
Occupational Groups Characteristics: Significance of 3 Digits Numbers

In Section III pg. 3-1 of the **California Schedule for Rating Permanent Disabilities (05PDRS)**, "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, Servicicers
8. Construction
9. Miscellaneous

3rd Digit – Essential Functions Variations within a Category

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

The occupational group modification is done to reflect the impact of the particular physical demands of any given occupation on 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 based, not upon a "title", but rather, upon 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 general it 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, Job Description or Essential Job Functions Analysis is crucial in helping identify the essential functions of the job and other work related functional factors helpful in the proper determination of the 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. Web link: <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.)"

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 - Look for a more commonly known title
 - Determine the basic functions and activities of that occupation
 - 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	Drivers		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	560 Ambulance Attendant Furniture Mover Miner
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	590 Athlete Jockey Dancer

The Mechanics of Rating: Determining The Occupational Variant Tables For Injury dates 01/01/2005 to 2017

05PDRS, pg. 19: Section 4 of the Permanent Disability Rating Schedule (PDRS) 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 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

<p>Group 240 Mostly Attendants (providing services)</p> <ul style="list-style-type: none"> Minimal hand activities; low on arm activities; average for 200 series on spine and legs. Typical occupations: 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 Public Transportation Drivers & Light Delivery Drivers</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. Typical occupations: 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 Outside Sales, Inspectors, & Business Agents (performing extensive driving to reach business locations)</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. Typical occupations: 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 Personal Attendants</p> <ul style="list-style-type: none"> Vision important; cosmetic appearance important; arms variants at high end for 200 series. Typical occupations: 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 Medical Occupations</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. Typical occupations: 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 Mostly Medical Occupations</p> <ul style="list-style-type: none"> Medical treatments performed result in higher spine demands; head disabilities are at the highest levels. Typical occupations: 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
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<p>Group 320 Assemblers</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. Typical occupations: 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
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<p>Group 321 Assemblers</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. Typical occupations: 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
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<p>Group 322 Food Preparation and Service Occupations</p> <ul style="list-style-type: none"> Least precise work in 320 series – arm variants the lowest; spine & legs same as 320 & 321 Typical occupations: 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
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<p>Group 330 Press Operators, Sawyers, etc.</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. Typical occupations: 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
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<p>Group 331 Machine Tending & Processing</p> <ul style="list-style-type: none"> Observation and control of machinery; occasional stooping required; mechanical adjustments performed; variants similar to 332. Typical occupations: 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
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<p>Group 491 Agricultural & Livestock Workers</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. • Typical occupations: 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 Logging & Fishing Occupations</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. • Typical occupations: 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 560 Mostly Material Handlers</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. • Typical occupations: 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 Mostly Professional Athletes</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. • Typical occupations: Athlete, professional; Stunt Performer 	<p>Spine J Shoulder J Elbow J Wrist J Finger motion I Grip J Leg J Psych I</p>

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