DUBBO REGIONAL COUNCIL

StateCover Mutual Limited
Local Government's Workers Compensation Insurer

Job Demand Analysis

Placement/Job Title:	Gardener
Division/Branch:	Community and Recreation / Operations
Date of Assessment:	20 November 2012
Assessment Completed By:	Human Resources Advisor 4 Team Leader Horticulture
Standard Hours:	7am to 4pm (8½ hours per day), 9 day fortnight
Variable Hours:	☑ Overtime ☑ On Call ☑ Call Outs
Breaks / Rest Periods:	30 minute lunch 10 minute morning tea

Environmental/Psychosocial Factors

- Gardeners working a team environment
- Gardeners work outside and are exposed to all weather conditions, uneven/sloped terrain and slippery/muddy ground surfaces may also be traversed at times. Snakes and spiders may also be present in the vicinity of the work area.
- At times work will be conducted in high traffic areas.
- May have to deal with complaints from members of the public and deal with these in an effective and time efficient manner. Also needs to be aware of the public utilising the sporting fields and parks where work is being undertaken.
- May be required to perform overtime and may be called out for emergency situations. However, this is only required on an intermittent basis.
- It should be noted that Parks and Landcare has a peak period in summer and an off peak period in winter, while employees work their set hours every week in the peak period team leaders are required to juggle a higher demand for their services and may experience increased requirement for overtime.

Job Descriptions

The Gardener is to assist the Team Leader in providing beneficial and cost efficient horticultural maintenance and installation service to the city of Dubbo.
Please see corresponding position descriptions for further information.

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
Standing				X	Standing could occur for prolonged periods.
Walking				X	
Sitting	X				When operating the ride on mower and when driving the truck.

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
Climbing ladders, stairs or scaffolding	X				Required to get in and out of the work truck.
Bending / Stooping			X		Required when starting the brush cutter mower and when lowering or picking up the equipment. Also required when planting and weeding garden beds, shovelling and using the mulch fork.
Squatting / Crouching			X		Required when planting a garden bed; when pruning low items.
Kneeling			X		
Reaching overhead		X			Occurs when pruning and when lifting items into and out of the truck.
Reaching at waist level or below.				X	Required when hedging; when operating equipment; when using tools such as a brush cutter, shovel, pole saw, hedge trimmer and blower.
Crawling	X				Not required.
Trunk Rotation			X		Required when shovelling and when operating the mulch fork.
Repetitive Forearm, hand and finger movement			X		Required when using tools and equipment. Also required when weeding garden beds.
Manual dexterity and handling			X		Required to do most of the work tasks. Items such as the blower may require a firm grasp and the worker may sometimes be exposed to the equipment "kicking back", causing jarring on the wrist and hands.

Manual Handling			
	Weight:	**Frequency:**	**Comments:**
Lifting	5-10kg	Occasional	Lifting signage, plants and tools on and off the truck from chest level to floor level. Lifting tools and equipment such as a brush cutter off the truck. Lifting from chest level while reaching in an extended position and rotating in the trunk. Lifting ranges from ground to knee to waist to shoulder to overhead.
	10-20kg	Occasional	Lifting the push mower and the edger onto or off the truck. Usually a two person task. Lifting ranges from ground to knee to waist to shoulder to overhead.

Manual Handling			
	Weight:	**Frequency:**	**Comments:**
	>20kg	Occasional	Lifting aids or a team lift are generally used for heavier plants and equipment.
Carrying	5-10kg	Frequently	Carrying plant and equipment from truck to worksite. Using the wipper sniper, blower, hedge trimmer etc Gardeners are required to hold these pieces of equipment for a sustained period of time while walking, rotating their trunk. Equipment must be held out from the body. Gardeners use a harness when using the wiper sniper.
	10-20kg	Occasional	Carrying chemical spray back pack on shoulders for chemical application.
Pushing/pulling	Force varies, usually light	Occasional	Exerting light forces to operate the push mower. Usually sustained for prolonged periods.

Tools Used		
Tool:	**Weight:**	**Comments:**
Brush Cutter/Wiper sniper	8kg	Repetitive and frequent rotation of the neck, shoulder and pelvis when brush cutting.
Edger	Approx 20kg	Used occasionally for up to an hour at a time.
Push mower	20kg	
Hedge trimmer	5-10kg	Requires awkward extended reaching against resistance to hold the tool away from the body and at the correct position to do proper cutting.
Pole saw	8kg	The pole saw is used with the upper extremity extended and causes strain on the body due to the leverage.
Chain saw	6kg	Used occasionally.
Ride On Mower	Not determined	Operated occasionally, sometimes for prolonged periods.
Mulch fork	2kg	The weight will vary depending on the load placed on the tool.
Shovel	2kg	
Spraying back pack	10-12kg when full	Lifted onto back, usually using a two handed motion. This procedure involves rotation of the spine. The pull of the backpack straps over the shoulders could place strain on the neck and shoulders when carried for prolonged periods, especially when associated with looking down.
Blower	Not determined	Repetitive wrist movements may cause strain on the upper extremity due to swinging the blower repetitively and with force while pronating and supinating the wrists and doing ulnar and radial deviation.
Wheelbarrow	Not determined	
Fertaliser	22.5kg	Fertiliser is loaded into machines.
Fuel Containers	20L	Unilateral lifting/hook grasp required; awkward to handle at 20 litres.

Balance		
	Exposure to:	**Comments:**
Level ground	Yes	Rarely.

Uneven ground	Yes	Frequently encountered.
Unprotected heights or high levels	Yes	Work on elevated platforms

Environmental Conditions		
	Exposure to:	**Comments:**
Inside work	No	Not applicable
Outside work	Yes	This position work outside all of the time
Night Work	Yes	May be required in emergency situations.
Extreme heat	Yes	Exposure to the weather elements due to outside work.
Extreme cold	Yes	
Humid or wet	Yes	
Noise	Yes	Noise from equipment and machines is always present, the workers use hearing protection.
Vibration	Yes	Encountered frequently when using a saw, mowers, brush cutters and hedge trimmers.
Mechanical hazards	Yes	Working with equipment.
Electrical hazards	Yes	When working under power lines or when encountering underground power lines.
Risk of burns	Yes	Exposure to exhausts on machines.
Radiant energy	Yes	Sun exposure.
Poor ventilation	Yes	Delroy Gardener is required to enter a confined space.
Moving objects	Yes	Many of the machines and equipment have moving parts such as blades. Also need to be aware of pedestrians.
Sharp tools	Yes	See tools section
Cluttered or slippery floors	Yes	Occasionally encountered.
Elevated surfaces	Yes	Occasionally when using disabled ramps.
Lighting	N/A	Appropriate.
Exposure to fumes/odours/ dusts/mists/gases	Yes	Exposure to exhaust fumes. Exposed to dust, liquids, pesticides, herbicides and fertilisers.
Exposure to biological hazards	Yes	Sharps, Cleaning out duck pond (faeces)

Sensory/Communication		
	Required:	**Comments:**
Vision	Yes	Eye protection is used when needed.
Hearing	Yes	Hearing protection is used.
Speech	Yes	Required to communicate with co-workers and the public.
Reading	Yes	May be required on rare occasions to receive instructions or to complete paperwork tasks.
Writing	Yes	
Numerical ability	Yes	

This Job Demand Analysis has been assessed and approved by the relevant Supervisor and corresponding Manager within Dubbo Regional Council. This Job Demand Analysis will be implemented on 8 April 2013.