Workforce Health, WorkFit Services

Job Capacity Statement: *Registered Midwife*

Government of South Australia
SA Health

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
Shift Work

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)	High
Teamwork	High
Exposure to Confrontational Situations	Moderate
Exposure to Emotional Situations	High
Level of Scrutiny and Accountability from Others (exposure to public scrutiny)	High
Sensitivity and Empathy to Needs of Others	High
New Relationship Building	High
Switching Between Tasks	Moderate
Time Pressures (including deadlines)	Moderate
Contact with Consumers/ Customers	High
Self-control and Regulation of Emotions	High
Learning (requirement to learn new information and integrate this into work practices)	Moderate

Psychological Demands (Cognitive)		**Highest Level Of Complexity**
Abstract	Problem Solving & Critical Thinking (including judgement)	High
Attention And Accuracy	Attention: Concentration	High
	Attention: Degree of Precision & Accuracy	High
Mechanical	Mechanical Reasoning (requirement to work with and resolve problems with machinery and equipment)	Moderate
Numerical	Number Skills	Moderate
Processing	Quick Thinking	High
Spatial Reasoning	Spatial Reasoning (requirement to accurately assess distance between objects or the fit of objects into spaces)	High
Verbal	Oral Communication (including active listening)	High

	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	14kg
Two handed Carry	Occasional: up to 2.5 hours	14kg
Pull	Occasional: up to 2.5 hours	20kg
Push	Occasional: up to 2.5 hours	*20kg* *NB: must be able to generate a 45kg downward push for CPR, approx. 17-21kg body weight + 18-24kg applied force (occurs rarely)*
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*	-
Other		
Maintain Balance Against External Forces	*Required*	-
Position Tolerance Activities		
Kneeling	Occasional: up to 2.5 hours	15 minutes
Neck Flexion	Frequent: up to 5 hours	10 minutes
Sitting	Frequent: up to 5 hours	120 minutes
Standing	Frequent: up to 5 hours	30 minutes
Work Bent Over- Standing	Occasional: up to 2.5 hours	15 minutes
Work Crouching/Half Kneel	Occasional: up to 2.5 hours	10 minutes
Upper Limb		
Forward Reach	Occasional: up to 2.5 hours	40 minutes
Grip	Occasional: up to 2.5 hours	30 minutes
Keying/Mousing	Occasional: up to 2.5 hours	30 minutes
Precise Hand & Finger Movement/Use (Manual or Finger Dexterity)	Frequent: up to 5 hours	20 minutes

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.*