

Workforce Health, WorkFit Services
Job Capacity Statement



Carer/ Personal Care Attendant – Aged Care

The information below is designed to give you an indication of the likely demands of working in this role and will help you assess whether the job may suit you. You are encouraged to ask further questions about the demands if you have any concerns as local conditions may alter the demands you experience in the role. This should be read in conjunction with the Role Description which provides detail about the skills, knowledge and attributes relevant to the role. The Contact Officer listed in the job pack is the best person to contact with any queries.

Environmental Job Factors

Possible Exposure to Infectious Diseases

Exposure to Dust/ Fumes/ Odours

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 (exposure to public scrutiny)	Moderate
Sensitivity and Empathy to Needs of Others	Moderate
New Relationship Building	Moderate
Safety Pressures: Exposure to High Risk with Regard to Safety	Moderate
Switching Between Tasks	Moderate
Time Pressures (including deadlines)	Moderate
Contact with Consumers/ Customers	Moderate
Self-control and Regulation of Emotions	Moderate

Psychological Demands (Cognitive)

Highest Level Of Complexity

Abstract	Problem Solving & Critical Thinking (including judgement)	Moderate
Attention And Accuracy	Attention: Concentration	Moderate
	Attention: Degree Of Precision & Accuracy	Moderate
Mechanical	Mechanical Reasoning (requirement to work with and resolve problems with machinery and equipment)	Moderate
Processing	Quick Thinking	Moderate
Spatial Reasoning	Spatial Reasoning (requirement to accurately assess distance between objects or the fit of objects into spaces)	Moderate
Verbal	Oral Communication (including active listening)	Moderate
	Reading Literacy	Moderate

	Writing Literacy	Moderate
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Physical Demands	Frequency (8 Hour Shift)	Max Load
Dynamic Strength		
Floor to Waist Lift	Occasional: up to 2.5 hours	10kg
Two handed Carry	Occasional: up to 2.5 hours	9kg
Pull	Infrequent: up to 10 minutes	16kg
Push	Occasional: up to 2.5 hours	16kg <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	Occasional: up to 2.5 hours	10kg

Physical Demands	Frequency (8 Hour Shift)	Max 'at one' Time
Manual Task Postures		
Lunge - Forward/Backward	Required	
Lunge - Sideways	Required	
Mobility Activities		
Climbing A Ladder	Infrequent: up to 10 minutes	
Walking	Frequent: up to 5 hours	
Other		
Balance On A Ladder	Infrequent: up to 10 minutes	
Maintain Balance Against External Forces	Infrequent: up to 10 minutes	
Position Tolerance Activities		
Neck Flexion	Occasional: up to 2.5 hours	5 minutes
Sitting	Occasional: up to 2.5 hours	30 minutes
Standing	Constant: up to 8 hours	45 minutes
Work Bent Over- Standing	Occasional: up to 2.5 hours	10 minutes
Work Crouching/Half Kneel	Occasional: up to 2.5 hours	15 minutes
Upper Limb		
Full Grip	Frequent: up to 5 hours	

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 Demands

Risk Category	Risk Category Description	Immunisation Requirements
A	Direct contact with blood or body substances	Diphtheria-Tetanus-Pertussis Hepatitis B *Hepatitis A Influenza Measles-Mumps-Rubella Varicella

Applicants are responsible for completing minimum immunisation requirements with their preferred immunisation provider prior to commencing employment

**The Australian Immunisation Handbook recommends Hepatitis A vaccine for HCWs who work in rural and remote Indigenous communities; with Indigenous children; or care for persons with developmental disabilities.*

- All Healthcare workers who provide patient care must complete the Tuberculosis Screening questionnaire. The need for mantoux testing and or interferon gamma release assay (blood test) is determined by your individual risk or by health service risk. Refer to Policy Directive [Control of Tuberculosis in South Australian Health Services](#) for further information.*