

## Job Demand Analysis

Placement/Job Title:	Whylandra Plant Operator / Labourer
Division/Branch:	Solid Waste/Infrastructure and Operations Services
Date of Assessment:	4 October 2012
Assessment Completed By:	Human Resources Advisor 4 Whylandra Waste Disposal Supervisor
Standard Hours:	8.00 am – 5.00pm 6 days are worked, followed by 3 days off
Variable Hours:	<input checked="" type="checkbox"/> Overtime <input type="checkbox"/> On Call <input checked="" type="checkbox"/> Call Outs
Breaks / Rest Periods:	30 minute lunch

### Environmental/Psychosocial Factors

Work tasks are performed both inside (office/weighbridge based) and outside the waste management facility. Therefore, exposure to a variety of weather conditions is experienced.

Work is often performed in uneven/sloped terrain and on slippery/muddy ground surfaces (gum boots are available for use). The work area may be surrounded by water, rubbish and hazards may be present. Snakes, spiders and other vermin may also be present in the vicinity of the work area.

### Job Descriptions

The Whylandra Plant Operator / Labourer is to work with the other Whylandra staff in providing beneficial and cost efficient solid waste processing, plus weighbridge operation for the City of Dubbo.

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			Required when performing weighbridge duties and general duties within the waste management facility.
Walking		X			Required when performing weighbridge duties and general duties within the waste management facility. A variety of ground surfaces are present at the site, including even,

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
					uneven, sloped and inclined surfaces.
Sitting				X	Prolonged sitting is required when operating plant equipment. Some jarring and vibration may also be experienced due to traversing over uneven ground surfaces. An adjustable ergonomic chair is available for use within the weighbridge area.
Climbing		X			Access to plant equipment is required (up to 7 steps on the compactor).
Bending / Stooping		X			May be required with manual handling of waste items.
Squatting / Crouching	X				May be required.
Kneeling	X				May be required
Reaching overhead	X				Overhead reach is required to access plant equipment.
Reaching at waist level or below.			X		Prolonged bilateral shoulder flexion is required when operating plant machinery, Reaching at waist level or below may also be required when manual handling waste items.
Crawling	X				Crawling is rarely required.
Trunk Rotation	X				Trunk rotation may be required to assist with visibility when using plant. It should be noted that mirrors and rear view cameras are present on all machines. The TANA compactor is also fitted with a swivel seat.
Repetitive Forearm, hand and finger movement			X		Bilateral fine motor actions are required when performing plant operation tasks, computer data entry and with manual handling of small items.
Manual dexterity and handling			X		Manual handling (lifting, carrying, pushing and pulling) of a variety of loads is required. Two workers are used when lifting/carrying larger waste items such as televisions The weight of items varies and it should be noted that plant machinery and/or a forklift can

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
					be used to move heavier items.

Manual Handling			
	Weight:	Frequency:	Comments:
Lifting	10-25 kg	Occasionally	Lifting of waste items from light weight to larger items (such as televisions) may be required. It should be noted that a two man lift is used as required. Plant machinery is also available for lifting heavy items.
	>25kg	Occasionally	
Carrying	10-25 kg	Occasionally	Carrying of waste items from light weight to larger items (such as televisions) may be required.
	>25kg	Rarely	It should be noted that a two man carry is used as required. Plant machinery is also available for carrying heavy items.
Pushing/Pulling	Up to 25 kg	Occasionally	Wheelie bins are pushed/pulled at times.

Tool:	Weight:	Comments
Chainsaw	10 kg	Bilateral hand grip is required and personal protective equipment must be worn.
Whipper snipper	8-10 kg	Bilateral hand grip is required and personal protective equipment must be worn.
Hand tools	1-3 kg	Unilateral/bilateral hand grip is required when using hand tools.
Shovel/Matic	6kg	May be used to dig and move a variety of substances such as dirt, mud and gravel.
Broom	2kg	Used to clear the road and gutters as required.
Air powered tools	2kg	An assortment of air powered and hand tools may be used including a knocker to tighten bolts, drills, hammers and saws.
Crowbar	10kg	Used to break gravel

Balance		
	Exposure to:	Comments:
Level ground	Yes	When walking on prepared road surfaces, within the truck parking/storage area and within the weighbridge.
Uneven ground	Yes	When walking on dirt road surfaces and traversing across the waste management area to access machinery.
Unprotected heights or high levels	Yes	Driving plant and machinery over built up rubbish tip hill. Steep sides are lined with an earth mound to deter driving over.

<b>Environmental Conditions</b>		
	<b>Exposure to:</b>	<b>Comments:</b>
Inside work	Yes	When operating plant equipment and performing weighbridge duties.
Outside work	Yes	Workers may be required to work outside and/or access the waste collection areas.
Night Work	Yes	Fire call outs.
Extreme heat	Yes	The plant cabins are air conditioned. However, the worker may be exposed to the environment when manually handling waste items and when accessing the waste collection areas.
Extreme cold	Yes	The plant cabins are air conditioned. However, the worker may be exposed to the environment when manually handling waste items and when accessing the waste collection areas.
Humid or wet	Yes	The plant cabins are air conditioned. However, the worker may be exposed to the environment when manually handling waste items and when accessing the waste collection areas.
Noise	Yes	May include surrounding traffic (including vehicles and trucks) and/or noise associated with plant machinery operation.
Vibration	Yes	Vibration within plant machinery is reported to be minimal except in the TANA compactor. However, movement of plant from side to side occurs on occasion, due to the varied/uneven ground surfaces. Vibration is also experienced when operating \ drills and the chainsaw.
Mechanical hazards	Yes	The worker has to be vigilant regarding surrounding traffic and/or plant.
Electrical hazards	No	Not applicable.
Risk of burns	No	Not applicable.
Radiant energy	Yes	When working outside within the waste management facility.
Poor ventilation	No	Not applicable.
Moving objects	Yes	Includes general traffic flow and/or surrounding plant.
Sharp tools	No	Not applicable.
Cluttered or slippery floors	Yes	When walking along muddy/slippy roads and/or inclines.
Elevated surfaces	Yes	Access to/from plant machinery and when walking on inclined surfaces. Driving plant and machinery over built up rubbish tip hill. Steep sides are lined with an earth mound to deter driving over.
Lighting	No	Not applicable.
Exposure to fumes/odours/ dusts/mists/ gases	Yes	Fumes/odours are generated from waste and dust is generated from the dirt roads at times. The worker is exposed to odours from waste products including asbestos. Strict guidelines are in place for disposing of asbestos.

<b>Environmental Conditions</b>		
	<b>Exposure to:</b>	<b>Comments:</b>
Exposure to biological hazards	Yes	Sharps and clinical waste

<b>Sensory/Communication</b>		
	<b>Required:</b>	<b>Comments:</b>
Vision	Yes	Vision is required when operating plant equipment, with manual handling of items and when monitoring surrounding traffic/plant.
Hearing	Yes	General liaison with other workers and members of the public is required and the worker also needs to be aware of surrounding traffic/plant activities.
Speech	Yes	General liaison with other workers and members of the public is required.
Reading	Yes	Completion of paperwork as required.
Writing	Yes	Completion of paperwork as required.
Numerical ability	Yes	Operating weighbridge.

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.