

Job Demand Analysis

Placement/Job Title:	Ranger
Division/Branch:	Planning and Environment / Environmental Control
Date of Assessment:	18 January 2013
Assessment Completed By:	Human Resources Advisor 4 Ranger
Standard Hours:	8:30am to 5:00pm, Monday to Friday
Variable Hours:	<input checked="" type="checkbox"/> Overtime <input checked="" type="checkbox"/> On Call <input checked="" type="checkbox"/> Call Outs
Breaks / Rest Periods:	1 hour lunch

Environmental/Psychosocial Factors

- The Ranger's job can be stressful in nature as the work tasks are unpredictable and because they encounter dangerous situations, verbal abuse on a regular basis, and because they often work alone. The Ranger's job is mentally and physically demanding.
- The rangers spend majority of their time undertaking field work which varies widely. This can include but is not limited to: inspections of properties, dealing with; neighbourhood disputes, stray animals, uncared for animals, livestock issues, illegal waste dumping, abandoned vehicles. Dealing with animals is largely unpredictable with some being dangerous ie. dangerous dogs, charging cattle, snakes etc.
- The rangers also have an office duty requirement of their role which includes CRM's and making sufficient records of their field work.
- May at times be required to travel to remote locations with limited or no phone service, vehicles are fitted with UHF radios.
- Rangers have a duty of care to provide public safety.
- Required to deal with complaints from members of the public and deal with these in an effective and time efficient manner. They may be involved in investigating complaints that are subject of neighbourhood disputes, issues that may involve dangerous and/or uncared for animals resulting in aggressive customers and potentially dangerous situations.
- The rangers work autonomously. If the rangers are aware they are heading into a potentially dangerous situation ie impounding of dangerous dogs, aggressive people they are required to take a fellow ranger with them to provide assistance or if possible get police attendance at the site.
- May be required to perform overtime and may be called out for emergency situations.
- All rangers work on an on call rotating roster.

Job Descriptions

This position is responsible for the enforcement of animal control, pollution and health

Job Descriptions

control matters. The Ranger is also responsible for providing public education in relation to these matters.

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		The worker may be on their feet all day. The requirements vary.
Walking			X		
Sitting			X		When working in the office, and when driving for field work.
Climbing ladders, stairs or scaffolding		X			The worker may be required to climb up and down embankments.
Bending / Stooping		X			Required to pick up animals, make temporary repairs to fences and complete inspections. Required when utilising various tools and equipment.
Squatting / Crouching	X				May be required when working with animals.
Kneeling	X				Rarely required.
Reaching overhead	X				Rarely required.
Reaching at waist level or below.				X	Occurs when working on the computer, when driving and when working on the laptop in the vehicle. Occurs when handling animals and using various tools and equipment.
Crawling	X				May be required to reach dogs or cats in small spaces.
Trunk Rotation		X			Required when doing inspections and when driving, to shoulder check.
Repetitive Forearm, hand and finger movement		X			Required when using the computer.
Manual dexterity and handling		X			Required when handling / catching stray animals. Required when lifting and carrying

Manual Handling

	Weight:	Frequency:	Comments:
Lifting and carrying	40-60kg	Rarely	Lifting and carrying dogs of various weights from floor level to approximately chest level, lifting the dogs into the truck. Carrying the
	20-40kg	Occasional	

			animals over short distances. Animals are also lifted and carried whilst in cages which can be awkward. Dog traps are also large and bulky to lift and carry (while empty and while dog inside). A team lift is utilised when possible.
	10-20kg	Occasional	Required to lift items off the side of the road, to remove branches out of the way, and when lifting tools and equipment. Animal cages can be awkward to lift. Also required for lifting animals. Carrying over short distances.
	0-10kg	Frequent	
Pushing/ Pulling	Varied	Occasional	Pushing and pulling may be required when moving items such as tree branches out of the way. Also required when working with animals ie. dogs on catching pole, steering livestock. Large dog cage is fitted with wheels and can be pulled/pushed into position.

Tools Used

Tool:	Weight:	Comments:
Rope/halters etc		Used to catch animals such as dogs/horses
Dog pole	< 1kg	Used to catch dogs.
Stop / slow sign	10kg	May be required to do traffic control.
Shovel	6kg	Shovelling required occasionally. Weight varies depending on the load.
Rifle	Not specified	Usually not carried with the ranger.
Camera	< 1kg	Used to document evidence.
Pliers	< 1kg	Used occasionally.
Bite stick / baton	< 1kg	Carried for self defence if needed.
Bulk Cutters	2kg	Nil
Shepards crook	1kg	Used to hook small livestock
Snare pole	1kg	Used to catch animals
Dog Traps	Up to 60kg	There is a range of dog traps that are used. Traps are lifted/carried while empty and while animal is inside which makes them an unstable weight. Traps are large and bulky to and therefore awkward to lift, a team lift is utilised when possible. The largest trap is on wheels to reduce the manual handling requirement.
Cat Traps	Up to 10kg	Traps are lifted/carried while empty and while animal is inside which makes them an unstable weight.
Livestock Trailer	Not specified	Nil
Portable yards	Not Specified	Portable yards are fitted to the livestock trailer and need to be lifted on and off to set up as required.

Balance

	Exposure to:	Comments:
Level ground	Yes	When working indoors.
Uneven ground	Yes	When walking through the bush and when walking on overgrown lots or around embankments.
Unprotected heights or high	Yes	Occurs when climbing up and down river

levels		embankments.
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Environmental Conditions		
	Exposure to:	Comments:
Inside work	Yes	Office work.
Outside work	Yes	Occurs for up to 80% of the work day.
Night Work	Yes	May be required when on call.
Extreme heat	Yes	Exposed to a variety of weather conditions.
Extreme cold	Yes	
Humid or wet	Yes	
Noise	Yes	Exposure to dog noise at the pound.
Vibration	No	Not applicable.
Mechanical hazards	Yes	Used of the lift fitted to Ranger vehicles.
Electrical hazards	No	Not applicable.
Risk of burns	No	Not applicable.
Radiant energy	Yes	Exposure to sun.
Poor ventilation	No	Not applicable.
Moving objects	Yes	Exposure to traffic when working on the road.
Sharp tools	Yes	Exposure to the needles when doing micro-chipping of animals at the pound. Tools.
Cluttered or slippery floors	Yes	May be slippery surfaces while out at peoples properties or down at the river. May also be cluttered or slippery at the animal shelter.
Elevated surfaces	Yes	When working around or on steep hills/ river embankments.
Lighting	Yes	Lighting I restricted when called out during the night.
Exposure to fumes/odours/ dusts/mists/gases	Yes	Exposure to dust. Possible exposure to chemicals for illegal waste dumping. Citronella spray and animal medications.
Exposure to biological hazards	Yes	Sharps. Exposure to animal disease such as parvo, fleas, ticks, waste and waste water.

Sensory/Communication		
	Required:	Comments
Vision	Yes	The Ranger relies on vision to check for breaches of Council regulations and has to monitor and observe practices on a daily basis.
Hearing	Yes	Required to interact with the public and with supervisors. Skills in dealing with irate customers required.
Speech	Yes	
Reading	Yes	Paperwork required on a regular basis. The Ranger has to also prepare reports for the court.
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.