

Physical Requirements

Role	Side Loader Waste Collector
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Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing			✓				Intermittent requirement to stand when exiting vehicle to reposition inaccessible wheelie bins
Sitting						✓	Constant requirement to sit whilst operating / driving Side Loader Waste Collector vehicle. The requirement to sit would cease temporarily should the Side Loader Waste Collector be required to exit the cabin to reposition inaccessible wheelie bins
Forward Reaching						✓	Constant requirement to reach forward to use joystick for the purposes of operating side loader mechanism as well as the requirement to steer the vehicle using upper limbs
Neck flexion / extension / rotation						✓	Frequent and repetitive neck flexion / extension required whilst completing tasks. Side Loader Waste Collectors 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 side loader in operation. Refer to the road in front of them whilst driving to next wheelie bin for collection In addition, the Side Loader Waste Collectors would be required to assume and maintain left sided rotation in the cervical spine whilst referring to the side loader mechanism in operation (see image 1). This posture is assumed for every bin being unloaded
Reaching above shoulder height			✓				Intermittent requirement to reach above shoulder height. This posture is assumed should the Side Loader Waste Collector exit or enter the vehicle cabin. Reaching above shoulder height is assumed to pull themselves up using handles located at the vehicle doors (see image 3)
Stooping & bending forward from standing position	✓						Stooping and bending from standing position not required
Kneeling / squatting	✓						Kneeling / squatting not required
Trunk rotation						✓	Constant requirement to assume rotation in the upper body. The Side Loader Waste Collectors would be required to assume and maintain left sided rotation in the lumbo-thoracic spine whilst referring to the side loader mechanism in operation (see image 1). This posture is assumed for every bin being unloaded.

Mobility							
Climbing step / platform			✓				Intermittent requirement to climb steps to access vehicle cabin. This activity is needed should the Side Loader Waste Collector exit or enter the vehicle cabin for the purposes of relocating inaccessible wheelie bins

Walking			✓				Intermittent requirement to walk over even surfaces including: <ul style="list-style-type: none"> Asphalt surfaces Paved surfaces (sidewalks) Steep inclines as per nature of streets
Walking over uneven surfaces			✓				Intermittent requirement to walk over uneven surfaces including: <ul style="list-style-type: none"> Bluestone surfaces Unkempt nature strips which may contain exposed tree roots and/or depressions/holes
Ladder climbing	✓						Ladder climbing not required

Manual Handling

Unilateral lifting	✓						Unilateral lifting not required
Bilateral carrying	✓						Bilateral carrying not required
Lifting with weight away from body <10kg	✓						Lifting <10kg away from body not required
Lifting with weight away from body >10kg	✓						Lifting >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor	✓						Lowering vertical distance >25cm from waist to floor not required
Lifting a vertical distance > 25cm from waist to shoulder height	✓						Raising a vertical distance >25cm from waist to shoulder height not required
Lifting 0kg - 4.5kg	✓						Lifting up to 4.5kg not required
Lifting 4.5kg - 9kg	✓						Lifting up to 9kg not required
Lifting 9kg - 22kg	✓						Lifting up to 22kg not required
Lifting 22kg - 45kg	✓						Lifting up to 45kg not required
Lifting 45kg+	✓						Lifting >45kg not required
Handling unstable objects	✓						Handling unstable objects not required
Carrying	✓						Carrying not required
Pushing / pulling			✓				Intermittent requirement to push / pull fully loaded wheelie bins which weigh up to 80kg. Side Loader Waste Collectors would be required to assume this task should the wheelie bin be positioned in an inaccessible position. Pushing / pulling occurs over: <ul style="list-style-type: none"> Asphalt surfaces Paved surfaces (sidewalks) Steep inclines as per nature of streets Bluestone surfaces Unkempt nature strips which may contain exposed tree roots
Sustained/repetitive hand grip						✓	Constant requirement to sustain hand grip whilst: <ul style="list-style-type: none"> Steering vehicle Using joystick to operate side loader mechanism
Tool use	✓						Tool use not required
Exposure to vibration						✓	Side Loader Waste Collectors are constantly exposed to vibration by way of the vehicle which they are operating

Physical Demand Matrix

Role	Rear Loader Waste Collector
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Body Posture	Not required	Rare	Intermittent	Occasional	Frequent	Constant	Comments
Standing (Driver)				✓			Intermittent requirement to stand when exiting vehicle to obtain wheelie bins
Sitting (Driver)						✓	Constant requirement to sit whilst driving Rear Loader Waste Collector vehicle. Note: the Rear Loader Waste Collectors rotate their participation in driving or waste collection tasks every 60 minutes
Sitting (Waste Collector)	✓						Sitting not required whilst completing Waste Collection duties Note: the Rear Loader Waste Collectors rotate their participation in driving or waste collection tasks every 60 minutes
Forward reaching						✓	Drivers are constantly requirement to reach forward whilst steering the vehicle Rear Loader Waste Collectors are constant requirement to reach forward using upper limbs to obtain fully loaded and emptied wheelie bins for the purposes of pushing / pulling into position
Neck flexion / extension						✓	Frequent and repetitive neck flexion / extension required whilst completing tasks. Rear Loader Waste Collectors would be required to flex the neck whilst: <ul style="list-style-type: none"> • Referring to the road in front of the vehicle (Driver only) • Referring to the ground which they are ambulating over to ensure obstacles are avoided (see images 8 & 9) (Waste collectors)
Reaching above shoulder height	✓						Reaching above shoulder height not required
Stooping & bending forward from standing position	✓						Stooping and bending from standing position not required
Kneeling / squatting	✓						Kneeling / squatting not required
Trunk rotation						✓	Constant requirement to assume rotation in the upper body. The Rear loader Waste Collectors would be required to assume and maintain this position whilst manoeuvring wheelie bins into position from nature strips to the rear of the vehicle

Mobility

Climbing step / platform						✓	Constant requirement to step up and down curb steps whilst Rear Loader Waste Collectors push / pull fully loaded and empty wheelie bins into position. This task is completed up to 120 minutes at a time prior to
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							rotation of task to driving
Walking						✓	<p>Constant requirement to walk over even surfaces to collect and return bins from nature strips and position at the rear of the truck to empty including:</p> <ul style="list-style-type: none"> Asphalt surfaces Paved surfaces (sidewalks) Steep inclines as per nature of streets <p>This task is completed up to 120 minutes at a time prior to rotation of task to driving</p>
Walking over uneven surfaces						✓	<p>Constant requirement to walk over uneven surfaces including:</p> <ul style="list-style-type: none"> Bluestone surfaces Unkempt nature strips which may contain exposed tree roots <p>This task is completed up to 120 minutes at a time prior to rotation of task to driving</p>
Ladder climbing	✓						Ladder climbing not required

Manual Handling

Unilateral lifting	✓						Unilateral lifting not required
Bilateral carrying	✓						Bilateral carrying not required
Lifting with weight away from body <10kg	✓						Lifting <10kg away from body not required
Lifting with weight away from body >10kg	✓						Lifting >10kg away from body not required
Lowering a vertical distance > 25cm from waist to floor	✓						Lowering vertical distance >25cm from waist to floor not required
Lifting a vertical distance > 25cm from waist to shoulder height	✓						Raising a vertical distance >25cm from waist to shoulder height not required
Lifting 0kg - 4.5kg	✓						Lifting up to 4.5kg not required
Lifting 4.5kg - 9kg	✓						Lifting up to 9kg not required
Lifting 9kg - 22kg	✓						Lifting up to 22kg not required
Lifting 22kg - 45kg	✓						Lifting up to 45kg not required
Lifting 45kg+	✓						Lifting >45kg not required
Handling unstable objects	✓						Handling unstable objects not required
Carrying	✓						Carrying not required
Pushing / pulling						✓	<p>Constant pushing and pulling required of fully loaded wheelie bins which weigh up to 80kg. Pushing / pulling occurs over:</p> <ul style="list-style-type: none"> Asphalt surfaces Paved surfaces (sidewalks) Steep inclines as per nature of streets Bluestone surfaces Unkempt nature strips which may contain exposed tree roots <p>This task is completed up to 120 minutes at a time prior to rotation of task to driving</p>

Sustained/repetitive hand grip						✓	Constant requirement to sustain hand grip whilst: <ul style="list-style-type: none"> Steering vehicle (Driver) Pushing and pulling fully loaded and empty wheelie bins over various surfaces (see above)
Tool use	✓						Tool use not required
Exposure to vibration						✓	Driver of the Rear Loader Waste Collector vehicle is subject to constant low level vibration in the cabin of the vehicle. This task is completed for 60 hour at a time prior to rotation of task to waste collection

Psychosocial Demands

Personal	Concentration	✓	High levels of concentration required, particularly whilst: <ul style="list-style-type: none"> Driving within the community Negotiating traffic whilst driving and on foot (Rear Loader Waste Collectors)
	Patience	✓	Waste Collectors 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	✓	Waste Collectors are required to have a developed emotional stability whilst completing all tasks
	Judgement	✓	Waste Collectors are required to exercise good judgement whilst completing all aspects of the role
	Reasoning	✓	Waste Collectors are required to exercise sound reasoning whilst completing all aspects of the role
Social	Isolation (Side Loader Waste Collector)	✓	Side Loader Waste Collectors work in isolation at all times
	Isolation (Rear Loader Waste Collector)	-	Rear Loader Waste Collectors work in a crew of 3, as such they do not work in isolation.
	Autonomy	✓	Waste Collectors 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 (Side Loader Waste Collector)	-	Peer support is unavailable whilst Side Loader Waste Collectors complete their designated duties
	Peer support (Rear Loader Waste Collector)	✓	Rear Loader Waste Collector tasks are completed with the availability of peer support.
	Social network	✓	A social network is available for all Waste Collectors through the City of Stonnington
	Production demands	✓	Waste Collectors are required to complete all rubbish collections on their designated route during the allocated shift. All inaccessible rubbish bins identified during the route must be emptied at some point during the day, either by this crew or by another crew on the following day.
	Stress	✓	Waste Collectors 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.