



Job Demands Analysis AF-2801

This form is used to gather and document specific information regarding the potential hazards of a particular job. The JDA will also help WHS/ RPS to make decisions regarding pre-placement health assessment requirements and ongoing health monitoring requirements.

In order to help assess the potential risk, this assessment must be completed as part of **the request for recruitment**. The questionnaire is to be **completed by Manager/Supervisor** (or person requesting recruitment) if you need clarification or assistance, please call your WHS Advisor on ext 9200 (Option 6).

Business Area:		Manufacturing/ Nuclear Medicine	r	Cost Centre Number: Required	110104		
PD Number: PD-2455			Position Title:	Process Techn	ician		
SE	CTION 1 — Locat	ion of Work Area					
Bu	ıilding(s)			Rooms/ Labs/ Worksho	ps/ Other		
В8	8/23			Production Cell Face @ Dis	patch Area		
В8	8/23			Rear of Cells			
В8	8/23			Process Preperation			
PC	SITION HAZARI	OS – All roles/ Office l	pased we	ork			
SE	CTION 2 – Psych	nosocial Demands					
2.1	Work Schedule e. hours, shift work, var	g., long/unpredictable ied hours		Describe briefly below: 12 Hour Shifts Rotating Shif	t Pattern over	No 🗆	
				5 weeks -B88			
				8 hour shifts on rotating ros	ter- B23	_	_
2.2	Workload and pa			Describe <i>briefly below:</i> workload and pace can fluct high and some low demands production schedule and ass constraints/dependencies) N members per team to share	s (based off sociated Iultiple team	No [
e.g., geographically, off-site, outside core hours, lone work n addition accredited times who to leave to		Describe briefly below: n addition facility OLC required accredited technicians to be times when running (can limed to leave the building - e.g. eat lunch).	in B88 at all nit the ability	No [
2.4	Job control (e.g., reporting)	responsibility levels, clear		Describe <i>briefly below:</i> Reports to the Shift Manage	r	No [
2.5	Travelling		Yes 🗌	Describe briefly below:		No 🗅	
2.6	Time constraints project work, strict de	e.g., Production targets, eadlines		Describe briefly below: production targets and KPIs yield, decay, dispatch cut-of	• •	No [

		Page 1 of 9
Revision: 7	Review Due: 24/01/2027	Effective Date: 24/01/2024
Approved by: Manager, Operational Sustainability		Custodian: Leader, WHS Systems
	OFFICIAL	

SE	SECTION 3 — Manual Handling and Ergonomics				
3.1	Sitting/Standing for extended periods	Yes 🖂	Describe and select frequency below: several hours per day over 12 and 8 hr shifts Hourly	No 🗌	
3.2	Kneeling/Squatting/Crouching		Describe and select frequency below: 5 minutes at a time Daily	No 🗌	
3.3	Overhead Work (e.g., arms raised over shoulder height)	Yes ⊠ Select:	Describe and select frequency below: 5 minutes at a time Daily	No 🗌	
3.4	Lifting and \square Light – 0-9kg \square Moderate – 10-15kg \square Heavy – 16kg and above	Yes 🖂	Describe and select frequency below: Solution Bottles, Various equipmen Daily	No 🗌	
3.5	Pushing/ pulling/ restraining	Yes ⊠ Select:	solution trolleys, packaging trolley, padirac work	No 🗌	
3.6	Bending/ leaning forward/ reaching	Yes ⊠ Select:	Describe and select frequency below: rare occasions Monthly	No 🗌	
3.7	Manipulator Use		Describe and select frequency below: 15mins at a time, multiple times during a 12hr shift Tong use also in 23 facility	No 🗆	
3.8 Grasping/ gripping/ fine manipulation (e.g., periods of pipetting)		Yes ⊠ Select:	Describe and select frequency below: manipulator use described above, plus solution & line kit assembly multiple times during a 12hr shift Tong use during an 8 hour shift Hourly	No 🗌	
3.9	Sustained focus (e.g., computer screens, microscope, fine tasks like soldering circuit boards)		Describe and select frequency below: Computer Work and looking through a Hot Cell winbow Daily	No 🗌	
3.10	Repetitive motions		Describe and select frequency below: As above Manipulator and Tong Use Daily	No 🗌	
3.11	Driving		Describe and select frequency below: HR truck Driving and Driving A Ute/ Forklift	No 🗌	
			-	1	

AF-2801 Job Demands Analysis	Page 2 of 9
Revision: 7	Effective Date: 24/01/2024
OFFIC	IAL

SE	SECTION 3 – Manual Handling and Ergonomics				
3.12	Climbing and/ or Work at Heights – please indicate: Tasks marked with a * require Safe Work at Heights training and medical clearance	Yes Describe below: Climbing stairs and WFH Check all boxes that apply: Step stool Stairs Portable ladders Scaffolding Fixed ladders with fall protection* Work on roofs* Work using static lines* Work in a fall protection harness* Other: adjustable exercise step	No 🗌		
3.13	Extreme temperatures (e.g., extended periods of outside work, work in freezers, physical work)	Yes Describe and select frequency below: Select:	No 🗵		
3.14	Is good colour recognition essential for this role for safety critical or quality control requirements?	Yes Describe below: Identifying colours on Ph paper. Looking through hot cell and identifying labelling and equipment	No 🗌		
3.15	Are the following visual demands important - please indicate:	Yes Describe below: A Range of work is required including depth perception testing working with manipulator in hot cell along with working in Laboratory dispensing Check all boxes that apply: Near range vision (30 cm) Intermediate vision (1m) Distance vision (see clearly to 6m)	No 🗔		
3.16	Is respiratory protection required to be worn for any aspect of this role – please indicate: For all workers at ANSTO issued with close fitting respiratory protective equipment a medical clearance is required. A fit test must be conducted by WHS to ensure a good face seal, and protection, is achieved. Workers must enrol in a fit test via LMS.	Yes ☐ Describe below: Use of Air wash masks for Padirac Posting Check all boxes that apply: ☐ P1/ P2 disposable mask ☐ Full Face Mask ☐ Supplied Air Lines ☐ Compressed Air Breathing Apparatus (CABA)	No 🗆		
	CTION 4 - Ionising Radiation and/ or	Non-Ionising Radiation (eg: Laser, UV, Electrom	agnetic)		
4.1	Does the role include or have the potential to include entry to radiation or radiation contamination classified areas?	Yes Describe below: Molybdenum-99 and Health (within facility), all work is carried out remotely via hot cells & use of manipulators and tongs Check all that apply below:	No 🗌		

AF-2801 Job Demands Analysis	Page 3 of 9
Revision: 7	Effective Date: 24/01/2024
OFFICE	AL

SE	SECTION 4 – Ionising Radiation and/ or Non-Ionising Radiation (eg: Laser, UV, Electromagnetic)					
	If yes, this JDA must be reviewed by a	Radiation	Contamination			
	Radiation Protection Advisor and signed off in Section 10 .	White White	White ■ White ■ Next Next	1		
		⊠ Blue	⊠ Blue			
		Red	Red			
4.2	Will the role be working with radioactive		Yes 🛛	No 🗆		
	If yes, Describe the work and the main rather Handling materials removed from Hot Cell What are the chemical forms of the radionuclides present in the work area? Select all that apply: Soluble Soluble Soluble Soluble Li	adionuclides present: II : are the physical forms of adionuclides present in the area? Select all that apply: olid	Are the radiation sour	ces in the		
4.3	Does the worker need to enrol in the ANSTO Dosimetry Service?	Yes ⊠ Complete <u>AF-2359 Dosing</u> for Enrolment by Occupa	•	No 🗌		
4.4	Is there ultraviolet radiation present (controlled apparatus, welding arcs, includes solar radiation for outdoor/field workers)	Yes Describe below:		No 🗵		
4.5	Does the work use Class 3 or Class 4 lasers?	Yes Describe below:		No ⊠		
4.6	Are there electric and/ or electromagnetic fields?	Yes Describe below:		No ⊠		
Fo	r Office based roles go to Section 8					
SE	CTION 5 – Other Safety Hazards					
5.1	Live electrical work	Yes Describe below:		No 🗵		
5.2	Frequently use of hearing protection as a control measure for noise levels above 85dB(A). If unsure, would someone have to raise their voice to talk to someone about 1m away? For all workers at ANSTO issued with hearing protective equipment a fit test must be conducted by WHS to ensure a good fit, and protection, is achieved.	Yes Describe below:		No 🖂		
5.3	Workers must enrol in a fit test via LMS.	Yes ⊠ <i>Describe below:</i>		No 🗆		
	Work causing whole body vibration (e.g., ride on plant, forklifts, machinery)	Forklift operation	S			
5.4	Work causing hand-arm vibration (e.g., hand tools/ power tools)	Yes Describe below:		No 🖂		

AF-2801 Job Demands Analysis	Page 4 of 9
Revision: 7	Effective Date: 24/01/2024
OFFICI	AL

SE	CTION 5 – Other Safety Hazards		
5.5	Confined space work This includes design, risk assessment, entry, work in, standby persons and rescue persons. These tasks require Safe Work in Confined Spaces training and medical clearance.	Yes ☐ <i>Describe below:</i>	No 🗵
5.6	Scuba Diving These tasks require appropriate training and an annual specialist diving	Yes Describe below:	No 🗵
	medical clearance.		
SE	CTION 6 — Hazardous chemicals and	substances	
6.1	If a person is exposed to a hazardous chemical requiring health monitoring at levels likely to cause adverse health effects (as documented in a risk assessment), then in accordance with the Work Health & Safety Regulations, 2011 Schedule 14 Health Monitoring (plus asbestos and lead) must be arranged. Contact Safety Feedback to arrange workplace monitoring and/ or health monitoring. Note: As the level of risk depends on the frequency, duration and level of exposure, risk assessment is the way to decide if there is significant risk to health or not. If risks are significant but not adequately controlled or there is uncertainty about the degree of risk, health monitoring is required.	Yes ☐ If Yes, please tick all that apply below: ☐ Acrylonitrile* ☐ Arsenic (inorganic) ☐ Asbestos ☐ Benzene* ☐ Beryllium ☐ Cadmium ☐ Chromium (inorganic) ☐ Creosote ☐ Crystalline silica ☐ Isocyanates ☐ Lead (inorganic) ☐ Mercury (inorganic) ☐ 4,4'-Methylene bis (2-chloroaniline) (MOCA) * ☐ Organophosphate pesticides ☐ Pentachlorophenol (PCP) ☐ Polycyclic aromatic hydrocarbons (PAH) ☐ Thallium ☐ Vinyl chloride* * Also a restricted carcinogen listed in Schedule 10 of the WHS Regulations. Regulatory approval required. Describe and select frequency below: Select:	No 🗵
6.2	Nanoparticles (particles with at least one dimension measuring less than 100 nanometres)	Yes Describe below: (include type of nanoparticles and frequency) Select:	No 🗵

AF-2801 Job Demands Analysis	Page 5 of 9
Revision: 7	Effective Date: 24/01/2024
OFFICIA	AL .

SE	CTION 6 – Hazardous	s chemicals and	substan	ices		
6.3	Products causing lung welding fume, epoxy renvironmental dusts)		Yes Select:	Describe below: (include type	and frequency)	No 🗌
6.4	Other hazardous chem gases, fumes, liquids e	,	Yes 🔀	Describe below: (include type varous acids and hydroxides Daily		No 🗌
SE	CTION 7 – Microbial/					
<u>^</u>	consultation and review	w of hazards, risk within one month	s and con	, these will be conducted post trols. Supervisors must ensu encement of employment. Pl	re staff arrange	for
7.1	Infectious Microorganis		Yes 🗌 <i>L</i>	Describe below:		No 🖂
7.2	Use or care of Animals		Yes 🗌 L	Describe below:		No 🗵
7.3	Rats/ Mice/ Rabbits		Yes 🗌 L	Describe below:		No 🖂
7.4	Bats		Yes 🗌 L	Describe below:		No 🖂
7.5	Native Fauna		Yes 🗌 L	Describe below:		No 🖂
7.6	Exposure to animal da	nder	Yes 🗌 L	Describe below:		No 🖂
7.7	Unfixed blood or huma	n tissue	Yes 🗌 L	Describe below:		No 🗵
7.8	Human Pathogens – G or 4 Refer to AS/NZS 2243.3	roups 3 and/	Yes 🗌 <i>L</i>	Describe below:		No 🗵
7.9	Rubbish collection or n	nanagement	Yes 🗌 L	Describe below:		No 🖂
7.10	Exposure to waste wat plumbing, sewerage, s fieldwork or other pote contaminated waterwa	tormwater, entially	Yes 🗌 <i>L</i>	Describe below:		No 🗵
7.11	Other biological hazard previously mentioned	ls not	Yes 🗌 L	Describe below:		No 🖂
SE	CTION 8 – Safety Tra	ining - Hiring M	1anager	to complete. WHS/ RP Ad	lvisor to revie	w.
	AIIMS Training (Emergency Management)	Confined Spa	aces	Health & Safety Committee	Provide Re	mote Area
	ANSTO Authorised Electrical Isolators – High Voltage	C1 Contractor	or	Health & Safety Representative	Radiation 9 Workshop	Safety
	ANSTO Authorised Electrical Isolators – Low Voltage	C2 Contractor Supervisor	or	Hearing Protection Fit Test	Radioactive Contamina Response	•

AF-2801 Job Demands Analysis

Revision: 7

Page 6 of 9

Effective Date: 24/01/2024

OFFICIAL

SECTION 8 — Safety Training - Hiring Manager to complete. WHS/ RP Advisor to review.				
Area Supervisor	Area Supervisor Crane Operators High Vo Licence Operator Practice		Respiratory Protection Fit Test	
Asbestos Awareness Training	☐ Dogman's Licence	Hydrofluoric Acid	Safe Handling of Compressed Gases	
Asbestos removal (Class B)	☐ Elevating Work Platforms Licence	☐ Investigation Methodology	Safe Work at Heights	
□ Basic Radiation Safety	☐ Elevating Work Platform <11m (Yellow Card)	Isolations & Lock Out Tag Out (Awareness)	☑ WHS@ANSTO	
☐ Building Manager	Facility specific radiation safety training (specify) B88- Rad Training B23- Health Rad Training	☐ Isolations & Lock Out Tag Out (Authorised Isolators)	☐ WHS for People Leaders	
☐ Building Warden	Fire Extinguisher Familiarisation	Laser Safety	☐ WHS Risk Management and SWMES Workshop	
ChemAlert basic functions	☐ Forklift Licence	Low Voltage Rescue	☐ WHS Injury & Rehabilitation	
☐ ChemAlert advanced functions	General Construction Induction (White Card)	Noise and Hearing Protection	☐ Working with Lead	
Compressed Air Breathing Apparatus (CABA)	Hazardous Chemical Safety	Provide Advanced Resuscitation	☐ Other	
Compressed gases and cryogenic liquids	Hazardous Manual Tasks	☐ Provide First Aid	☐ Other	
SECTION 9 —Hiring Ma	nager's Details			
Name: W	arren Brown	Phor	ne: 0461 533 293	
Email: w	by@ansto.gov.au			
 As the hiring manager you are responsible for: Consulting with workers on matters directly affecting their health & safety including discussion of health monitoring where a significant risk has been identified. Ensuring all new employees attend induction and are enrolled in the safety training relevant to their role Ensuring all new employees receive appropriate health monitoring prior to and during employment as required Ensuring that worker confidentiality is maintained. 				
I confirm that the information above is an accurate reflection of the position requirements. Signature / Name / Date: BROWN, Warren (wby) 9/09/2024 Once this Section has been completed, the hiring manager must send this along with the current Position				
Description to <u>careers@a</u>		age. made delication along w	and darrene i obidon	

AF-2801 Job Demands Analysis	Page 7 of 9
Revision: 7	Effective Date: 24/01/2024
OFFICE	AL

SECTION 10 - WHS Advisor and RPA (where required), to complete.		
Work Health & Safety Advisor to complete		
The WHS Advisor, in conjunction with the Occupational Hygienist and Radiation Protection Advisor (RPA) where applicable, will determine the level of pre-employment (or pre-placement) required. Where a risk is assessed as moderate or above the WHS Advisor will match the worker to the appropriate level of health assessment.		
WHS review complete: Yes ⊠ No □		
Review of safety related training complete: Yes \boxtimes No \square		
Comments: Role is moderately physical with work with manipulators, pushing/pulling, and loading. Risk of MSD injury without controls is assessed as Medium= Moderate x Likley. Basic Medical and Functional assessment required up to 15kg. Applicant required to under take forklift licencing and work within TGA facility. Near, intermediate or long distance visual acuity with or without corrective lenses and colour perception is critical. Ongoing vision surveillance for near, intermediate, distance vision is recommended. Respiratory protection required for some activities, Spirometry and enrolment in Fit-tesing recommended. The successful applicant should review AG-2478 Prevention and Management of Psychosocial Hazards to enable support and awareness for the worker around the psychosocial hazards that are present in this role.		
Signature / Name / Date: HOBAN, Rhiarn (hobanr) 24/09/2024		
Radiation Protection Advisor to complete		
RPA review complete: Yes ⊠ No □		
Review of radiation safety related training complete: Yes \boxtimes No \square Comments:		
There are external and potential internal radiological hazards associated with this role.		
Please determine, via medical assessment or self-declaration, if the worker:		
a) Has any unhealed wounds (including tattoos or piercings);		
b) Has a temporary or ongoing skin condition (eg, eczema, dermatitis, etc);		
c) Is pregnant or currently breastfeeding.		
If the answer is "yes" to any of these questions, further discussion and risk assessment is required in consultation with the Cluster RPA.		
Recommend worker be issued with quarterly personal dosimetry (TLD).		
Recommend worker be issued with quarterly extremity dosimetry (Wrist TLD).		
Recommend worker attend routine Whole Body Monitoring quarterly frequency.		
Recommended exposure category: Occupationally Exposed Worker.		
Signature / Name / Date: HUGHES, Stephen (hughess) 24/09/2024		

AF-2801 Job Demands Analysis

Page 8 of 9 Effective Date: 24/01/2024 Revision: 7

SECTION 11 – The Occupational Health Physician/ Medical Officer is to conduct the health assessment as indicated by the WHS Advisor Please read all pages above for further information		
Role is identified as:	Pre-employment/ Pre-placement assessment:	
☐ Office based role	□ Basic Medical	
	☐ Audiometry	
Highly physical	Spirometry	
☐ Heat stress	\boxtimes Vision Screening ¹ Select all that apply:	
	☐ Colour ☐ Intermediate distance	
	⊠ Near vision	
	☐ Functional Assessment up to 15 kg	
	☐ Drug and alcohol screening	
	Additional medical clearances required:	
	☐ Confined Space	
	☐ Safe Work at Heights	
	□ Respiratory Protection Equipment	
	☐ CABA	
	SCUBA	
ADDITIONAL COMMENTS/ REQUESTS e.g., Assessment of immunisation status required, determination of any relevant allergies, whole body monitor, health surveillance programs:		
SECTION 12 – Careers Team Use: Copy of completed form forwarded to:		
occupationalhealth@ansto.gov.au	traininganddevelopment@ansto.gov.au	
☐ Hiring Manager/ Supervisor		

End of Form

¹ *TGA expectations for demonstrating compliance to PICS PE 009-14 (Part I) (Guide to Manufacturing Practice to Medicinal Products requires Health Products personnel to receive medical examination upon recruitment. This health surveillance should include vision surveillance.

AF-2801 Job Demands Analysis

Revision: 7

Effective Date: 24/01/2024

OFFICIAL