

TASK ANALYSIS REPORT

Combined Physical Requirements	
Role	Mechanic

Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing						✓	Constant standing required over concrete floor within workshop and asphalt ground within the depot
Sitting	✓						Sitting not required
Forward Reaching					✓		Frequent requirement to reach forward using upper limbs whilst working on trucks
Neck flexion / extension / rotation						✓	Constant and repetitive neck movements required whilst completing all tasks. Mechanics would be required to assume and maintain movements at full range of movement limits including: <ul style="list-style-type: none"> ➤ Flexion ➤ Extension / Hyper extension ➤ Right and left lateral flexion ➤ Left and right rotation
Reaching above shoulder height				✓			Occasional requirement to reach above shoulder height. Mechanics would generally work at waist height by way of adjusting hydraulic lifts and hoists to minimise excessive reaching. Despite this, the requirement to reach above shoulder height is necessary at times.
Stooping & bending forward from standing position					✓		Frequent requirement to stoop and bend from standing position whilst: <ul style="list-style-type: none"> • Replacing tyres • Working at lower levels
Kneeling / squatting					✓		Frequent requirement to kneel / squat whilst doing the task below, though these tasks are done infrequently during any given day: <ul style="list-style-type: none"> • Replacing tyres • Working at lower levels
Trunk rotation						✓	Constant requirement to assume rotation in the upper body whilst performing most tasks.

Mobility							
Climbing step / platform				✓			Occasional requirement to climb steps / platforms to work at high levels
Walking						✓	Frequent requirement to walk over concrete or asphalt surfaces
Walking over uneven surfaces	✓						Walking over uneven surfaces not required
Ladder climbing	✓						Ladder climbing not required

Manual Handling

Unilateral lifting					✓		Frequent requirement to lift using one upper limb. Mechanics would be required to lift (and carry) hand held tools/wrenches, electrical equipment such as saws, drills, angle grinders, and pneumatic guns.
Bilateral carrying				✓			Occasional requirement to carry items using both upper limbs
Lifting with weight away from body <10kg				✓			Occasional lifting of weights <10kg away from body. This extends to truck and engine parts
Lifting with weight away from body >10kg				✓			Occasional lifting >10kg away from body. This extends to truck and engine parts as well as tyres.
Lowering a vertical distance > 25cm from waist to floor					✓		Frequent lowering of all equipment and truck parts a vertical distance >25cm from waist to floor
Lifting a vertical distance > 25cm from waist to shoulder height				✓			Occasional requirement to raise a vertical distance >25cm from waist to shoulder height. Mechanics would generally work at waist height by way of adjusting hydraulic lifts and hoists to minimise excessive reaching. Despite this, the requirement to reach above shoulder height is necessary at times
Lifting 0kg - 4.5kg					✓		Frequent lifting of items weighing 0-4.5kg. This extends to hand held tools and electrical equipment.
Lifting 4.5kg - 9kg					✓		Frequent lifting of items weighing 4.5-9kg. This extends to truck/engine parts electrical equipment, pneumatic drills, angle grinders and demolition saws.
Lifting 9kg - 22kg				✓			Occasional requirement to lift 9-22kg. This extends to truck/engine parts
Lifting 22kg - 45kg				✓			Occasional requirement to lift 22-45kg. This extends to truck/engine parts as well as small tyres
Lifting 45kg+			✓				Intermittent requirement to lift >45kg. This extends to truck tyres. Note: Mechanics may be required to lift a tyre with the assistance of a colleague, and would utilise a shovel to leverage the tyre into position.
Handling unstable objects				✓			Occasional requirement to handle unstable objects. This extends to electrical machinery such as demolition saw, drills, angle grinders and welding equipment.
Carrying						✓	Constant requirement to carry items and equipment listed above.
Pushing / pulling				✓			Occasional requirement to push and pull items. This extends to: <ul style="list-style-type: none"> • High lift dual wheel dolly (loaded and unloaded with tyres) • Portable steps • Trolleys • Tool chest (which is positioned on a trolley) • Steps • Tyres (pushed from storage area and rolled into position)
Sustained/repetitive hand grip						✓	Constant requirement to sustain hand grip whilst: <ul style="list-style-type: none"> • Driving / steering vehicle • Utilising tools and equipment. Mechanics would be required to apply high levels of force through their grip in order to loosen nuts and screws on the truck. • Pushing / pulling as per above
Tool use						✓	Constant tool use required
Exposure to vibration				✓			Occasional exposure to vibration. This extends to the use of equipment such as: <ul style="list-style-type: none"> • Drills • Pneumatic equipment • Demolition saw • Angle grinders

Psychosocial Demands			
Personal	Concentration	✓	Mechanics are required to have high levels of concentration required, particularly whilst: <ul style="list-style-type: none"> • Operating heavy machinery • Engaging in manual handling practices at all times • Working with moving parts which can potentially maim / cause serious injury.
	Patience	✓	Mechanics are required to exercise high levels of patience whilst attending to all tasks particularly whilst working on complex tasks which require problem solving and extended periods of time to complete.
	Emotional stability	✓	Mechanics are required to have a developed emotional stability whilst completing all tasks
	Judgement	✓	Mechanics are required to exercise good judgement whilst completing all aspects of their role
	Reasoning	✓	Mechanics are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation	-	Mechanics work in a crew of 3, as such they do not work in isolation
	Autonomy	✓	Mechanics 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 Supervisor
	Peer support (Rear Loader Waste Collector)	✓	Mechanics work within an environment which contains high levels of peer support
	Social network	✓	A social network is available for all Mechanics through the City of Stonnington
	Production demands	✓	Mechanics are required to complete all tasks allocated to them in a timely fashion, , as there is an urgency to get the vehicles repaired and back in use to provide services to the rate payers of the Municipality.
	Stress	-	Mechanics are not exposed to stressful situations as a general rule.

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.