

<b>Physical Demand Matrix</b>	
<b>Role</b>	<b>Greenkeeper</b>

<b>Body Posture</b>	<b>Not required</b>	<b>Rare</b>	<b>Intermittent</b>	<b>Occasional</b>	<b>Frequent</b>	<b>Constant</b>	<b>Comments</b>
Standing						✓	Constant requirement to stand whilst completing all listed tasks not including driving machines
Sitting						✓	Constant requirement to sit whilst driving machines. Please note the requirement to sit would cease upon exiting the machine to complete other tasks.
Forward Reaching					✓		Frequent requirement to reach forward whilst completing all listed tasks
Neck flexion / extension / rotation						✓	Constant movements of the neck required in all directions
Reaching above shoulder height			✓				Intermittent reaching above shoulder height which includes: <ul style="list-style-type: none"> <li>Lifting wheelie bin onto Cushman</li> <li>Emptying rubbish bins into wheelie bin</li> </ul>
Stooping & bending forward from standing position					✓		Frequent requirement to stoop and bend from a standing position whilst completing all listed tasks
Kneeling / squatting				✓			Occasional requirement to kneel and squat which extends to: <ul style="list-style-type: none"> <li>Changing markers</li> <li>Cutting holes</li> <li>Emptying grass catchers</li> <li>Starting brush cutter and blower vac</li> <li>Lifting</li> </ul>
Trunk rotation					✓		Frequent trunk rotation required (left and right) whilst completing all tasks

<b>Mobility</b>							
Climbing step / platform				✓			Occasional requirement to climb a step / platform when climbing on and off machines
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 Greenkeepers commence driving machines.
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	✓						Ladder climbing not required

<b>Manual Handling</b>							
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>• Garbage bin</li> <li>• Shovel</li> <li>• Hole cutter</li> <li>• Brush cutter</li> <li>• Backpack blower vac</li> <li>• Fertiliser bags</li> <li>• Hand held gardening equipment</li> </ul>
Lifting with weight away from body <10kg			✓				Intermittent requirement to lift <10kg away from body which includes lifting empty wheelie bin onto Cushman and emptying rubbish bin into wheelie bin
Lifting with weight away from body >10kg	✓						Lifting >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor					✓		<p>Frequent requirement to lower items from waist to floor which extends to:</p> <ul style="list-style-type: none"> <li>• Hand held gardening equipment</li> <li>• Garbage bins</li> <li>• Hole cutter</li> <li>• Cup puller and cup setter</li> <li>• Brush cutter</li> <li>• Backpack blower vac</li> <li>• Tee markers</li> <li>• Hose</li> <li>• Fertiliser bags</li> <li>• Fertiliser spreader</li> <li>• Grass catchers</li> <li>• Mower</li> </ul>
Lifting a vertical distance > 25cm from waist to shoulder height			✓				Intermittent requirement to raise a vertical distance >25cm from waist to shoulder height which includes lifting wheelie bins onto Cushman and empty rubbish bins into wheelie bins
Lifting 0kg - 4.5kg					✓		<p>Frequent requirement to lift up to 4.5kg; this extends to:</p> <ul style="list-style-type: none"> <li>• Hand held tools and gardening equipment</li> <li>• Brush cutter</li> <li>• Cup puller and cup setter</li> <li>• Transferring sand on shovel</li> <li>• Hose</li> <li>• Garbage bin</li> <li>• Grass catchers</li> </ul>
Lifting 4.5kg - 9kg			✓				<p>Intermittent requirement to lift up to 9kg; this extends to:</p> <ul style="list-style-type: none"> <li>• Fertiliser spreader</li> <li>• Backpack blower vac</li> <li>• Hole cutter</li> <li>• Portable spray unit</li> </ul>
Lifting 9kg - 22kg		✓					<p>Rare requirement to lift 9kg – 22kg; this extends to:</p> <ul style="list-style-type: none"> <li>• Fertiliser bags</li> <li>• Mower</li> <li>• Spray unit</li> </ul>
Lifting 22kg - 45kg		✓					Rare requirement to lift 22kg – 45kg which includes fertiliser bags
Lifting 45kg+	✓						Lifting 45kg+ not required
Handling unstable objects			✓				<p>Intermittent requirement to handle unstable objects which extends to:</p> <ul style="list-style-type: none"> <li>• Fertiliser bags</li> <li>• Mower</li> <li>• Fertiliser spreader</li> <li>• Garbage bins</li> <li>• Backpack blower vac</li> <li>• Hole cutter</li> </ul>
Carrying					✓		<p>Frequent requirement to carry items such as:</p> <ul style="list-style-type: none"> <li>• Hand held gardening equipment</li> <li>• Garbage bins</li> <li>• Hole cutter</li> </ul>

							<ul style="list-style-type: none"> <li>• Cup puller and cup setter</li> <li>• Brush cutter</li> <li>• Backpack blower vac</li> <li>• Tee markers</li> <li>• Hose</li> <li>• Fertiliser bags</li> <li>• Fertiliser spreader</li> <li>• Grass catchers</li> <li>• Mower</li> </ul>
Pushing / pulling				✓			<p>Occasional requirement to push / pull which includes:</p> <ul style="list-style-type: none"> <li>• Mower</li> <li>• Hole cutter lever</li> <li>• Garbage bins</li> <li>• Rake</li> <li>• Fertiliser spreader</li> </ul>
Sustained/repetitive hand grip						✓	<p>Constant requirement to sustain hand grip whilst:</p> <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		✓					<p>Rare requirement for tool use which extends to:</p> <ul style="list-style-type: none"> <li>• Conducting repairs as needed</li> <li>• Removing flat tyre on machine</li> <li>• Tightening tap</li> </ul> <p>Note: Tools are defined as hand tools, not standard equipment used in the performance of normal duties.</p>
Exposure to vibration				✓			Occasional exposure to vibration whilst driving and using brush cutter and ride-on greens and fairway mowers

### Psychosocial Demands

<b>Personal</b>	Concentration	✓	High levels of concentration required, particularly whilst driving within the golf course, interacting with members of the public and completing all listed tasks
	Patience	✓	Greenkeepers are required to possess high levels of patience whilst interacting with members of the public
	Emotional stability	✓	Greenkeepers are required to have a developed emotional stability whilst completing all tasks
	Judgement	✓	Greenkeepers are required to exercise sound judgement whilst completing all aspects of the role
	Reasoning	✓	Greenkeepers are required to exercise sound reasoning whilst completing all aspects of the role
<b>Social</b>	Isolation	-	Greenkeepers work as part of a team and as such do not work in isolation. Greenkeepers do perform work tasks in isolation for periods of the day, but always have contacts at breaks with other team members.
	Autonomy	✓	Greenkeepers 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 Greenkeepers complete their designated duties. Peer support is generally requested should the circumstances require it.
	Social network	✓	A social network is available for all Greenkeepers through the City of Stonnington
	Production demands	✓	Greenkeepers are required to complete jobs within a specified timeframe to ensure course maintenance is maintained at the appropriate level
	Stress	-	Greenkeepers 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 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.