F Grip G Leg H Psych D</p>
<p>Group 492 <u>Logging & Fishing Occupations</u></p> <ul style="list-style-type: none"> • Very physical work performed outside; high demand on spine & legs for balancing, working on rugged terrain, and climbing; arm and other variants similar to 560. • <u>Typical occupations:</u> Buckler, Logger, all-round 	<p>Spine I Shoulder H Elbow H Wrist H Finger motion G Grip H Leg I Psych E</p>
<p>Group 493 <u>Mostly Professional Athletes</u></p> <ul style="list-style-type: none"> • Substantial athletic performance required but less arduous than Group 590. • <u>Typical occupations:</u> Bowler, professional, Ski instructor, Aerobic instructor 	<p>Spine H Shoulder H Elbow H Wrist H Finger motion G Grip H Leg I Psych H</p>
<p>Group 560 <u>Mostly Material Handlers</u></p> <ul style="list-style-type: none"> • Requires lifting of large and/or very heavy objects or exerting very significant force – very strenuous demands placed on spine & legs. • <u>Typical occupations:</u> Ambulance Attendant; Furniture Mover; Garbage Collector, manual 	<p>Spine J Shoulder H Elbow H Wrist H Finger motion G Grip H Leg I Psych D</p>
<p>Group 590 <u>Mostly Professional Athletes</u></p> <ul style="list-style-type: none"> • Peak athletic performance requiring whole body strength with specialized training and skills; highest variants for all parts of the body. • <u>Typical occupations:</u> Athlete, professional; Stunt Performer 	<p>Spine J Shoulder J Elbow J Wrist J Finger motion I Grip J Leg J Psych I</p>

Luis Pérez-Cordero & Craig Andrew Lange

Certified, AMA Guides Impairment & California Disability Rating Specialists
American College of Disability Medicine & Board of Independent Medical Examiners

Thursday, April 05, 2012