

### Physical Demand Matrix

<b>Role</b>	Early Childhood Educator
-------------	--------------------------

Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing						✓	A significant proportion of the working day is spent standing. During these tasks, standing is constant.
Sitting				✓	✓		Occasional to frequent sitting would occur during the performance of daily duties including some being required to sit on: <ul style="list-style-type: none"> <li>• Ergonomic office task chair while completing administrative duties</li> <li>• Children's furniture whilst interacting with children,</li> <li>• Adult sized chairs when it is not critical to be at the child's level</li> <li>• Floor</li> </ul> Educators tend to assume acute angles at the hips and knees
Forward Reaching					✓		Frequent and repetitive horizontal reaching required for tasks such as: <ul style="list-style-type: none"> <li>• Changing soiled nappies and dirty clothing</li> <li>• Whilst pushing/pulling trolley</li> <li>• Loading and unloading dishwasher</li> <li>• Obtaining items stored on shelves</li> </ul>
Neck flexion / extension / rotation						✓	Constant / repetitive neck movements required whilst completing all tasks. Educators would be required to maintain eye contact with all children and infants whilst they are engaging in activities on the floor/ground
Reaching above shoulder height			✓				Intermittent requirement to reach above shoulder height to store and remove items from overhead shelves
Stooping & bending forward from standing position						✓	Constant requirement to stoop and bend from standing position when: <ul style="list-style-type: none"> <li>• Lifting infants/children</li> <li>• Moving furniture</li> <li>• Packing/unpacking toys</li> <li>• Placing or lifting children into cots</li> </ul>
Kneeling / squatting					✓		Frequent requirement to kneel / squat whilst playing and interacting with children and infants at ground level
Trunk rotation					✓		Frequent trunk rotation required whilst completing all listed tasks

<b>Mobility</b>							
Climbing step / platform		✓					Rare requirement to climb steps / platforms to place or remove items from overhead storage
Walking						✓	Constant requirement to walk whilst completing all listed tasks. This includes indoor and outdoor surfaces.
Walking over uneven surfaces					✓		Frequent requirement to walk on uneven surfaces when outdoors. Note: constant requirement to walk on surfaces containing obstacles indoors and outdoors
Ladder climbing		✓					Rare ladder climbing required to place boxes and items in overhead storage (see Image 5)

### Manual Handling

Unilateral lifting					✓		Frequent lifting of all equipment using one upper limb
Bilateral carrying					✓		Frequent requirement to lift and carry items using both upper limbs. This includes: <ul style="list-style-type: none"> <li>• Equipment</li> <li>• Furniture</li> <li>• Outdoor toys</li> <li>• Infants/ children</li> </ul>
Lifting with weight away from body <10kg			✓				Occasional requirement to lift <10kg away from body which includes infants, sleeping mats and children's toys and equipment
Lifting with weight away from body >10kg	✓						Lifting >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor					✓		Frequent lowering a vertical distance >25cm from waist to floor. This includes: <ul style="list-style-type: none"> <li>• Infants/children, particularly from change tables to floor, into cots</li> <li>• Toys and equipment</li> </ul>
Lifting a vertical distance > 25cm from waist to shoulder height				✓			Occasional requirement to lift from waist to shoulder height. This includes items which are stored at higher levels on shelves
Lifting 0kg - 4.5kg					✓		Frequent lifting of items weighing 0-4.5kg. This extends to toys, equipment and books
Lifting 4.5kg - 9kg					✓		Frequent lifting of items weighing 4.5-9kg. This extends to infants, toys, equipment and indoor and outdoor furniture and play equipment
Lifting 9kg - 22kg				✓			Occasional requirement to lift 9-22kg. This extends to children, furniture and equipment
Lifting 22kg - 45kg	✓						Lifting 22-45kg not required
Lifting 45kg+	✓						Lifting >45kg not required
Handling unstable objects					✓		Frequent handling of unstable objects. This would extend to infants and children whilst: <ul style="list-style-type: none"> <li>• Changing</li> <li>• Playing / interacting</li> <li>• Lifting / carrying whilst they throw tantrums</li> </ul>
Carrying					✓		Frequent carrying required of infants/children and all listed equipment
Pushing / pulling				✓			Occasional requirement to push and pull items. This extends to: <ul style="list-style-type: none"> <li>• Outside equipment trolley</li> <li>• Food trolley</li> <li>• Linen trolley</li> </ul>
Sustained/repetitive hand grip						✓	<ul style="list-style-type: none"> <li>• Constant requirement to sustain hand grip whilst completing all tasks</li> </ul>
Tool use	✓						Tool use not required
Exposure to vibration	✓						Exposure to vibration not required

### Psychosocial Demands

Personal	Concentration	✓	High levels of concentration required, particularly whilst attending and interacting with children / infants
	Patience	✓	Early Childhood Educators are required to exercise high levels of patience whilst attending to all tasks
	Emotional stability	✓	Early Childhood Educators are required to have a developed emotional stability whilst completing all tasks
	Judgement	✓	Early Childhood Educators are required to exercise good judgement whilst completing all aspects of the role

	Reasoning	✓	Early Childhood Educators are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation	-	Early Childhood Educators do not work in isolation
	Autonomy	✓	Early Childhood Educators are able to utilise autonomy with respect to the processes in which they complete a task (whilst performing the task in accordance with Council guidelines), however they have no autonomy with respect to the work which is allocated to them by their Direct Supervisor.
	Peer support	✓	All Early Childhood Educator tasks are completed with the availability of peer support – it is a team working environment
	Social network	✓	Early Childhood Educators work within a social network of other staff and parents/families of the children/infants in their care
	Production demands	-	Early Childhood Educators are not required to work according to production demands
	Stress	✓	Early Childhood Educators are exposed to stressful situations when dealing with children and family issues

## Appendix A

### TASK ANALYSIS

#### Frequency of physical demands

The frequency of the physical demands required as part of the jobs assessed is defined under the following categories:

- (NR): Not required is defined as being not within this range of duties
- (R): Rarely is defined as less than one performance per week
- (I): Intermittently is defined as one performance every 2.5 hours
- (O): Occasional is defined as one performance every 30 minutes
- (F): Frequent is defined as one performance every 2 minutes
- (C): Constant is defined as one performance every 15 seconds

#### Classification of Physical Demands:

The following are the classifications used to categorise specific jobs based on their physical demands, as adapted from the Dictionary of Occupational Titles.

##### Sedentary

- Lifting 4.5kgs maximum and occasionally lifting and carrying such articles as docket, ledgers and small tools.
- Although a sedentary job is defined as one which involves sitting, a certain amount of walking and standing is often necessary in carrying out the job duties.
- Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.

##### Light

- Lifting 9kgs maximum with frequent lifting and/or carrying of objects weighing up to 4.5kgs.
- Even though the weight lifted may be only a negligible amount, a job is in this category when it requires walking or standing to a significant degree; or when it requires sitting most of the time with a degree of pushing and pulling of arm or leg controls; and/or when the job requires working at a production rate pace entailing the constant pushing and/or pulling of materials even though the weight of those materials is negligible.
- Physical demand requirements are in excess of those for sedentary work.

##### Medium

- Lifting 22kgs maximum with frequent lifting and/or carrying of objects weighing up to 11kgs.
- Physical demand requirements are in excess of those for Light work.

##### Heavy

- Lifting 45kgs maximum with frequent lifting and/or carrying of objects weighing up to 22kgs.
- Physical demand requirements are in excess of those for Medium work.

##### Very Heavy

- Lifting objects in excess of 45kgs with frequent lifting and/or carrying of objects weighing 22kgs or more.
- Physical demand requirements are in excess of those for Heavy work.