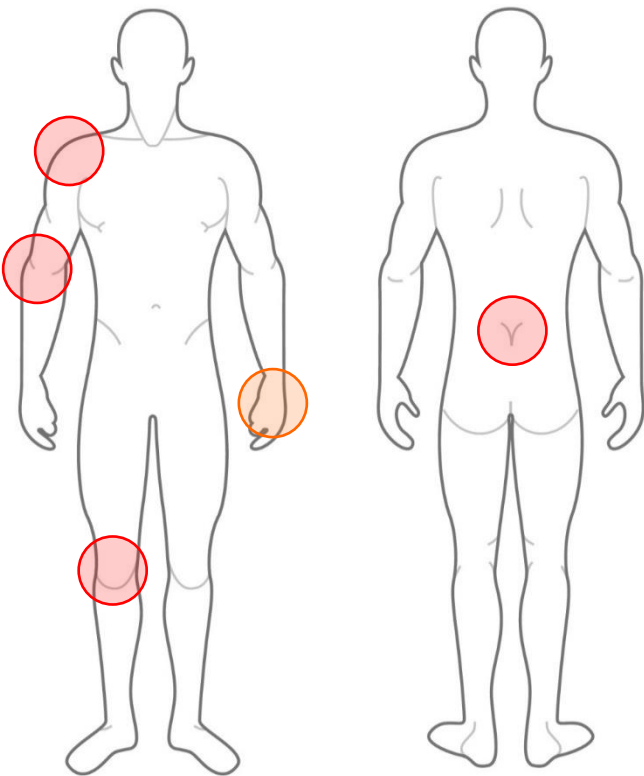


VOLUNTEER BUSHFIRE FIGHTER

KEY MUSCULOSKELETAL RISK AREAS	PSYCHOLOGICAL DEMANDS HIGHEST RISK AREAS
	COGNITIVE DEMANDS
	Oral comprehension/expression
	Critical thinking, attention to details
	Active listening, decision making
	Concentration/problem solving
	EMOTIONAL DEMANDS
HIGHEST RISK BODY AREAS	Stress tolerance/social perceptiveness
Lower back, knees, shoulders and elbows	Dealing with customers
Hands and fingers	Team work
	ROLES DEMANDS
	Adaptability and flexibility
	Coordinate and lead others

Position:

Location:		Overall Physical Demand Rating:	
Task Description:		PPE:	
Environment:		Shift Length:	
Physical Demands of Working Day (Percentage of actual time spent doing tasks)			Task Rotation:
O = Occasional (0-32%) F = Frequent (33-66%) C = Constant (67-100%)			

	O	F	C	Comment
Stair/Ladder Climbing				
Squatting/crouching/kneeling				
Floor to waist lifting				

Waist to eye level lifting				
Sitting				
Standing				
Walking				
Carrying				
Holding loads away from body				
Overhead reaching				
Work bent over - stoop				
Carrying bulky/ large/awkward load				
Trunk rotation (standing)				
Trunk rotation (sitting)				
Neck movement				

Pushing/pulling				
Shoulder movements				
Elbow movements				
Jerky movements				
Forward reach				
Wrist movements				
Grip type				
Whole body vibration				
Hand-arm vibration				

Scale Key

Physical Demand Level	Occasional	Frequent	Constant
Sedentary	0 - 4.5kgs	Negligible	Negligible
Light	4.5 - 9kgs	0 - 4.5kgs	Negligible
Medium	9 - 22kgs	4.5 - 11kgs	0 - 4.5kgs
Heavy	22 - 45kgs	11 - 22kgs	4.5 - 9kgs
Very Heavy	> 45kgs	22 - 45kgs	9 - 22kgs

VOLUNTEER BUSHFIRE FIGHTER

	PSYCHOLOGICAL DEMANDS	N	O	F	C	COMMENT
COGNITIVE DEMANDS	Reading comprehension					Role requires understanding maps, diagrams, action plan documents, list of tasks and incident reporting.
	Oral comprehension					2-way radio - understand and comprehend verbal communications. Work within chain of command. Constant communication required within role (verbal and non-verbal).
	Oral expression					2-way radio – incident reporting, emergency response and relaying critical information clearly and timely. Constant communication required within role (verbal and non-verbal).
	Writing					Rarely required – may document incident reporting
	Numerical reasoning					Monitoring and understand water usage, street locations, tracking containment in KM's, number of public members in areas.
	Diagrammatic					Use maps, zones, locations, scales, legends and weather for incident response. Incident control roles may have increased demands.
	Critical thinking					Focus and act on critical information – required to block our “white noise” info that is irrelevant to incident. Required to determine and absorb important information.
	Attention to detail					High prioritising and attention to detail – PPE, LACES (Lookout, Awareness, Communications, Escape routes, Safety zones), DFES info, equipment checks and planning of incident response, etc.
	Judgement and decision making					Required to evaluate risks in emergency situation, dealing with rapid changing situations, and delegation of power. Constant decision making during fire incident.
	Active listening					High priority – critical information, changing information, listening to relevant area of incident response, chain of command.
	Complex problem solving					Constant changing fire ground – wind direction, location, fire area. Aim to focus on focus on 3 factors – weather, topography, fire load.
	Memory					Understanding and remembering information when on the fire ground. Remember LACES – Lookout, Awareness, Communications, Escape routes, Safety zones.
	Concentration					High levels required for up to 12-16 hours, often adrenaline fuelled. High cognitive load, fatigue, reduced concentration occur during long fire incidents.

VOLUNTEER BUSHFIRE FIGHTER

EMOTIONAL DEMANDS	Social perceptiveness					Work in teams – non-verbal communication, tone of voice, stress levels on colleagues over radio.
	Stress tolerance					High stress environment – consequences of actions, driving with sirens on (emergency situation), dealing with media follow on, public perception, other external factors.
	Persuasion					Dealing with team members, chain of command. Communicate with public when required to evacuate area.
	Dealing with customers					Deal with Local Govt's, DFES, Water Corp, DBCA, and other relevant Govt. agencies.
	Resolving conflicts & negotiating with others					Between agencies and crew members. Frequently dealing with the public during inspections, patrols, etc. Long time frames between volunteer work with crew colleagues.
	Deal with unpleasant or angry people					Dealing with public during fire bans, patrols, inspections, evacuations. Occasionally high stress situations.
	Work with a group or team					Large amounts of teamwork within crew, agencies and fire brigade.
	Working independently	X				Crews are from 2 – 5 crew members.
ROLE DEMANDS	Adaptability and flexibility					Fire incident – extremely unpredictable situations.
	Time pressure					Incident response times, containment goals, objectives.
	Time management					Incident response – no KPI on time frame (volunteer basis). Manage personal time as volunteer.
	Coordinate and lead others					Crew leader – incident response, deployment of resources, delegate objectives, chain of command in place.
	Instructing					Instructing within crews on the fire ground – internally training of new volunteers.
	Manage financial resources	X				Not within this role.
	Manage personnel resources	X				Not within this role.
	Impact of decisions on co-workers or company results					Decisions on the fire ground directly impact others, however issues are rarely outcomes of the role/actions.
	Structured work					Roles are structured within fire response and incident management. Once on the fire ground, actions are quite autonomous as required to respond to situation. Follow Incident Action Plan and Sector / Division Plan.
	Responsibility for outcomes and results					Actions on the fire ground impact others and the overall outcomes.

VOLUNTEER BUSHFIRE FIGHTER

Manual Task Images



Figure 1: Example of light tanker vehicle – operated by 2 people teams.



Figure 2: Example of tanker vehicle, generally 3 people teams.



Figure 3: Example of active fire suppression with hose operations.



Figure 4: Example of drip torch operations.

VOLUNTEER BUSHFIRE FIGHTER



Figure 5: Example of knapsack sprayer operations.



Figure 6: Example of hose roll up and storage on the LV.



Figure 7: Example of hose reels on back of LV tray.



Figure 8: Example of control room incident response role.

VOLUNTEER BUSHFIRE FIGHTER



Figure 9: Example of hand tools/equipment used by VFF.



Figure 10: Example of manual handling equipment on/off the back of LV tanker or large tanker.



Figure 11: Example of storage area on back of LV.



Figure 12: Example of potential bush terrain environment.