

Combined Physical Requirements

Role	Street Cleaning Labourer (Mechanical and Manual Street Cleaning)
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Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing			✓			✓	Intermittent requirement to stand whilst driving equipment. Constant standing whilst leaf blowing and litter collection.
Sitting		✓				✓	Constant sitting required whilst driving small and large mechanical sweeper. Rare sitting required when driving for brief periods in between performing Manual Street Cleaning tasks.
Forward Reaching						✓	Constant reaching forward required whilst driving (steering) vehicles. Street Cleaning Labourers operating the large mechanical sweeper vehicle are required to intermittent reach forward in order to check oil levels of engine Note: the requirement to reach forward ceases once Street Cleaning Labourers stop driving and engage in tasks such as: <ul style="list-style-type: none"> Manual sweeping using broom Blowing leaves and litter Operating sucker pump
Neck flexion / extension / rotation						✓	Constant / repetitive neck flexion / extension required whilst completing tasks. Street Cleaning Labourers would be required to flex the neck whilst: <ul style="list-style-type: none"> Referring to the road in front of the vehicle Referring to the monitor positioned to the right within the vehicle cabin Referring to the sweeper brushes and plate directly beneath them to ensure blockages are minimised In addition, the Street Cleaning Labourer would be required to assume and maintain left sided rotation in the neck whilst referring to the curb.
Reaching above shoulder height			✓				Intermittent requirement to reach above shoulder height. This is required whilst Street Cleaning Labourers: <ul style="list-style-type: none"> Set up the sucker pump equipment (see image 17) Getting into the large mechanical sweeper vehicle via steps and handles Climbing the large mechanical sweeper vehicle to check engine oil
Stooping & bending forward from standing position			✓				Intermittent requirement to stoop and bend from a standing position. This task is completed whilst Street Cleaning Labourers turn on the hand held leaf blower equipment using chain start cord. In addition, Street Cleaning Labourers may be required to reach into the pipe of the large mechanical Street Cleaning Labourer in order to remove blockages should this occur.
Kneeling / squatting			✓				Intermittent requirement to kneel / squat. This posture is

							assumed whilst Street Cleaning Labourers set up the sucker pump equipment which is housed on the side of the work vehicle below waist height
Trunk rotation						✓	Frequent requirement to assume a slight rotation in the upper body. Street Cleaning Labourers would be required to assume and maintain slight left sided rotation in the lumbo-thoracic spine whilst referring to the curb being swept as well as whilst completing head checks when driving.

Mobility

Climbing step / platform			✓				Intermittent requirement to climb steps. Street Cleaning Labourers would assume this task whilst: <ul style="list-style-type: none"> Entering and exiting the vehicle cabins (see image 13) Climbing the ladder located on the side of the large mechanical Street Cleaning Labourer vehicle in order to check oil levels (see image 16)
Walking						✓	Street Cleaning Labourers are constantly required to walk whilst engaging in specific tasks only. This extends to: <ul style="list-style-type: none"> Blowing leaves and litter using blower Manoeuvring / carrying sucker pump whilst walking alongside the moving work vehicle. <p>Note: the requirement to walk ceases once Street Cleaning Labourers assume the roles of driving.</p>
Walking over uneven surfaces		✓					Street Cleaning Labourers are rarely required to walk over uneven surfaces.
Ladder climbing	✓						Ladder climbing not required

Manual Handling

Unilateral lifting				✓			Occasional requirement to lift using one upper limb. Street Cleaning Labourers would assume this task whilst: <ul style="list-style-type: none"> Lifting and operating the sucker pump equipment Lifting and operating the hand held leaf blower equipment Lifting (and carrying rubbish bin and tongs whilst collecting litter Lifting (and carrying) equipment such as rakes, brooms and shovels.
Bilateral carrying			✓				Intermittent requirement to carry items using both upper limbs. Street Cleaning Labourers may elect to carry sucker pump equipment using both upper limbs as required.
Lifting with weight away from body <10kg	✓						Lifting items <10kg away from body not required
Lifting with weight away from body >10kg	✓						Lifting items >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor			✓				Intermittent requirement to lower items from waist to floor. This extends to: <ul style="list-style-type: none"> Sucker pump equipment Blower equipment (if placed on ground) Tongs, shovels, brooms and rakes which are stored in a compartment behind the cabin
Lifting a vertical distance > 25cm from waist to shoulder height	✓						Lifting items from waist to shoulder height not required
Lifting 0kg - 4.5kg				✓			Occasional requirement to lift items weighing up to 4.5kg. This extends to: <ul style="list-style-type: none"> Blower which weighs 4-5kg Tongs Rubbish bin Hand held equipment such as shovels, brooms and rakes

Lifting 4.5kg - 9kg				✓		Occasional requirement to lift 4.5-9kg which extends to jerry can (5L and 10L capacity)
Lifting 9kg - 22kg			✓			Intermittent requirement to carry sucker pump which when approaching full, can weigh 9-22kg
Lifting 22kg - 45kg			✓			Intermittent requirement to carry sucker pump which when full can weigh up to 30kg
Lifting 45kg+	✓					Lifting 45kg+ not required
Handling unstable objects	✓					Handling unstable objects not required
Carrying					✓	At times, Street Cleaning Labourers would be required to carry items on a constant basis. This extends to: <ul style="list-style-type: none"> • Blower • Rakes, shovels and brooms • Sucker pump • Bin and tongs • Jerry cans
Pushing / pulling	✓					Pushing / pulling not required. Note: sucker pump equipment is lifted and carried at a pace consistent with the speed of the vehicle, as opposed to pulled along the street
Sustained/repetitive hand grip					✓	Constant requirement to sustain hand grip whilst: <ul style="list-style-type: none"> • Steering vehicle (see image 14) • Using joystick to control position of sweeper (see image 11) • Operating blower • Setting up steps to access engine of large mechanical Street sweeper vehicle. • Utilising equipment such as tongs, rakes, shovels and brooms
Tool use					✓	At times, Street Cleaning Labourers would be required to hold/grip items on a constant basis. This extends to: <ul style="list-style-type: none"> • Blower • Rakes, shovels and brooms • Sucker hose • Bin and tongs • Jerry cans
Exposure to vibration					✓	Street Cleaning Labourers are constantly exposed to vibration when driving or riding in the vehicle

Psychosocial Demands

Personal	Concentration	✓	High levels of concentration required, particularly whilst: <ul style="list-style-type: none"> • Driving within the community • Negotiating traffic and parked cars whilst driving and whilst walking on footpaths with pedestrians
	Patience	✓	Street Cleaning Labourers are required to exercise high levels of patience whilst attending to all tasks. This is particularly important as streets within the municipality are narrow and at times access is significantly limited until parked vehicles are removed / relocated by their owners
	Emotional stability	✓	Street Cleaning Labourers are required to have a developed emotional stability whilst completing all tasks
	Judgement	✓	Street Cleaning Labourers are required to exercise good judgement whilst completing all aspects of the role
	Reasoning	✓	Street Cleaning Labourers are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation	✓	Street Cleaning Labourers that operate large and small Street Cleaning Labourer vehicles are required to work in isolation at all times. Street Cleaning Labourers that operate the sucker pump truck and engage in manual litter collection work alongside a colleague.

	Autonomy	✓	Street Cleaning Labourers 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	✓	Street Cleaning Labourer tasks are completed with the availability of peer support.
	Social network	✓	A social network is available for all Street Cleaning Labourers through the City of Stonnington
	Production demands	-	Street Cleaning Labourers are required to complete all tasks on their designated route. In the event that curbs and gutters are inaccessible, there is no requirement for the Street Cleaning Labourer to return to the street in order to complete the task.
	Stress	✓	Street Cleaning Labourers may be subjected to stressful situations. This includes dealing with potentially irate members of the public and residents.

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.