

Job Demand Analysis	
Placement/Job Title:	Senior Arborist / Arborist / Assistant Arborist
Division/Branch:	Community and Recreation / Operations
Date of Assessment:	31 January 2013 16 September 2014
Assessment Completed By:	Human Resources Advisor 4 Arborist
Standard Hours:	7am to 4pm (8½ hours per day), 9 day fortnight
Variable Hours:	<input type="checkbox"/> Overtime <input checked="" type="checkbox"/> On Call <input checked="" type="checkbox"/> Call Outs
Breaks / Rest Periods:	10minute morning tea break 30 minute lunch break

Environmental/Psychosocial Factors

- Arborists work in all weather conditions and are required to work on 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 be required to participate in an on call roster and may be called out for emergency situations. However, this is only required on an intermittent basis.
- Perform a customer service role in responding to CRM's and therefore may have to deal with complaints from members of the public and deal with these in an effective and time efficient manner.

Job Descriptions

Arborists assist Manager Operations in providing beneficial and cost efficient Arboricultural/horticultural maintenance and installation service 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	At work site on dirt, grass, shale, gravel and concrete.
Walking				X	At work site, to and from van/truck and work <10-200 metres or more.
Sitting		X			Drive to and from worksite in van or truck.
Bending/ Stooping				X	Labouring tasks, shovel, tool use.
Squatting/ Crouching			X		Labouring tasks, tool use.

Physical Demands	Rarely 1-5%	Occasional 6-33%	Frequent 34-66%	Continuous 67-100%	Comments
Kneeling		X			Labouring tasks, tool use.
Reaching overhead			X		Hand/power tool use, lift, carry, position materials. Reaching overhead is frequent when pruning trees.
Reaching waist level/below waist level			X		Lift, carry and using tools, equipment and materials.
Trunk Rotation			X		Labouring tasks, shovel, rake, tool and equipment use.
Repetitive forearm, hand and finger movements				X	Tools, equipment, materials.
Manual dexterity & handling				X	Tools, equipment, materials. Chainsaw is used while working at heights pruning and removing trees. Employee needs to both use the chainsaw and direct the falling branch (push/pull) at the same time.
Climbing		X			May be required to climb trees for pruning or removal. PPE provided.

Manual Handling			
	Weight:	Frequency:	Comments:
Lifting	1-10kg	Frequent	Required to lift tools, equipment and materials. Also required to lift branches and trees for cleanup/planting etc. A team lift or the bobcat at used to lift heavier items. Lifting ranges involve: floor to waist and waist to shoulder.
	Up to 25kg	Occasional	
	Up to 10kg	Occasional	Lifting range; shoulder to overhead required when pruning trees with tools such as a pole saw held above shoulder level for a period of time.
Carrying	11 to 20kg	Frequent	Hand and power tools, materials. Also required to carry branches and trees for cleanup/planting etc. A team lift, wheelbarrow or the bobcat are used to lift heavier items.
Pushing/Pulling	Varied	Occasional	Tool use, saws, positioning materials e.g. wheel barrow, push mowers.

			Required when using chainsaws, possibly in awkward positions.
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Tools Used		
Tool:	Weight:	Comments:
Fertiliser bags	20kg	Nil.
Litter waist bag		Collection in parks; hook grasp/lateral grasp.
Wheel barrow		Transport soil/trees stc
Chainsaw	4-15kg	3 different chainsaws are used by the arborist dependent on the job requirements. Small, medium and large chainsaws. Bilateral grip required; palmar supinate grasp. Personal protective equipment must be worn.
Hedge trimmer	7-10kg	Bilateral grip required. Personal protective equipment must be worn.
Spray pack	20kg	20L capacity, on wheels.
Pole saw	10kg	Left forehand, right at rear. Personal protective equipment must be worn.
Mulch forks and shovels	5kg when loaded	Bilateral grip required.
Crowbar and sledgehammer	15kg and 1.8kg	Personal protective equipment must be worn.
Blower	8kg	Nil
Fuel containers	20kg	Unilateral lifting/hook grasp required; awkward to handle at 20 litres.
Stump Grinder	Not specified	Used for removing tree stumps
Elevated work platform	Not specified	Used when pruning / removing trees. On a trailer, has own motor so can be driven by arborist using control panel. (no pushing/pulling required.

Balance		
	Exposure to:	Comments:
Level ground	Yes	Hills, trails, on and off back of ute or truck.
Uneven ground	Yes	Hills, trails.
Unprotected high levels	Yes	Climbing trees for pruning or removal. Must hold climber qualifications and use correct PPE ie harness/spikes.

Environmental Conditions		
	Exposure to:	Comments:
Inside work	Yes	At office responding to CRM's
Outside work	Yes	DCC regional area
Night Work	Yes	Special projects
Extreme heat	Yes	Exposed to a variety of weather conditions.
Extreme cold	Yes	
Humid or wet	Yes	
Noise	Yes	Trucks, equipment, power tools.
Vibration	Yes	Jack hammer, chain saw, stump grinder other power tools.
Mechanical hazards	Yes	Around trucks, equipment, hand and power tools.
Electrical hazards	Yes	Pruning/removing trees near powerlines, digging near underground power.

Environmental Conditions		
	Exposure to:	Comments:
Risk of burns	Yes	Rope burn, equipment overheating.
Radiant energy	Yes	Sun, fertiliser, heat from engines or exhaust.
Poor ventilation	No	Nil.
Moving objects	Yes	Working around trucks and equipment. Also need to be aware of pedestrians.
Sharp tools	Yes	Shovels, chain saw, drill, hand saw.
Cluttered or slippery floors	Yes	Some surfaces can be slippy e.g. dry leaves on uneven surface or wet surface.
Elevated surfaces	Yes	Elevated work platforms
Lighting	Yes	Day light, sun light, over head lights in buildings.
Exposure to fumes/odours/ dusts/mists/gases	Yes	Fertiliser, fuel fumes, possible dust at some worksites, saw dust from using stump grider.
Exposure to biological hazards	Yes	Sharps

Sensory/Communication		
	Required:	Comments:
Vision	Yes	Labouring tasks, working around trucks and equipment.
Hearing	Yes	Communicating with co-workers.
Speech	Yes	Communicating with co-workers.
Reading	Yes	Job orders, completing risk assessments.
Writing	Yes	Completion of paperwork as required.
Numerical ability	Yes	For making up chemical sprays usually diluted with water.

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.