



Doc ID Number

Environmental Job Factors
Possible Exposure to Infectious Diseases
Operating Vehicles
Shift length > 10 hours
Shift work
Outside work
Uneven or unlevel surfaces

Overall Psychological Job Factors	Level of Importance
Level Of Job Control or Autonomy	Moderate
Level Of Supervision or Support Received	Moderate
Contact With Co-workers/Colleagues (vs Isolation)	Moderate
Teamwork	Moderate
Exposure To Confrontational Situations	Moderate
Exposure To Emotional Situations	Moderate
Level Of Scrutiny And Accountability From Others	Moderate
Sensitivity and Empathy To Needs Of Others	High
New Relationship Building	Moderate
Safety Pressures: Exposure To High Risk With Regard To Safety	Moderate
Switching between Tasks	Moderate
Time Pressures (Incl. Deadlines)	Moderate
Contact with Consumers/ Customers	High
Self-control and regulation of emotions	High
Learning	Moderate

Psychological Demands (Cognitive)		Highest Level Of Complexity
Abstract	Problem Solving & Critical Thinking (incl. judgement)	High
Attention And Accuracy	Attention: Concentration	High
	Attention: Degree Of Precision & Accuracy	High
Mechanical	Mechanical Reasoning	High
Numerical	Number Skills	Moderate
Processing	Quick Thinking	High
Spatial Reasoning	Spatial Reasoning	Moderate
Verbal	Oral Communication (incl. active listening)	Moderate

	Reading Literacy	Moderate
	Writing Literacy	Moderate

Physical Demands	Frequency (8 Hour Shift)	Max Load
Dynamic Strength		
Floor to Waist Lift	Infrequent: up to 10 minutes	35 Kg
One handed Carry	Infrequent: up to 10 minutes	12 Kg
Two handed Carry	Infrequent: up to 10 minutes	25 Kg
Pull	Infrequent: up to 10 minutes	30 Kg
Push	Infrequent: up to 10 minutes	16 Kg <i>NB: must be able to generate a 45kg downward push for CPR, approx. 17-21kg body weight + 18-24kg applied force (occurs rarely)</i>
Waist to Eye Level Lift	Infrequent: up to 10 minutes	17 Kg
Physical Demands	Frequency (8 Hour Shift)	Max 'at one' Time
Manual Task Postures		
Lunge - Forward/Backward	Required	-
Lunge - Sideways	Required	-
Other		
Maintain Balance Against External Forces	Required	-
Position Tolerance Activities		
Kneeling	Occasional: up to 2.5 hours	10 min
Neck Flexion	Occasional: up to 2.5 hours	5 min
Sitting	Frequent: up to 5 hours	1 hour
Standing	Frequent: up to 5 hours	45 min
Work Bent Over- Standing	Occasional: up to 2.5 hours	5 min
Work Crouching/Half Kneel	Occasional: up to 2.5 hours	10 min
Upper Limb		
Forward Reach	Occasional: up to 2.5 hours	30 min
Grip	Occasional: up to 2.5 hours	30 min
Keying/Mousing	Occasional: up to 2.5 hours	10 min
Precise Hand & Finger Movement/Use (Manual or Finger Dexterity)	Occasional: up to 2.5 hours	15 min

NB: this is not an exhaustive list of ALL job factors and demands, but those which are considered to be significant.

Definition of frequency (based on 8 hour shift)			
Infrequent: up to 10 minutes	Occasional: up to 2.5 hours	Frequent: up to 5 hours	Constant: up to 8 hours
0 - 2%	2-33%	34-66%	67-100%
Up to 10 minutes	>10 min - 2.5 hours	>2.5 – 5 hours	More than 5 hours

Immunisation Requirements – Please refer to the Role Description for Risk Category and further information on the SA Health website: [Health care worker immunisation requirements](#)

Risk Category	Risk Category Description
A	Direct contact with blood or body substances