DUBBO REGIONAL COUNCIL

StateCover Mutual Limited
Local Government's Workers Compensation Insurer

Job Demand Analysis

Placement/Job Title:	Labourer
Division/Branch:	Infrastructure and Operations/Infrastructure Delivery
Date of Assessment:	23 October 2012
Assessment Completed By:	Human Resources Advisor 2 Works Supervisor
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 15 minute morning tea

Environmental/Psychosocial Factors

The labourers are exposed to limited mental stress, but have to work with high physical demands due to the heavy nature of their job. They are exposed to all weather conditions and Work on sloping, slippery and uneven terrain on a regular basis.

Labourers frequently work in high traffic areas.

Job Descriptions

The Labourer is to work with their team in Infrastructure Delivery Branch in providing beneficial and cost efficient civil engineering services to the Local Government area of Dubbo Regional Council.

Please see corresponding position description for further information.

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
Standing				X	Labourers are on their feet all day. Prolonged standing is required when performing labouring tasks. Walking on uneven, sloped, slippery and muddy ground surfaces may be required at times.
Walking				X	
Sitting		X			Sitting is required at times when driving between work site and while undertaking relief plant operation.
Climbing ladders,			X		Climbing is required only on an intermittent basis. May be

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
stairs or scaffolding					required to climb signs, get in and out of trenches, plant and vehicles.
Bending / Stooping			**X**		May be required for labouring tasks, when repairing road surfaces and when concreting.
Squatting / Crouching			**X**		May be required for labouring tasks, when repairing road surfaces and when concreting.
Kneeling		**X**			May be required on an intermittent basis for labouring tasks, when repairing road surfaces and when concreting
Reaching overhead		**X**			Overhead reach may be required when carrying out general labouring duties.
Reaching at waist level or below.			**X**		Required for most of the work tasks and when using tools.
Crawling	**X**				When concreting.
Trunk Rotation			**X**		Required when screeding concrete while in a bent over position. Repetitive trunk rotation is required when shovelling and digging trenches to repair pipe works. Occurs repetitively.
Repetitive Forearm, hand and finger movement				**X**	Bilateral fine motor actions are required for tool use
Manual dexterity and handling			**X**		Required to use tools.

Manual Handling			
	Weight:	**Frequency:**	**Comments:**
Lifting and carrying	5-10kg	Frequent	Required when lifting and carrying tools and equipment. Lifting occurs through all ranges from floor level to chest and shoulder level.
	15kg	Occasional	Lifting and carrying heavier parts and tools as required, usually between floor and waist level. Carried over short distances.
	15-20kg	Occasional	Lifting and carrying sheets of steel from floor to waist level. Usually a two person task. The sheets may weigh up to 45kg. Carried over short distances.
Pushing and pulling	Not known	Occasional	Pushing and pulling required when knocking shutters with the hammer.
	Not known	Occasional	Occasional pushing and pulling tasks when tying steel and doing form work, when

			working with tools where force has to be exerted.
	Varied	Occasional	The trailer and whacker packer have to be pushed/pulled into position at times.
This job falls into the medium physical demands level, with some tasks that fall into the heavy physical demands level.			

Tools Used		
Tool:	**Weight:**	**Comments:**
Hammer	Weight will not exceed 2kg	These tools are used on a regular basis for a variety of tasks.
Saws		
Jigsaws		
Levels		
Protractors		
Drills		
Screeds		This long piece of aluminium is used to smooth concrete and is used for prolonged periods while in a bent over position.
Quick cut	15kg	Required to cut pipe and concrete. Used in a bent over position.
Vibrating needle	15-20kg	The worker has to drag the vibrating needle along in the concrete and carry the hose. The worker has to position the needle in the concrete and hold onto this while it vibrates to remove air from the concrete. The worker is exposed to vibration and working in awkward body positions.
Whacker packer	120kg	Requires two persons to lift off truck. Workers are exposed to jarring and vibration.
Roller	Unknown	The machine is delivered and the worker sits on the roller to operate.
Crowbars	8kg	Used to push and lever items into position.
Chainsaw	6kg	Used to clear surrounds and chop larger trees.
Shovel	2kg 5-6kg loaded	May be used to move a variety of substances such as dirt and gravel.
Rake	2kg	Used to clear and level the road surface as required.
Broom	2kg	Used to clear the road and gutters as required.
Stop/go sign	2-3kg	Cylindrical grip and static holding of the sign is required.
Hand tools	< 1kg	An assortment of hand tools may be used.
Concreting equipment	3-5kg	Trowel, float etc

Balance		
	Exposure to:	**Comments:**
Level ground	Yes	Working on level and uneven ground.
Uneven ground	Yes	Working on sloping, slippery and uneven terrain on a regular basis.
Unprotected heights or high levels	Yes	Working around excavated areas.

Environmental Conditions		
	Exposure to:	**Comments:**
Inside work	No	Not applicable.
Outside work	Yes	Working outside for most of the work day.
Night Work	Yes	Occasional
Extreme heat	Yes	Exposure to weather elements.
Extreme cold	Yes	

Humid or wet	Yes	
Noise	Yes	Noise from machinery and tool use.
Vibration	Yes	Occurs when using vibrating plates and needles and when using the whack packer.
Mechanical hazards	Yes	Machinery, plant etc
Electrical hazards	Yes	Exposure to electrical leads.
Risk of burns	Yes	Encountered when using the oxy-acetylene torch.
Radiant energy	Yes	Sun exposure.
Poor ventilation	Yes	Gross Pollution Traps (GPT)
Moving objects	Yes	Exposed to moving objects on the worksite.
Sharp tools	Yes	Working with saws, jigsaws and drills.
Cluttered or slippery floors	Yes	Exposure to slippery and uneven conditions outside.
Elevated surfaces	Yes	Working around excavated areas.
Lighting	N/A	Sufficient.
Exposure to fumes/odours/ dusts/mists/gases	Yes	Exposure to welding fumes and dust on a regular basis.
Exposure to biological hazards	Yes	Sharps

Sensory/Communication		
	Required:	**Comments:**
Vision	Yes	Required to ensure accuracy when using tools and when doing construction tasks.
Hearing	Yes	Required for general interaction with co-workers and the public.
Speech	Yes	
Reading	Yes	Required to order materials and plant for the next day and to calculate concrete and other materials.
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.