

### Physical Demand Matrix

<b>Role</b>	<b>Gardener</b>
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Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing					✓		Frequent requirement to stand whilst completing all listed tasks not including driving vehicles
Sitting						✓	Constant requirement to sit whilst driving and operating vehicles. Please note the requirement to sit would cease upon exiting the machine to complete other tasks.
Forward Reaching					✓		Frequent requirement to reach forward which extends to: <ul style="list-style-type: none"> <li>Loading/unloading items from truck and ute trays</li> <li>Raking</li> <li>Pruning</li> <li>Operating hedger and chainsaw and pole pruner</li> <li>Planting</li> </ul>
Neck flexion / extension / rotation						✓	Constant movements of the neck required in all directions
Reaching above shoulder height				✓			Occasional reaching above shoulder height which includes: <ul style="list-style-type: none"> <li>Loading/unloading items from truck and ute trays</li> <li>Operating pole pruner or hedger</li> <li>Pruning</li> </ul>
Stooping & bending forward from standing position					✓		Frequent requirement to stoop and bend from a standing position whilst completing listed tasks
Kneeling / squatting					✓		Frequent requirement to kneel and squat which extends to: <ul style="list-style-type: none"> <li>Weeding</li> <li>Planting</li> <li>Spreading mulch</li> <li>Operating chainsaw and hedger at low heights</li> <li>Pull starting equipment</li> </ul>
Trunk rotation					✓		Frequent trunk rotation required (left and right) whilst completing tasks

Mobility							
Climbing step / platform			✓				Intermittent requirement to climb a step / platform when climbing in and out of vehicles/equipment (such as bobcat) and into truck tray
Walking						✓	Constant walking required whilst completing all tasks. Walking occurs over: <ul style="list-style-type: none"> <li>Asphalt surfaces</li> <li>Paved surfaces (footpaths)</li> <li>Steep inclines</li> <li>Uneven surfaces</li> </ul> Note: the requirement to walk ceases once Gardeners commence driving vehicles
Walking over uneven surfaces					✓		Frequent requirement to walk over uneven surfaces which includes ground which may contain exposed tree roots and/or depressions/holes
Ladder climbing		✓					Rare requirement to climb ladders

Manual Handling							
Unilateral lifting					✓		Frequent requirement to lift items such as hand held gardening equipment using one upper limb
Bilateral carrying					✓		Frequent requirement to lift and carry using both upper limbs which extends to: <ul style="list-style-type: none"> <li>• Chainsaw</li> <li>• Hedger</li> <li>• Pole pruner</li> <li>• Whipper snipper</li> <li>• Backpack blower vac</li> <li>• Long handled hoe</li> <li>• Backpack spray unit</li> <li>• Ladder</li> </ul>
Lifting with weight away from body <10kg				✓			Occasional requirement to lift <10kg away from body which includes: <ul style="list-style-type: none"> <li>• Pole pruner</li> <li>• Mulch fork with mulch</li> <li>• Shovel</li> </ul>
Lifting with weight away from body >10kg	✓						Lifting >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor					✓		Frequent requirement to lower items from waist to floor which extends to: <ul style="list-style-type: none"> <li>• Hand held gardening equipment</li> <li>• Pots and containers of plants</li> <li>• Chainsaw</li> <li>• Hedger</li> <li>• Pole pruner</li> <li>• Whipper snipper</li> <li>• Backpack blower vac</li> <li>• Mechanical auger</li> <li>• Long handled hoe</li> <li>• Backpack spray unit</li> <li>• Ladder</li> </ul>
Lifting a vertical distance > 25cm from waist to shoulder height				✓			Occasional requirement to raise a vertical distance >25cm from waist to shoulder height which includes: <ul style="list-style-type: none"> <li>• Loading and unloading ute/truck trays</li> <li>• Using equipment above waist height</li> </ul>
Lifting 0kg - 4.5kg					✓		Frequent requirement to lift up to 4.5kg; this extends to: <ul style="list-style-type: none"> <li>• Hand held tools and gardening equipment</li> <li>• Pots and containers of plants</li> <li>• Hose</li> <li>• Garbage bin</li> <li>• Grass catchers</li> </ul>
Lifting 4.5kg - 9kg			✓				Intermittent requirement to lift up to 9kg; this extends to: <ul style="list-style-type: none"> <li>• Chainsaw</li> <li>• Hedger</li> <li>• Pole pruner</li> <li>• Whipper snipper</li> <li>• Backpack blower vac</li> <li>• Backpack spray unit</li> <li>• Mechanical augur</li> <li>• Logs</li> </ul>
Lifting 9kg - 22kg		✓					Rare requirement to lift 9kg – 22kg; this extends to the pole pruner
Lifting 22kg - 45kg		✓					Rare requirement to lift 22kg – 45kg which includes lifting dumped rubbish such as furniture and whitegoods
Lifting 45kg+	✓						Lifting 45kg+ not required

Handling unstable objects				✓		Occasional requirement to handle unstable objects which extends to: <ul style="list-style-type: none"> <li>• Pole pruner</li> <li>• Hedger</li> <li>• Mechanical auger</li> <li>• Backpack blower vac</li> <li>• Whipper snipper</li> </ul>
Carrying					✓	Constant requirement to carry items such as: <ul style="list-style-type: none"> <li>• Hand held gardening equipment</li> <li>• Pots and containers of plants</li> <li>• Chainsaw</li> <li>• Hedger</li> <li>• Pole pruner</li> <li>• Whipper snipper</li> <li>• Backpack blower vac</li> <li>• Mechanical auger</li> <li>• Long handled hoe</li> <li>• Backpack spray unit</li> <li>• Rubbish bin</li> </ul>
Pushing / pulling			✓			Intermittent requirement to push / pull which includes: <ul style="list-style-type: none"> <li>• Rake</li> <li>• Trolley when transporting plants from shed to vehicle</li> </ul>
Sustained/repetitive hand grip					✓	Constant requirement to sustain hand grip whilst: <ul style="list-style-type: none"> <li>• Steering vehicle</li> <li>• Lifting and carrying all items</li> <li>• Using hand held gardening equipment and tools</li> </ul>
Tool use					✓	Frequent requirement for tool use which extends to: <ul style="list-style-type: none"> <li>• Hand held gardening equipment and tools</li> </ul>
Exposure to vibration				✓		Occasional exposure to vibration which includes: <ul style="list-style-type: none"> <li>• Driving vehicles, especially bobcat</li> <li>• Operating mechanical auger, chainsaw, hedger, pole pruner and whipper snipper</li> <li>• Utilising backpack blower vac</li> </ul>

### Psychosocial Demands

Personal	Concentration	✓	High levels of concentration required, particularly whilst driving on roads and within parks and gardens, interacting with members of the public and completing all listed tasks
	Patience	✓	Gardeners are required to possess high levels of patience whilst interacting with members of the public
	Emotional stability	✓	Gardeners are required to have a developed emotional stability whilst completing all tasks
	Judgement	✓	Gardeners are required to exercise sound judgement whilst completing all aspects of the role
	Reasoning	✓	Gardeners are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation	-	Gardeners work as part of a team and as such do not work in isolation. Gardeners do perform work tasks in isolation for periods of the day, but have contact with other team members at various points during the day
	Autonomy	✓	Gardeners are able to utilise autonomy with respect to the processes in which they complete a task (within the requirements of the relevant safe work procedures), however have no autonomy with respect to the work which is allocated to them by their Supervisor
	Peer support	✓	Peer support is available whilst Gardeners complete their designated duties. Peer support is generally requested should the circumstances require it.

	Social network	✓	A social network is available for all Gardeners through the City of Stonnington
	Production demands	✓	Gardeners are occasionally required to complete jobs within a specified timeframe, particularly when the general public's safety is concerned
	Stress	-	Gardeners are not exposed to stressful situations

## 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 dockets, 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.