

The Item Limits Decision Rule

The item limits decision rule builds on [item limits](#), which showed an example of setting an item limit of 1.7 on Item #108, Sitting. This is to explain the effect on the WRQ report of setting an item limit.

The item limits decision rule is a “greater than” rule. The numerical value of the limit states that the individual can perform that value as a maximum and no more. By setting a limit of 1.7 on Item #108 jobs with PAQ ratings ≥ 1.8 on #108 appear below (showing only a few of the obs that were actually listed).

Jobs with Requirements in Excess of Item Limits

This is a list of jobs with requirements that exceed item limits. Each job is listed by Dictionary of Occupational Titles code and Job Title. The number just to the right of the job title represents the number of job elements that exceeded item limits. Further to the right are pairs of numbers that represent item numbers (Item) and the sizes of differences (Dif) between item limits and job characteristics (expressed in rating scale points or decimal fractions of a point). Jobs on this list may be appropriate for this individual when differences are small or when reasonable accommodation can be made.

DOT Code	Job Title	Num	1st	2nd	3rd	4th	5th	Ran			
		Limits	Item	Dif	Item	Dif	Item	Dif	Item	Dif	Ran
209.687-026	Mail Clerk	1	108	0.2	0	0	0	0	0	0	138
222.687-038	Tooth Clerk	1	108	0.3	0	0	0	0	0	0	134
559.685-058	Effervescent-Salts Compounder	1	108	0.4	0	0	0	0	0	0	106
211.362-018	Teller	1	108	0.5	0	0	0	0	0	0	64
222.387-050	Shipping And Receiving Clerk	1	108	0.5	0	0	0	0	0	0	114
229.587-014	Quality-Control Clerk	1	108	0.5	0	0	0	0	0	0	89
239.367-014	Dispatcher, Maintenance Service	1	108	0.6	0	0	0	0	0	0	96
213.382-010	Computer Peripheral Equipment Operator	1	108	0.6	0	0	0	0	0	0	131
295.367-022	Safe-Deposit-Box Rental Clerk	1	108	0.6	0	0	0	0	0	0	69
211.482-014	Food Checker	1	108	0.6	0	0	0	0	0	0	107
206.387-010	Classification Clerk	1	108	0.8	0	0	0	0	0	0	132
245.362-010	Medical-Record Clerk	1	108	0.8	0	0	0	0	0	0	103
222.367-054	Property Clerk	1	108	0.8	0	0	0	0	0	0	130
222.367-042	Parts Clerk	1	108	0.9	0	0	0	0	0	0	50
213.362-010	Computer Operator	1	108	0.9	0	0	0	0	0	0	122
249.367-046	Library Assistant	1	108	0.9	0	0	0	0	0	0	94
206.387-034	File Clerk I	1	108	1	0	0	0	0	0	0	76
205.362-018	Hospital-Admitting Clerk	1	108	1	0	0	0	0	0	0	117
221.167-014	Material Coordinator	1	108	1	0	0	0	0	0	0	112

On the first job, Mail Clerk, **Num Limits** is 1 because we set a limit on only one item, #108.

The **1st Item** is #108, which we know is Sitting. The **1st Item Dif** is 0.2, which shows that the Mail Clerk requires sitting 0.2 of a rating scale point more than the 1.7 limit.

We can test the operation of the “greater than” rule by checking the job analysis rating on #108 in the Mail Clerk job. We find it to be $= 1.9 = 1.7$ (the item limit) $+ 0.2$ (the **1st Item Dif**).

As many job elements can be limited as necessary, depending upon the extent or scope of how the person’s disability decreases performance potential on specific job elements. The report provides space to report **Item Difs** on the first five items limited.

Item Difs are summed across rows, i.e., for each job. Jobs with the smallest sum of **Item Difs** float to the top of the list. Jobs listed further down on the list have a larger sum of **Item Difs** than jobs that are higher on the list. In this example, notice that the **1st Item Dif** is 0.2, and the next **Item Difs** are 0.3, 0.4, 0.5 and so on.

See [how to read a report](#).