

Combined Physical Requirements	
Role	Lifeguard

Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing						✓	Constant requirement to stand whilst completing all listed tasks
Sitting	✓						Sitting not required whilst completing listed tasks
Forward Reaching			✓				Intermittent requirement to reach forward whilst: <ul style="list-style-type: none"> • Moving pool covers • Cleaning scumlines • Moving lane ropes • Coiling and uncoiling pool vacuum blue cord • Assisting patron from pool
Neck flexion / extension / rotation						✓	Constant movements of the neck in all directions required to scan the pool area to ensure the safety of all pool users and to complete all listed tasks
Reaching above shoulder height		✓					Rare requirement to reach above shoulder height to assist a patron from the pool via an aquatic rescue
Stooping & bending forward from standing position			✓				Intermittent requirement to stoop and bend from a standing position when: <ul style="list-style-type: none"> • Moving pool covers • Cleaning scumlines • Moving lane ropes • Lifting and lowering pool vacuum • Assisting patron from pool
Kneeling / squatting			✓				Intermittent requirement to kneel when: <ul style="list-style-type: none"> • Moving pool covers • Cleaning scumlines • Moving lane ropes • Screwing/unscrewing disabled hoist screws
Trunk rotation						✓	Constant trunk rotation required (left and right) whilst completing all tasks and to scan the pool area to ensure the safety of all pool users

Mobility							
Climbing step / platform			✓				Intermittent requirement to climb a step / platform
Walking						✓	Constant walking required whilst completing all tasks
Walking over uneven surfaces			✓				Occasional walking over uneven surfaces required
Ladder climbing	✓						Ladder climbing not required

Manual Handling							
Unilateral lifting			✓				Intermittent requirement to lift items using one upper limb
Bilateral carrying			✓				Intermittent requirement to carry items with both upper limbs which extends to the pool vacuum and patrons on the spinal board

Lifting with weight away from body <10kg			✓			Intermittent requirement to lift with weight away from body <10kg which extends to the pool covers and lane ropes
Lifting with weight away from body >10kg			✓			Intermittent requirement to lift >10kg away from body which includes the pool vacuum
Lowering a vertical distance > 25cm from waist to floor			✓			Intermittent requirement to lower a vertical distance > 25cm from waist to floor when lowering pool vacuum into pool
Lifting a vertical distance > 25cm from waist to shoulder height	✓					Lifting a vertical distance >25cm from waist to shoulder height not required
Lifting 0kg - 4.5kg			✓			Intermittent requirement to lift up to 4.5kg; this extends to: <ul style="list-style-type: none"> • Lane ropes • Spinal board • Pool scoop
Lifting 4.5kg - 9kg		✓				Rare requirement to lift 4.5kg – 9kg which may include assisting patrons out of the pool via an aquatic rescue
Lifting 9kg - 22kg			✓			Intermittent requirement to lift 9kg – 22kg which includes: <ul style="list-style-type: none"> • Pool vacuum
Lifting 22kg - 45kg		✓				Rare requirement to lift 22kg – 45kg which includes assisting patrons out of the pool via an aquatic rescue
Lifting 45kg+		✓				Rare requirement to potentially lift more than 45 kgs during an assisted rescue or medical emergency.
Handling unstable objects			✓			Intermittent requirement to handle unstable objects which includes: <ul style="list-style-type: none"> • Patrons on spinal boards • Pool cover • Pool vacuum
Carrying			✓			Intermittent requirement to carry items listed above
Pushing / pulling			✓			Intermittent requirement to push / pull which extends to: <ul style="list-style-type: none"> • Pool cover trolley • Pool cover winch • Pool vacuum • Pool covers • Disabled hoist
Sustained/repetitive hand grip			✓			Intermittent requirement to sustain hand grip whilst completing all listed tasks except observing patrons in pool
Tool use	✓					Tool use not required
Exposure to vibration	✓					Lifeguards are not exposed to vibration.

Psychosocial Demands			
Personal	Concentration	✓	High levels of concentration required while completing all listed tasks
	Patience	✓	Lifeguards are required to possess high levels of patience
	Emotional stability	✓	Lifeguards are required to have developed emotional stability whilst completing all tasks
	Judgement	✓	Lifeguards are required to exercise sound judgement whilst completing all aspects of the role
	Reasoning	✓	Lifeguards are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation	-	Lifeguards work as part of a team and as such are not exposed to isolation
	Autonomy	✓	Lifeguards are able to utilise autonomy with respect to the processes in which they complete a task (whilst following 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 Lifeguards complete their designated

			duties. Peer support is generally requested should the circumstances require it.
	Social network	✓	A social network is available for all Lifeguards through the City of Stonnington
	Production demands	✓	Lifeguards are required to complete jobs within specified deadlines (eg, certain jobs needing to be completed prior to Centre opening)
	Stress	✓	Lifeguards could be exposed to stressful situations such as pool accidents and injuries to patrons

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.