

Combined Physical Requirements

Task	Infrastructure Maintenance Officer
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Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing					✓		Frequent standing required over sealed and unsealed surfaces. Workers may be required to stand over uneven surfaces
Sitting			✓				Intermittent sitting required. Workers would be required to sit within the work vehicle in order to access the appropriate worksite
Horizontal reaching with arms extended > 30cm in a 180 degree plane.				✓			Occasional requirement to reach horizontally in order to unload items and equipment from work vehicle
Neck flexion					✓		Frequent requirement to assume, maintain and perform repetitive neck flexion while referring to the ground, particularly whilst <ul style="list-style-type: none"> • Shovelling, • Lifting/carrying bluestones and manoeuvring into place. • Sweeping • Pouring cold mix • Breaking loose asphalt • Utilising Wackerplate • Jack hammering • Utilising key to leverage / remove pit lids • Removing wedge from street sign poles
Reaching above shoulder height					✓		Occasional requirement to reach above shoulder height, particularly while unloading and loading items from truck. However there is a frequent requirement to raise upper limbs beyond shoulder height particularly whilst: <ul style="list-style-type: none"> • Removing damaged street signs • Fastening new street signs to poles
Stooping & bending forward from standing position					✓		Frequent requirement to stoop / bend forward from standing position. This posture is assumed and completed on a repetitive basis, particularly whilst: <ul style="list-style-type: none"> • Shovelling • Sweeping using broom • Manoeuvring bluestones • Pouring cold mix into potholes • Utilising key to leverage / remove pit lids • Removing wedges which secure the street sign poles
Kneeling / squatting					✓		Frequent requirement to kneel and/or squat. This posture is assumed and completed on a repetitive basis particularly whilst: <ul style="list-style-type: none"> • Lifting / carrying bluestones from the ground • Resetting bluestones • Manoeuvring bluestones • Pouring cold mix into potholes
Trunk rotation					✓		Frequent trunk rotation required whilst completing tasks including: <ul style="list-style-type: none"> • Shovelling • Sweeping

Mobility	NR	R	I	O	F	C	Comments
Climbing step / platform					✓		Frequent requirement to climb when doing street sign maintenance. This includes: <ul style="list-style-type: none"> • Step ladder • Large industrial ladder Note: climbing step / platform is rarely required whilst completing: <ul style="list-style-type: none"> • Bluestone / Laneway repair • Pit Lid Cleaning and Drainage Maintenance • Pot Hole repair / Patchwork (make safe)
Walking					✓		Frequent requirement to walk over sealed and unsealed surfaces
Walking over uneven surfaces					✓		Frequent requirement to walk over uneven surfaces. This includes areas in which bluestones have been removed, as well as nature strips within the community
Ladder climbing					✓		Frequent requirement to climb ladders to access high street signage. Note: ladder climbing is not required whilst completing: <ul style="list-style-type: none"> • Bluestone / Laneway repair, • Pit Lid Cleaning and Drainage Maintenance • Pot Hole repair / Patchwork (make safe)

Manual Handling	NR	R	I	O	F	C	Comments
Unilateral lifting					✓		Frequent requirement to lift using one hand. This includes hand held tools whilst completing all tasks
Bilateral carrying					✓		Frequent requirement to lift and carry items using both upper limbs. This includes: <ul style="list-style-type: none"> • Crowbar • Shovels • Hand held items • Brooms • Jackhammers (weighs ~20kg) • Street sign poles (weighs ~10kg)
Lifting with weight away from body <10kg					✓		Frequent requirement to lift weights away from the body. Note: lifting items <10kg away from body not required for: <ul style="list-style-type: none"> • Pit Lid Cleaning and Drainage Maintenance • Street Sign Maintenance
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 height to ground. This task is performed whilst unloading items from work vehicle onto ground such as: <ul style="list-style-type: none"> • Jackhammers (weighs ~20kg) • Street sign poles (weighs ~10kg) • Wheelbarrows • Shovels • Brooms • Water container (weighs 22kg when full)
Lifting a vertical distance > 25cm from waist to shoulder height				✓			Occasional requirement to raise items from waist height to shoulder. This task is performed whilst reloading items into work vehicle at conclusion of job including: <ul style="list-style-type: none"> • Street sign poles (weighs ~10kg) • Wheelbarrows • Shovels • Brooms • Water container (weighs <22kg)

Lifting 0kg - 4.5kg				✓		<p>Occasional requirement to lift up to 4.5kg. Items include:</p> <ul style="list-style-type: none"> • Hand held items • Shovels • Brooms • Cordless drills • Hand held tools • Street signs
Lifting 4.5kg - 9kg					✓	<p>Frequent requirement to lift up to 9kg. Items include:</p> <ul style="list-style-type: none"> • Wheelbarrows • Road traffic management signage • Step ladder
Lifting 9kg - 22kg					✓	<p>Frequent requirement to lift up to 22kg. Items include:</p> <ul style="list-style-type: none"> • Crow bars • Angle grinder • Sledge hammers • Bluestones (dependent on size) • Cold mix bag • Street sign poles (~10kg) • Jack hammers (~20kg)
Lifting 22kg - 45kg				✓		<p>Occasional requirement to lift up to 45kg. Items include:</p> <ul style="list-style-type: none"> • Bluestones (dependent on size) • Pit lids (dependent on size) <p>This lifting is performed whilst the worker is assuming a kneeling/squatting and/or stooping position.</p> <p>Note: Lifting up 22kg - 45kg not required for:</p> <ul style="list-style-type: none"> • Pot Hole repair / Patchwork (make safe) • Street Sign Maintenance
Lifting 45kg+				✓		<p>Occasional requirement to lift greater than 45kg. Items include:</p> <ul style="list-style-type: none"> • Bluestones (dependent on size) <p>This lifting is performed whilst the worker is assuming a kneeling/squatting and/or stooping position.</p> <p>Note: Lifting up 45kg+ not required for:</p> <ul style="list-style-type: none"> • Pot Hole repair / Patchwork (make safe) • Pit Lid Cleaning and Drainage Maintenance • Street Sign Maintenance
Handling unstable objects				✓		<p>Occasional requirement to handle unstable objects including:</p> <ul style="list-style-type: none"> • Loaded shovel containing dirt/rubbish • Whilst operating Wackerplate • Whilst operating jackhammer <p>Such task requires workers to have a high level of control and strength in the upper limbs.</p> <p>Note: handling unstable objects not required for Pit Lid Cleaning and Drainage Maintenance</p>
Carrying					✓	<p>Frequent requirement to carry the above listed items</p>
Pushing / pulling			✓			<p>Intermittent requirement to push / pull wheelbarrow (loaded and unloaded)</p> <p>Note: Pushing/pulling not required for:</p> <ul style="list-style-type: none"> • Pit Lid Cleaning and Drainage Maintenance • Street Sign Maintenance
Sustained/repetitive hand grip					✓	<p>Constant requirement to assume and maintain grip using hands for the purposes of:</p> <ul style="list-style-type: none"> • Lifting / carrying hand held items • Lifting / carrying bluestones ranging in weight • Pushing / pulling wheelbarrow

						<ul style="list-style-type: none"> • Shovelling • Sweeping • Utilising crowbar • Utilising pit lid key to leverage the lids • Drilling • Utilising key to remove street pole wedge • Utilising Jackhammer
Tool use					✓	Constant requirement to utilise tools
Exposure to vibration				✓		<p>Occasional exposure to vibration. Workers are subject to vibration whilst utilising:</p> <ul style="list-style-type: none"> • Wackerplate through the upper limbs • Jackhammers <p>Note: whilst completing Bluestone repair, workers would be exposed to vibration on rare occasions when required to use an angle grinder for the purposes of cutting larger bluestones which are too heavy to handle using upper limbs.</p> <p>Whilst completing Pit Lid Cleaning and Drainage Maintenance tasks, workers would not be exposed to any vibration</p>

Psychosocial Demands			
Personal	Concentration	✓	<p>High levels of concentration required, particularly whilst:</p> <ul style="list-style-type: none"> • Driving work vehicle • Utilising heavy machinery • Whilst attending to hazardous tasks (see identified hazards section of report)
	Patience	✓	Workers are required to exercise high levels of patience whilst attending to complex tasks
	Emotional stability	✓	Workers are required to have a developed emotional stability whilst completing tasks
	Judgement	✓	Workers are required to exercise good judgement whilst completing all aspects of the role. This is particularly important given the nature of the role and associated hazards (see identified hazards section of report)
	Reasoning	✓	Workers are required to exercise sound reasoning whilst completing all aspects of the role. The ability to identify issues and address these using appropriate tools and processes is necessary
Social	Isolation	-	All aspects of the role are completed with the assistance / accompaniment of a colleague, with the exception of Street sign maintenance; this task is completed in isolation.
	Autonomy	✓	Workers are able to utilise autonomy with respect to the processes in which they complete a task, however have no autonomy with respect to the work which is allocated to them by their supervisor
	Peer support	✓	All aspects of the role are completed with the assistance / accompaniment of a colleague. As such peer support is available for all tasks with the exception of Street sign maintenance; this task is completed in independently
	Social network	✓	A social network is available for all Infrastructure Maintenance Officer.
	Production demands	✓	Workers are allocated a number of jobs per day with an expectation that this is completed. Should allocated jobs take longer than expected, these are completed the following day. Review of productivity and worker progress with allocated tasks is carried out on a regular basis.
	Stress	✓	Workers may be exposed to potentially stressful situations, particularly with respect to irate members of the community. On rare occasions, workers may encounter such situations whilst completing their tasks. It is expected that the worker would not engage in such confrontations.