

Physical Requirements	
Role	Maternal Child Health Nurse Role

Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing					✓		Frequent requirement to stand whilst completing all listed tasks
Sitting					✓		Frequent requirement to sit whilst driving, riding and completing administration and computer based duties
Forward Reaching				✓			Occasional requirement to reach forward whilst: <ul style="list-style-type: none"> <li>• Completing child/infant assessment tasks</li> <li>• Placing delivered items in storage</li> <li>• Gripping car steering wheel and riding bike</li> </ul>
Neck flexion / extension / rotation						✓	Constant movements of the neck in all directions required whilst completing all listed tasks
Reaching above shoulder height			✓				Intermittent reaching above shoulder height which extends to: <ul style="list-style-type: none"> <li>• Placing delivered items on higher shelves</li> <li>• Unstacking chairs for mothers' group</li> </ul>
Stooping & bending forward from standing position					✓		Frequent requirement to stoop and bend from a standing position when: <ul style="list-style-type: none"> <li>• Completing child/infant assessment tasks</li> <li>• Placing delivered items in storage</li> <li>• Lifting</li> <li>• Setting out mats for mothers' group</li> <li>• Packing/unpacking backpack/bag of home visit items</li> <li>• Accessing home visit backpack form cupboard</li> </ul>
Kneeling / squatting				✓			Occasional requirement to kneel/squat which extends to: <ul style="list-style-type: none"> <li>• Completing child/infant assessment tasks</li> <li>• Placing delivered items in storage</li> <li>• Lifting</li> <li>• Setting out mats for mothers' group</li> <li>• Packing/unpacking backpack/bag of home visit items</li> <li>• Accessing home visit backpack form cupboard</li> <li>• Providing infant massage demonstrations</li> </ul>
Trunk rotation					✓		Frequent trunk rotation required (left and right) whilst completing all tasks

Mobility							
Climbing step / platform		✓					Rare requirement to climb a step / platform to access high storage areas
Walking					✓		Frequent walking required whilst completing all tasks
Walking over uneven surfaces			✓				Intermittent requirement to walk over uneven surfaces when transiting to/from home visits
Ladder climbing	✓						Ladder climbing not required

Manual Handling							
Unilateral lifting			✓				Intermittent requirement to lift items using one upper limb which includes: <ul style="list-style-type: none"> <li>• Lifting plastic chairs</li> <li>• Home visit equipment</li> </ul>

							<ul style="list-style-type: none"> <li>Delivered items</li> </ul>
Bilateral carrying			✓				Intermittent requirement for bilateral carrying which includes: <ul style="list-style-type: none"> <li>Plastic chairs</li> <li>Portable scales</li> <li>Delivered items</li> </ul>
Lifting with weight away from body <10kg			✓				Intermittent requirement to lift <10kg away from body which extends to: <ul style="list-style-type: none"> <li>Placing delivered items into storage</li> <li>Infants</li> </ul>
Lifting with weight away from body >10kg	✓						Lift >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor				✓			Occasional requirement to lower a vertical distance > 25cm from waist to floor which extends to: <ul style="list-style-type: none"> <li>Infants</li> <li>Assessment items</li> <li>Home visit bag/backpack</li> <li>Delivered items</li> </ul>
Lifting a vertical distance > 25cm from waist to shoulder height		✓					Rare requirement to lift a vertical distance > 25cm from waist to shoulder height when placing delivered items into storage areas
Lifting 0kg - 4.5kg			✓				Intermittent requirement to lift up to 4.5kg; this includes: <ul style="list-style-type: none"> <li>Assessment and home visit equipment</li> <li>Infants</li> <li>Plastic chairs</li> </ul>
Lifting 4.5kg - 9kg			✓				Intermittent requirement to lift 4.5kg – 9kg which extends to: <ul style="list-style-type: none"> <li>Home visit bag/backpack</li> <li>Infants</li> <li>Boxes of deliveries</li> </ul>
Lifting 9kg - 22kg		✓					Rare requirement to lift 9kg – 22kg which extends to boxes of deliveries
Lifting 22kg - 45kg	✓						Lifting 22kg – 45kg not required
Lifting 45kg+	✓						Lifting 45kg+ not required
Handling unstable objects				✓			Occasional handling of unstable objects which extends to infants and children
Carrying			✓				Intermittent requirement to carry items listed above
Pushing / pulling			✓				Intermittent requirement to push / pull which extends to: <ul style="list-style-type: none"> <li>Chair trolley</li> <li>Clax trolley</li> <li>Prams</li> <li>Change table</li> </ul>
Sustained/repetitive hand grip					✓		Frequent requirement to sustain hand grip whilst: <ul style="list-style-type: none"> <li>Operating computer mouse</li> <li>Lifting</li> <li>Steering car and riding bike</li> <li>Handling infants and children</li> <li>Placing delivered items into storage</li> </ul>
Tool use	✓						Tool use not required
Exposure to vibration			✓				Intermittent exposure to vibration when driving or riding the bike to/from home visits

### Psychosocial Demands

Personal	Concentration	✓	High levels of concentration required while completing all listed tasks
	Patience	✓	Maternal Child Health Nurses are required to possess high levels of patience whilst dealing with parents, infants and children
	Emotional stability	✓	Maternal Child Health Nurses are required to have developed emotional stability whilst dealing with parents, infants and children

	Judgement	✓	Maternal Child Health Nurses are required to exercise sound judgement whilst completing all aspects of the role
	Reasoning	✓	Maternal Child Health Nurses are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation	✓	Maternal Child Health Nurses work as part of a team, however there are many occasions where workloads and rostering mean that the staff member works in isolation at the centre for one or more days in the week
	Autonomy	✓	Maternal Child Health Nurses 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 Manager
	Peer support	✓	Peer support is available whilst Maternal Child Health Nurses complete their designated duties. Peer support is generally requested should the circumstances require it.
	Social network	✓	A social network is available for all Maternal Child Health Nurses through the City of Stonnington
	Production demands	✓	Maternal Child Health Nurses would be required to complete jobs within specified deadlines
	Stress	✓	Maternal Child Health Nurses could be exposed to stressful situations including the behaviour of parents towards the Nurse and illness or injury of infants and children

## 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.