

LAING O'ROURKE AUSTRALIA
JOB DICTIONARY
APPRENTICE OVERHEAD LINE
WORKER

June 2025

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INTRODUCTION & PURPOSE

Introduction

This document is a Job Dictionary of the critical inherent requirements of the role of Apprentice Overhead Line Worker within Laing O'Rourke Australia.

The Job Dictionary has been developed for Laing O'Rourke by Principal Consultant, Brianna Torr from The Recovre Group.

The duties were assessed on the 18 June 2025. All employees contributed their time and expertise and consented to the use of their photographs.

Purpose of the document

Job Dictionaries are a versatile tool used by organisations in a number of different contexts.

The purpose of a Job Dictionary includes:

- To assess and analyse the range of duties available at Laing O'Rourke Australia.
- Assist when providing reasonable adjustment or alternative roles to employees.
- To enable Laing O'Rourke Australia to provide suitable duties to injured employees. This assists in improving return to work rates and return to work sustainability following a workplace injury.
- To assist with identifying key risk areas within the business.
- To provide criteria for physical and psychological demands of work roles within Laing O'Rourke Australia in order to assist with recruitment, including pre-employment screens.
- Provides an objective description of work roles for assessments such as fitness for duties, independent medical examinations, functional capacity evaluations etc.
- Enables effective communication with treating health practitioners by outlining the physical and psychological requirements of each work role. The treating health practitioner can then objectively decide which duties an injured employee is fit to perform.

DEMAND & FREQUENCY KEY DEFINITIONS

Physical Demands Key

Term	Definition
Sedentary work	Exerting up to 4.5kg of force occasionally or a negligible amount of force frequently to lift, carry, push, pull or otherwise move objects, including the human body. Sedentary work involves sitting most of the time, but may involve walking or standing for brief period of time. Jobs are Sedentary if walking and standing are required only occasionally and all other Sedentary criteria are met.
Light work	Exerting up to 9kg of force occasionally, up to 4.5kg of force frequently, or a negligible amount of force constantly to move objects. Physical demand requirements are in excess of those for sedentary work. Even though the weight lifted may be only a negligible amount, a job should be rated as light work: 1. When it requires a significant degree walking or standing; or 2. When it requires sitting most of the time but entails pushing or pulling of arm or leg controls. 3. When the job requires working at a production rate pace entailing the constant pushing or pulling of materials even though the weight of those materials is negligible.
Medium work	Exerting 9 to 22.6kg of force occasionally, 4.5 to 11.4kg frequently, or greater than negligible and up to 4.5kg of force constantly to move objects. Physical demand requirements are in excess of those for light work.
Heavy work	Exerting 22.6 to 45.4kg of force occasionally, 11.4 to 22.6kg of force frequently, or 4.5 to 9kg of force constantly to move objects. Physical demand requirements are in excess of those required for medium work.
Very heavy work	Exerting in excess of 45.4kg of force occasionally, in excess of 22.6kg of force frequently, or in excess of 9kg of force constantly to move objects. Physical demand requirements are in excess of those required for heavy work.

Reference: U.S. Department of Labor Dictionary Of Occupational Titles (DOT) standards

Frequency Key

Term	Definition	Reference:
Exposure:	Time spent completing task over a full shift	
Duration:	Time spent completing task without rest break	
(N) Never:	Activity or condition does not exist, 0% of the working day	
(O) Occasional:	1-33% of duration of the working day	
(F) Frequent:	34-66% of duration of working day	
(C) Constant:	67-100% of duration of working day	<i>Pendleton, H. M. & Schultz-Krohn, W. (2017). Pedretti's Occupational Therapy: Practice Skills for Physical Dysfunction (8th ed.). St Louis, Missouri: Elsevier Mosby</i>

Psychological Demand Key

Term	Definition
Lowest	The role mostly involves well-defined and familiar tasks, following known procedures, with support available if problem solving is required. The role involves minimal emotional demands, for example, it may be performed independently, or in small autonomous teams, and does not involve customer facing interactions. The role does not involve managing others, and has a well-defined and relatively narrow scope of tasks. The role may be performed autonomously or within a small team.
Light	The role involves a combination of well-defined and familiar tasks, following known procedures, as well as solving routine problems, using prior knowledge or accessible information. The role may involve some emotional demands, such as perceiving other's responses during customer/colleague facing interactions. The role does not involve managing others, and may be performed independently, or in a small to medium sized team.
Medium	The role involves some degree of unpredictability requiring critical thinking, problem solving, and decision making. The role involves some degree of "emotional labour", for example, negotiating with customers/clients and colleagues and responding and managing one's own emotional responses. The role may involve some supervision and management of others, for example, a small to medium sized frontline team. This includes responsibility for the work of others and allocation of resources at the team level.
High	The role involves a significant degree of unpredictability, requiring critical thinking, complex problem solving, and analysing new information to draw conclusions and make decisions. The role involves significant emotional demands, for example, managing others, frequent customer facing interactions, managing conflict. The role may involve a significant degree of supervision and management others, for example, a larger team or department, and supervision of line managers. This includes responsibility for the work of others and allocation of resources at a departmental level.

Reference: <https://www.onetonline.org/>

APPRENTICE OVERHEAD LINE WORKER / OVERVIEW

Description

An Apprentice Overhead Line Worker is responsible for the installation, maintenance, and repairs of the overhead electrical systems that power trains on electrified railways. The following tasks are involved:

- Administrative duties – TAFE work,
- Pre-work brief, pre-start equipment check, pre-build,
- Rigging, spotting,
- Forklift operation, cherry picker operation, truck driving.

Mandatory Requirements

- Working at Heights ticket.
- C6 High Risk Work Licence.
- CAT-1 Medical.
- Elevated Working Platforms ticket to 11 metres.
- Heavy vehicle licence.
- Forklift licence.
- White Card.
- Current First Aid and CPR in electrical network

Training Requirements

- Site induction and internal mandatory training.
- 3-4 month qualifications to get onsite and working overhead.
- Electrical network safety training.
- Pole top rescue.
- Release and rescue.
- Supervision when on-site.

Shift Pattern

- Day and night shifts – 12 hours.
- Weekend work 12 hours.

Work / Group Structure

- 4 – 5 man crew depending on project size.
- 2 linesman, grounds person and a spotter.
- Reports to either Leading Hand, Designated Supervisor or Superintendent depending on job size.
- Required to always have Supervision when onsite / completing works.

Emergency Response

- First Aid kits and defibrillator available onsite.
- Fire Warden trained and present onsite.
- Emergency procedures in place including evacuation points.
- Staff induction prior to commencement of duties.
- Weather precautions e.g. cessation of duties if lightning present.

Environment

- Dependent on jobsite – E.g. Rail Corridor, at heights, confined spaces.
- Exposure to weather elements.

Workplace Accessibility

- Dependent on jobsite – E.g. Rail Corridor, at heights, confined spaces.
- Exposure to weather elements.

Equipment

- Elevated Work Platforms.
- Hydraulic/pneumatic tensioners.
- Insulated hand tools.
- Multimeters and insulation testers.
- Thermal imaging cameras.
- Rail-mounted equipment (e.g., wiring trains, Unimog's).

PPE Requirements

- Long pants.
- Long sleeves (high visibility).
- Hard hat.
- Safety glasses.
- Safety gloves.
- Steel-cap, lace up, ankle height boots.
- Harness.
- Lanyard.

APPRENTICE OVERHEAD LINE WORKER | OVERALL TASK LIST / MEDICAL INPUT

Below is a quick reference list of all tasks performed by an Apprentice Overhead Line Worker at Laing O'Rourke Australia. Please indicate suitability of each task:

Please note: The physical and psychological demand ratings are a general guide. A person's capacity to complete each task will vary depending on various factors. Prior to indicating suitability, please refer to individual task analysis for a more detailed assessment.

Task	Physical Demand	Psych Demand - Cognitive	Psych Demand - Emotional	Psych Demand - Role	Key Tasks	Suitable?	Comments / modifications
Administrative Duties – TAFE Work	Sedentary work	High	Medium	Medium	- Complete all theory components of TAFE course. - One day per week.	☐ Yes ☐ No ☐ Yes ☐ No	- Jobs screened prior to allocation to align likely physical and cognitive demands with individual's capabilities. - Ergonomic considerations for this task include standing workstation, mouse and keyboard options, lumbar chair supports. - Breaks can be taken as required on this task. - Task has other workers available for any assistance as required. - Training available if required for new tasks. - Supervisory support available.
Pre-Work Brief	Sedentary work	Light	Lowest	Light	- Overview of project requirements. - Listening to the Leading Hand / Site Supervisor. - Review of site-specific paperwork / operations. - Review of Safe Work Method Statements (SWMS). - Discussion regarding permits e.g. hot works. - Additional time spent for Toolbox talks / pre-start warm up.	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	- Task has other workers available for any assistance as required. - Supervisory support available. - Additional practical assistance available when performing challenging tasks. - Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). - Workload is reviewed regularly to ensure sufficient resources.
Pre-Start Equipment Check	Light work	Light	Lowest	Light	- Inspect all equipment. - Conduct any pre-work maintenance on equipment. - Load all equipment required for job. - Move machines into place for the day. - Linesperson to secure themselves into basket (harnessed).	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	- Training available if required for new tasks. - Supervisory support available. - Completion of task at own pace. - Provision of simple/basic tasks. - Align task within individual's cognitive capacity. - Additional practical assistance available when performing challenging tasks. - Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). - Workload is reviewed regularly to ensure sufficient resources.
Pre-Build	Medium Work	Medium	Light	Medium	- Pick up parts. - Review requirements of the job. - Build / assemble parts for the upcoming job. - Completed either on site in the laydown area or at depot.	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	- Training available if required for new tasks. - Supervisory support available. - Completion of task at own pace. - Provision of simple/basic tasks. - Align task within individual's cognitive capacity. - Additional practical assistance available when performing challenging tasks. - Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). - Workload is reviewed regularly to ensure sufficient resources.

Rigging	Very Heavy Work	High	Light	High	• Install masts, cantilevers, and bracket arms. • Use cranes, MEWPs, or rail plant. • Tension wires using regulated tools. • Ensure correct alignment and stagger. • Install electrical bonds for safety. • Verify connections to return current paths. • Visually inspect wires, insulators, and fittings. • Use thermal imaging or ultrasonic testers for faults. • Clean components (e.g., insulators). • Lubricate moving parts and check tension levels. • Use diagnostic equipment to test voltages, continuity	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	• Training available if required for new tasks. • Supervisory support available. • Additional practical assistance available when performing challenging tasks. • Availability of onsite support person. • Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). • Workload is reviewed regularly to ensure sufficient resources.
Spotting	Light work	Medium	Lowest	Medium	• Provide guidance to operators of heavy machinery, including site navigation, unloading/moving materials and alerting operators to potential hazards. • Provide support and safety checks for team members working at height. • Communicate effectively – use of hand signals, radios or communication devices. • Monitor surroundings and observe for obstacles that may pose risks.	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	• Jobs screened prior to allocation to align likely physical and cognitive demands with individual's capabilities. • Task can be rotated • Breaks can be taken as required on this task. • Task has other workers available for any assistance as required. • Training available if required for new tasks. • Supervisory support available. • Completion of task at own pace. • Align task within individual's cognitive capacity. • Task may be rotated to prevent sustained concentration. • Additional practical assistance available when performing challenging tasks. • Availability of onsite support person. • Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). • Workload is reviewed regularly to ensure sufficient resources.
Forklift Operation	Light work	Light	Lowest	Light	• Pre-start check - visual inspection. • 3-point contact to climb in/out of the forklift. • Driving the forklift requires constant bilateral upper limb use, visual scanning, occasional neck and trunk rotation and bilateral plantarflexion and dorsiflexion.	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	• Training available if required for new tasks. • Supervisory support available. • Completion of task at own pace. • Provision of simple/basic tasks. • Align task within individual's cognitive capacity. • Additional practical assistance available when performing challenging tasks. • Availability of onsite support person. • Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). • Workload is reviewed regularly to ensure sufficient resources.
Cherry Picker Operation	Medium work	Medium	Light	Medium	• Pre-start check - visual inspection. • 3-point contact to climb in/out of the cherry picker. • Driving the cherry picker requires constant bilateral upper limb use, visual scanning, occasional neck and trunk rotation and bilateral plantarflexion and dorsiflexion.	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	• Training available if required for new tasks. • Supervisory support available. • Completion of task at own pace. • Provision of simple/basic tasks. • Align task within individual's cognitive capacity. • Additional practical assistance available when performing challenging tasks. • Availability of onsite support person. • Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). • Workload is reviewed regularly to ensure sufficient resources.

Truck Driving	Sedentary work	Light	Lowest	Light	• Pre-start check of truck; involving documenting any maintenance issues. • Loading/unloading of machinery; including securing loads with ratchet straps. • Load verification; involving administration prior to weigh station check points. • Adherence to Chain of Responsibility and National laws outlining responsibilities of Truck Driving. • Completion of logbooks in line with Fatigue Management Plans. • 3-point contact whilst ascending/descending from cabin.	☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No ☐ Yes ☐ No	• Jobs screened prior to allocation to align likely physical and cognitive demands with individual's capabilities. • Ergonomic considerations for this task may include lumbar chair supports. • Breaks can be taken as required on this task. • Task has other workers available for any assistance as required. • Training available if required for new tasks. • Supervisory support available. • Completion of task at own pace. • Align task within individual's cognitive capacity. • Availability of onsite support person. • Debrief and support available in time of crisis (EAP, Mental Health First Aid etc). • Workload is reviewed regularly to ensure sufficient resources.
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Medical Restrictions:

Signed (Doctor): _____

Doctor Name: _____

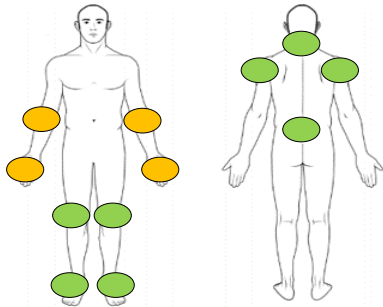
Date: _____

Worker Name: _____

ADMINISTRATIVE DUTIES – TAFE WORK

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
An Apprentice Overhead Line Worker is responsible for the completion of their TAFE course (3 years) and apprenticeship (4 years). This role can include; - Complete all theory components of TAFE course. - Engage in all practical components of TAFE course and apprenticeship. - One day per week.
Exposure
Exposure of Task: 8 hours per day / 1 day per week.
Duration
Duration of Task: Up to 8 hours per day.
Modification Options
- Ergonomic considerations for this task include standing workstation, mouse and keyboard options, lumbar chair supports. - Breaks can be taken as required on this task. - Task has other workers / TAFE Students available for any assistance as required. - Training available if required for new tasks. - Supervisory support available.
Cognitive:
- Completion of task at own pace. - Provision of simple/basic tasks. - Align task within individual's cognitive capacity. - Task may be rotated to prevent sustained concentration. - Additional practical assistance available when performing challenging tasks.
Emotional:
Availability of onsite support person.
Role:
Workload is reviewed regularly to ensure sufficient resources.

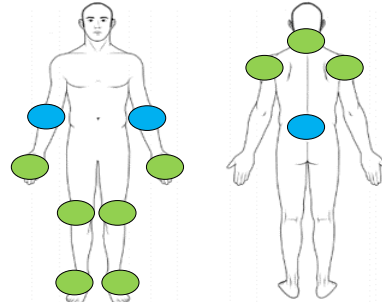
Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation		X		
Shoulder movement: below / above shoulder height		X		
Trunk movement: extension / flexion / rotation		X		
Elbow movement: flexion / extension			X	
Hand movement: grasping / fine motor			X	
Knee movement: flexion / extension		X		
Foot movement: plantar / dorsi flexion		X		
Standing:		X		
Sitting:			X	
Walking:		X		
Squatting / kneeling:	X			
Lifting: average weight: 1kg	X			
- maximum weight: 1kg				
Climbing / stairs:		X		
Push / pull:		X		
Vibration:		X		
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
SEDENTARY WORK		HIGH		
Emotional Demand		Role Demand		
MEDIUM		MEDIUM		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension				X
Oral comprehension				X
Oral expression			X	
Writing		X		
Numerical reasoning			X	
Diagrammatic			X	
Critical thinking				X
Attention to detail				X
Judgment and decision making				X
Active listening			X	
Complex problem solving			X	
Memory			X	
Concentration			X	
Emotional Demands				
Social perceptiveness		X		
Stress tolerance			X	
Persuasion		X		
Dealing with customers			X	
Resolving conflicts & negotiating with others			X	
Deal with unpleasant or angry people		X		
Work independently			X	
Work with work group or team			X	
Role Demands				
Adaptability and flexibility			X	
Time pressure			X	
Time management			X	
Coordinate and lead others		X		
Instructing			X	
Management of financial resources		X		
Management of personnel resources		X		
Impact of decisions on co-workers or company results		X		
Structured work				X
Responsibility for outcomes and results				X

PRE-WORK BRIEF

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
The Pre-Work Brief is an onsite meeting prior to the commencement of work. This enables the Site Supervisor to outline the required tasks, reinforce restrictions as per the project plans and reiterate the importance of safety. The following topics are discussed during the meeting: - Site specific paperwork / operations, - Safe Work Method Statements (SWMS), - Permits e.g. hot works, - Additional time spent for Toolbox talks / pre-start warm up.
Exposure
Exposure of Task: Up to 20 minutes to complete task over a full shift.
Duration
Duration of Task: Up to 20 minutes completing task without a rest break.
Modification Options
- Training available if required for new tasks. - Supervisory support available.
Cognitive:
Additional practical assistance available when performing challenging tasks.
Emotional:
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role:
Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation		X		
Shoulder movement: below / above shoulder height		X		
Trunk movement: extension / flexion / rotation	X			
Elbow movement: flexion / extension	X			
Hand movement: grasping / fine motor		X		
Knee movement: flexion / extension		X		
Foot movement: plantar / dorsi flexion		X		
Standing:				X
Sitting:		X		
Walking:	X			
Squatting / kneeling:	X			
Lifting: average weight: 1 kg	X			
- maximum weight: 1 kg		X		
Climbing / stairs:	X			
Push / pull:	X			
Vibration:		X		
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
SEDENTARY WORK		LIGHT		
Emotional Demand		Role Demand		
LOWEST		LIGHT		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension		X		
Oral comprehension				X
Oral expression				X
Writing		X		
Numerical reasoning		X		
Diagrammatic		X		
Critical thinking		X		
Attention to detail		X		
Judgment and decision making		X		
Active listening				X
Complex problem solving		X		
Memory			X	
Concentration			X	
Emotional Demands				
Social perceptiveness		X		
Stress tolerance	X			
Persuasion	X			
Dealing with customers	X			
Resolving conflicts & negotiating with others	X			
Deal with unpleasant or angry people	X			
Work independently		X		
Work with work group or team		X		
Role Demands				
Adaptability and flexibility		X		
Time pressure			X	
Time management			X	
Coordinate and lead others		X		
Instructing		X		
Management of financial resources	X			
Management of personnel resources	X			
Impact of decisions on co-workers or company results		X		
Structured work			X	
Responsibility for outcomes and results		X		

Images – Pre-Work Brief

**Photo 1 – Safe Working Brief.****Photo 2 – Sign on.****Photo 3 – Review of documentation.**

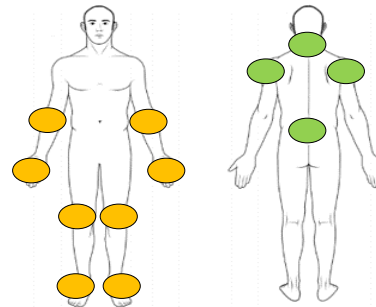
PRE-START EQUIPMENT CHECK

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
An Apprentice Overhead Line Worker is responsible for ensuring all equipment is maintained and in appropriate working condition prior to beginning their job. This can include; - Inspect all equipment. - Conduct any pre-work maintenance on equipment. - Load all equipment required for job. - Move machines into place for the day. - Linesperson to secure themselves into basket (harnessed).
Exposure
Exposure of Task: 20 minutes to complete task over a full shift.
Duration
Duration of Task: 20 minutes completing task without a rest break.
Modification Options
- Task has other workers available for any assistance as required. - Supervisory support available.
Cognitive:
Additional practical assistance available when performing challenging tasks.
Emotional:
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role:
Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation		X		
Shoulder movement: below / above shoulder height		X		
Trunk movement: extension / flexion / rotation		X		
Elbow movement: flexion / extension			X	
Hand movement: grasping / fine motor			X	
Knee movement: flexion / extension			X	
Foot movement: plantar / dorsi flexion			X	
Standing:			X	
Sitting:		X		
Walking:			X	
Squatting / kneeling:			X	
Lifting: average weight: 15 kg		X		
- maximum weight: 20 kg		X		
Climbing / stairs:		X		
Push / pull:			X	
Vibration:			X	

Body Map – Physical Demand



Overall Demands Category

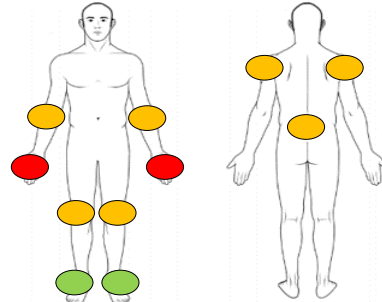
Physical Demand	Cognitive Demand
LIGHT	LIGHT
Emotional Demand	Role Demand
LOWEST	LIGHT

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension			X	
Oral comprehension			X	
Oral expression			X	
Writing		X		
Numerical reasoning			X	
Diagrammatic			X	
Critical thinking			X	
Attention to detail			X	
Judgment and decision making			X	
Active listening			X	
Complex problem solving			X	
Memory			X	
Concentration			X	
Emotional Demands				
Social perceptiveness		X		
Stress tolerance			X	
Persuasion		X		
Dealing with customers		X		
Resolving conflicts & negotiating with others		X		
Deal with unpleasant or angry people		X		
Work independently			X	
Work with work group or team			X	
Role Demands				
Adaptability and flexibility			X	
Time pressure		X		
Time management		X		
Coordinate and lead others		X		
Instructing		X		
Management of financial resources		X		
Management of personnel resources		X		
Impact of decisions on co-workers or company results			X	
Structured work			X	
Responsibility for outcomes and results		X		

PRE-BUILD

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
The Apprentice Overhead Line Worker can be responsible for assembling pieces required for the job, taking it up with them for installation as part of the rigging component of their role. This can include; - Pick up parts, - Review requirements of the job, - Build / assemble parts for the upcoming job, - Completed either on site in the laydown area or at depot.
Exposure
Exposure of Task: 12 hours to complete task over a full shift.
Duration
Duration of Task: 3-4 hours completing task without a rest break.
Modification Options
- Training available if required for new tasks. - Supervisory support available.
Cognitive: - Completion of task at own pace. - Provision of simple/basic tasks. - Align task within individual's cognitive capacity. - Additional practical assistance available when performing challenging tasks.
Emotional: - Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role: Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation			X	
Shoulder movement: below / above shoulder height			X	
Trunk movement: extension / flexion / rotation			X	
Elbow movement: flexion / extension			X	
Hand movement: grasping / fine motor				X
Knee movement: flexion / extension			X	
Foot movement: plantar / dorsi flexion	X			
Standing:	X			
Sitting:	X			
Walking:			X	
Squatting / kneeling:			X	
Lifting: average weight: 10 kg	X			
- maximum weight: 20 kg			X	
Climbing / stairs:	X			
Push / pull:			X	
Vibration:			X	
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
MEDIUM WORK		MEDIUM		
Emotional Demand		Role Demand		
LIGHT		MEDIUM		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension		X		
Oral comprehension			X	
Oral expression			X	
Writing		X		
Numerical reasoning		X		
Diagrammatic			X	
Critical thinking		X		
Attention to detail			X	
Judgment and decision making			X	
Active listening		X		
Complex problem solving			X	
Memory			X	
Concentration			X	
Emotional Demands				
Social perceptiveness		X		
Stress tolerance			X	
Persuasion		X		
Dealing with customers		X		
Resolving conflicts & negotiating with others		X		
Deal with unpleasant or angry people		X		
Work independently			X	
Work with work group or team			X	
Role Demands				
Adaptability and flexibility			X	
Time pressure				X
Time management				X
Coordinate and lead others		X		
Instructing		X		
Management of financial resources		X		
Management of personnel resources		X		
Impact of decisions on co-workers or company results			X	
Structured work			X	
Responsibility for outcomes and results			X	

Images – Pre-Build

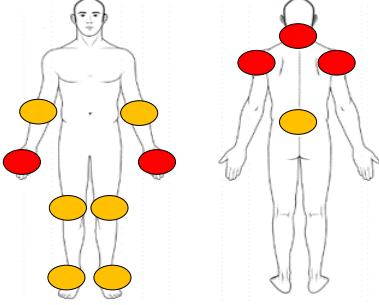
**Photo 1** – Building/assembling parts on the ground.**Photo 2** –Manoeuvring parts onsite.

RIGGING

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description	Task Analysis	Frequency
An Apprentice Overhead Line Worker is required to engage in all aspects of the Rigging role with supervision until they have completed their TAFE Course and Apprenticeship. These roles and responsibilities within this task can include; - Install masts, cantilevers, and bracket arms. - Use cranes, MEWPs, or rail plant. - Tension wires using regulated tools. - Ensure correct alignment and stagger. - Install electrical bonds for safety. - Verify connections to return current paths. - Visually inspect wires, insulators, and fittings. - Use thermal imaging or ultrasonic testers for faults - Clean components (e.g., insulators). - Lubricate moving parts and check tension levels. - Use diagnostic equipment to test voltages, continuity.	Physical Demand:	N O F C
	Neck movement: extension / flexion / rotation	X
	Shoulder movement: below / above shoulder height	X
	Trunk movement: extension / flexion / rotation	X
	Elbow movement: flexion / extension	X
	Hand movement: grasping / fine motor	X
	Knee movement: flexion / extension	X
	Foot movement: plantar / dorsi flexion	X
	Standing:	X
	Sitting:	X
	Walking:	X
	Squatting / kneeling:	X
	Lifting: average weight: 20 kg	X
	- maximum weight: 35 kg	X
	Climbing / stairs:	X
	Push / pull:	X
	Vibration:	X
Exposure		
Exposure of Task: Up to 12 hours to complete task over a full shift.		
Duration		
Duration of Task: Up to 12 hours to complete task without a rest break.		
Modification Options		
- Training available if required for new tasks. - Supervisory support available.		
Cognitive:		
Additional practical assistance available when performing challenging tasks.		
Emotional:		
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).		
Role:		
Workload is reviewed regularly to ensure sufficient resources.		

Task Analysis	Frequency
Psychological Demand:	N O F C
Cognitive Demands	
Reading comprehension	X
Oral comprehension	X
Oral expression	X
Writing	X
Numerical reasoning	X
Diagrammatic	X
Critical thinking	X
Attention to detail	X
Judgment and decision making	X
Active listening	X
Complex problem solving	X
Memory	X
Concentration	X
Emotional Demands	
Social perceptiveness	X
Stress tolerance	X
Persuasion	X
Dealing with customers	X
Resolving conflicts & negotiating with others	X
Deal with unpleasant or angry people	X
Work independently	X
Work with work group or team	X
Role Demands	
Adaptability and flexibility	X
Time pressure	X
Time management	X
Coordinate and lead others	X
Instructing	X
Management of financial resources	X
Management of personnel resources	X
Impact of decisions on co-workers or company results	X
Structured work	X
Responsibility for outcomes and results	X

Task Analysis	Frequency
Physical Demand:	N O F C
Neck movement: extension / flexion / rotation	X
Shoulder movement: below / above shoulder height	X
Trunk movement: extension / flexion / rotation	X
Elbow movement: flexion / extension	X
Hand movement: grasping / fine motor	X
Knee movement: flexion / extension	X
Foot movement: plantar / dorsi flexion	X
Standing:	X
Sitting:	X
Walking:	X
Squatting / kneeling:	X
Lifting: average weight: 20 kg	X
- maximum weight: 35 kg	X
Climbing / stairs:	X
Push / pull:	X
Vibration:	X
Body Map – Physical Demand	
	
Overall Demands Category	
Physical Demand	Cognitive Demand
VERY HEAVY WORK	HIGH
Emotional Demand	Role Demand
LIGHT	HIGH

Images - Rigging



Image 1 – Installing masts overhead.



Image 2 – Installing masts.



Image 3 – Working at heights.



Photo 4 – Use of equipment for testing electrical currents.

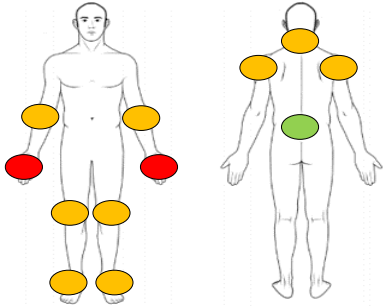


Photo 5 – Use of Crane.

SPOTTING

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
An Apprentice Line Worker assists with maintaining the safety and efficiency of workers and equipment in operations involving heavy machinery. The Spotter is responsible for the following tasks: - Provide guidance to operators of heavy machinery, including site navigation, unloading/moving materials and alerting operators to potential hazards. - Provide support and safety checks for team members working at height. - Communicate effectively – use of hand signals, radios or communication devices. - Monitor surroundings and observe for obstacles that may pose risks.
Exposure
Exposure of Task: Up to 12 hours to complete task over a full shift.
Duration
Duration of Task: Dependent on stoppages and can vary between 30 minutes to 60 minutes.
Modification Options
- Task can be rotated with other tasks. - Breaks can be taken as required on this task. - Task has other workers available for any assistance as required. - Training available if required for new tasks. - Supervisory support available.
Cognitive:
- Completion of task at own pace. - Align task within individual's cognitive capacity. - Task may be rotated to prevent sustained concentration. - Additional practical assistance available when performing challenging tasks.
Emotional:
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role:
Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation			X	
Shoulder movement: below / above shoulder height			X	
Trunk movement: extension / flexion / rotation		X		
Elbow movement: flexion / extension			X	
Hand movement: grasping / fine motor				X
Knee movement: flexion / extension			X	
Foot movement: plantar / dorsi flexion			X	
Standing:				X
Sitting:		X		
Walking:			X	
Squatting / kneeling:		X		
Lifting: average weight: 15 kg		X		
- maximum weight: 20 kg		X		
Climbing / stairs:		X		
Push / pull:		X		
Vibration:		X		
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
LIGHT		MEDIUM		
Emotional Demand		Role Demand		
LOWEST		MEDIUM		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension		X		
Oral comprehension			X	
Oral expression			X	
Writing		X		
Numerical reasoning	X			
Diagrammatic	X			
Critical thinking		X		
Attention to detail			X	
Judgment and decision making			X	
Active listening			X	
Complex problem solving		X		
Memory		X		
Concentration				X
Emotional Demands				
Social perceptiveness			X	
Stress tolerance		X		
Persuasion	X			
Dealing with customers		X		
Resolving conflicts & negotiating with others		X		
Deal with unpleasant or angry people		X		
Work independently	X			
Work with work group or team				X
Role Demands				
Adaptability and flexibility				X
Time pressure		X		
Time management			X	
Coordinate and lead others		X		
Instructing				X
Management of financial resources	X			
Management of personnel resources	X			
Impact of decisions on co-workers or company results			X	
Structured work			X	
Responsibility for outcomes and results			X	

Images - Spotting

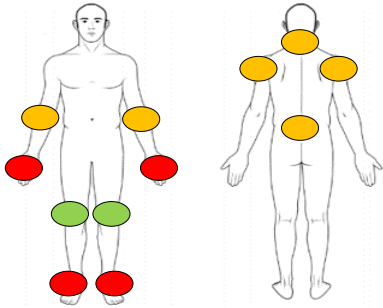


Image 1 – Providing guidance to operators of heavy machinery.

FORKLIFT OPERATION

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
This task involves operating a Forklift to manoeuvre equipment and materials. An Apprentice Overhead Line Worker is required to complete the following: - Pre-start check consisting of a visual inspection. 3 Points contact whilst climbing in and out of the forklift. - When driving, the driver is required to constantly visually scan the surroundings, which often relies on trunk rotation, in addition to plantarflexion/dorsiflexion to regulate speed. - Operation of the Forklift requires constant bilateral upper limb use and fine manipulation to steer, change gears and manipulate the tyres.
Exposure
Exposure of Task: 2 hours to complete task over a full shift.
Duration
Duration of Task: 30 minutes completing task without a rest break.
Modification Options
- Training available if required for new tasks. - Supervisory support available.
Cognitive:
- Completion of task at own pace. - Provision of simple/basic tasks. - Align task within individual's cognitive capacity. - Additional practical assistance available when performing challenging tasks.
Emotional:
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role:
Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation			X	
Shoulder movement: below / above shoulder height			X	
Trunk movement: extension / flexion / rotation			X	
Elbow movement: flexion / extension			X	
Hand movement: grasping / fine motor				X
Knee movement: flexion / extension		X		
Foot movement: plantar / dorsi flexion				X
Standing:		X		
Sitting:				X
Walking:		X		
Squatting / kneeling:	X			
Lifting: average weight: 5 kg		X		
- maximum weight: 5 kg		X		
Climbing / stairs:		X		
Push / pull:			X	
Vibration:		X		
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
LIGHT WORK		LIGHT		
Emotional Demand		Role Demand		
LOWEST		LIGHT		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension		X		
Oral comprehension		X		
Oral expression		X		
Writing	X			
Numerical reasoning	X			
Diagrammatic	X			
Critical thinking			X	
Attention to detail			X	
Judgment and decision making			X	
Active listening		X		
Complex problem solving		X		
Memory			X	
Concentration				X
Emotional Demands				
Social perceptiveness		X		
Stress tolerance		X		
Persuasion	X			
Dealing with customers		X		
Resolving conflicts & negotiating with others	X			
Deal with unpleasant or angry people	X			
Work independently				X
Work with work group or team		X		
Role Demands				
Adaptability and flexibility			X	
Time pressure		X		
Time management			X	
Coordinate and lead others	X			
Instructing	X			
Management of financial resources	X			
Management of personnel resources	X			
Impact of decisions on co-workers or company results		X		
Structured work			X	
Responsibility for outcomes and results		X		

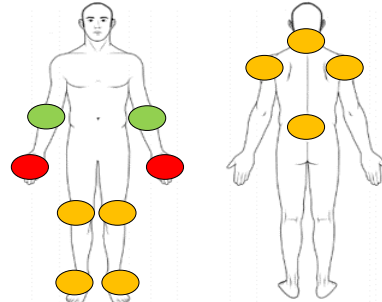
Images – Forklift Operation

**Photo 1** - Climbing into forklift maintaining three points of contact.**Photo 2** – Driving forklift onsite.

CHERRY PICKER OPERATION

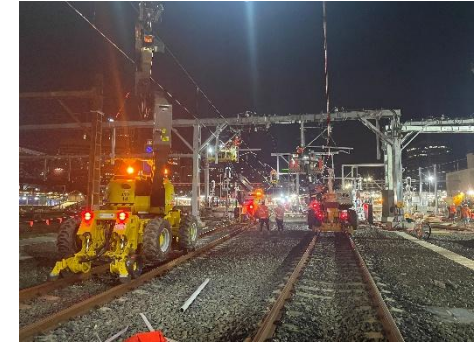
Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
An Apprentice Overhead Line Worker may be required to manoeuvre, position and operate a Cherry Picker whilst completing their role. This task may include; - Assess the ground conditions and ensure they are stable and suitable for operation. - Check for overhead hazards such as power lines or obstruction. - Position the cherry picker on level ground, ensuring adequate space for operation and avoiding any potential obstacles. - Utilise the access ladder or steps to safely enter the platform, ensuring proper hand and foot placement. - Ascend and descend at a controlled speed, avoiding sudden movements - Maintain communication with ground personnel, particularly during setup, operation, and descent.
Exposure
Exposure of Task: 12 hours to complete task over a full shift.
Duration
Duration of Task: 30-40 minutes completing task without a rest break.
Modification Options
- Training available if required for new tasks. - Supervisory support available.
Cognitive:
- Completion of task at own pace. - Provision of simple/basic tasks. - Align task within individual's cognitive capacity. - Additional practical assistance available when performing challenging tasks.
Emotional:
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role:
Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation			X	
Shoulder movement: below / above shoulder height			X	
Trunk movement: extension / flexion / rotation			X	
Elbow movement: flexion / extension		X		
Hand movement: grasping / fine motor				X
Knee movement: flexion / extension			X	
Foot movement: plantar / dorsi flexion			X	
Standing:			X	
Sitting:	X			
Walking:		X		
Squatting / kneeling:		X		
Lifting: average weight: 15 kg		X		
- maximum weight: 20 kg		X		
Climbing / stairs:		X		
Push / pull:		X		
Vibration:				X
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
MEDIUM WORK		MEDIUM		
Emotional Demand		Role Demand		
LIGHT		MEDIUM		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension		X		
Oral comprehension		X		
Oral expression		X		
Writing		X		
Numerical reasoning		X		
Diagrammatic		X		
Critical thinking				X
Attention to detail				X
Judgment and decision making				X
Active listening				X
Complex problem solving			X	
Memory			X	
Concentration				X
Emotional Demands				
Social perceptiveness		X		
Stress tolerance			X	
Persuasion		X		
Dealing with customers		X		
Resolving conflicts & negotiating with others			X	
Deal with unpleasant or angry people		X		
Work independently			X	
Work with work group or team				X
Role Demands				
Adaptability and flexibility			X	
Time pressure		X		
Time management		X		
Coordinate and lead others			X	
Instructing			X	
Management of financial resources		X		
Management of personnel resources		X		
Impact of decisions on co-workers or company results			X	
Structured work			X	
Responsibility for outcomes and results			X	

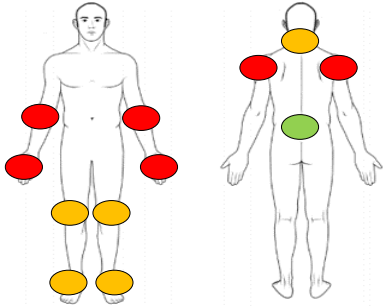
Images – Cherry Picker Operation

**Photo 1** – Operating Cherry Picker at Height.**Photo 2** – Operating Cherry Picker at Height.**Photo 3** – Completing tasks overhead in Cherry Picker.

TRUCK DRIVING

Frequency Key	(N) Never	0% of duration	(O) Occasional	1-33% of duration	(F) Frequent	34-66% of duration	(C) Constant	67-100% of duration
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Task Description
The Apprentice Overhead Line Worker may be required to assist with transportation of machinery and/or material between and on jobsites. The Apprentice Overhead Line Worker will be responsible for the following tasks: - Pre-start check of truck; involving documenting any maintenance issues. - Loading/unloading of machinery; including securing loads with ratchet straps. - Load verification; involving administration. 3-point contact whilst ascending/descending from cabin.
Exposure
Exposure of Task: Depending on site location. Up to 12 hours.
Duration
Duration of Task: Up to 5 hours without a break as per National Fatigue Management Laws.
Modification Options
- Breaks can be taken as required on this task. - Task has other workers available for any assistance as required. - Training available if required for new tasks. - Supervisory support available.
Cognitive:
- Completion of task at own pace. - Align task within individual's cognitive capacity.
Emotional:
- Availability of onsite support person. - Debrief and support available in time of crisis (EAP, Mental Health First Aid etc).
Role:
Workload is reviewed regularly to ensure sufficient resources.

Task Analysis	Frequency			
Physical Demand:	N	O	F	C
Neck movement: extension / flexion / rotation			X	
Shoulder movement: below / above shoulder height				X
Trunk movement: extension / flexion / rotation		X		
Elbow movement: flexion / extension				X
Hand movement: grasping / fine motor				X
Knee movement: flexion / extension			X	
Foot movement: plantar / dorsi flexion			X	
Standing:		X		
Sitting:				X
Walking:		X		
Squatting / kneeling:		X		
Lifting: average weight: 5 kg		X		
- maximum weight: 5 kg		X		
Climbing / stairs:		X		
Push / pull:			X	
Vibration:			X	
Body Map – Physical Demand				
				
Overall Demands Category				
Physical Demand		Cognitive Demand		
SEDENTARY WORK		LIGHT		
Emotional Demand		Role Demand		
LOWEST		LIGHT		

Task Analysis	Frequency			
Psychological Demand:	N	O	F	C
Cognitive Demands				
Reading comprehension			X	
Oral comprehension		X		
Oral expression		X		
Writing		X		
Numerical reasoning		X		
Diagrammatic		X		
Critical thinking		X		
Attention to detail			X	
Judgment and decision making			X	
Active listening	X			
Complex problem solving	X			
Memory		X		
Concentration				X
Emotional Demands				
Social perceptiveness	X			
Stress tolerance		X		
Persuasion	X			
Dealing with customers	X			
Resolving conflicts & negotiating with others	X			
Deal with unpleasant or angry people	X			
Work independently			X	
Work with work group or team		X		
Role Demands				
Adaptability and flexibility		X		
Time pressure		X		
Time management			X	
Coordinate and lead others		X		
Instructing		X		
Management of financial resources	X			
Management of personnel resources	X			
Impact of decisions on co-workers or company results		X		
Structured work			X	
Responsibility for outcomes and results			X	

Images – Truck Driving

**Photo 1** - Climbing into the truck maintaining three points of contact.**Photo 2** - Climbing into the truck maintaining three points of contact.

DEMAND TERMINOLOGY DEFINITIONS

PHYSICAL DEMANDS TERMINOLOGY DEFINITIONS

Abduction: Movement of a body part away from the median plane (of the body, in the case of the limbs; of the hand or foot, in the case of digits).	Lordosis: An abnormal extension deformity; anteroposterior curvature of the spine, generally lumbar with the convexity looking anteriorly.
Adduction: Movement of a body part toward the median plane (of the body, in the case of the limbs; of the hand or foot, in the case of digits).	Lumbar: Relating to the loins, or the part of the back and sides between the ribs and the pelvis.
Bending: To force into a different or particular, especially curved, shape, as by pressure.	Lumbosacral joint: Joint between fifth lumbar vertebra and sacrum.
Biceps: A muscle with two origins or heads. Commonly used to refer to the biceps brachii muscle.	Medial: Relating to the middle or centre; nearer to the median plane.
Deltoid: Large muscle of the shoulder that abducts and otherwise moves the upper arm about the shoulder joint against external loads.	Plantar flexion: Bending about the ankle joint in the direction of the sole of the foot.
Distal: Situated away from the centre of the body, or from the point of origin; specifically applied to the extremity or distant part of a limb or organ.	Prehensile: Adapted for taking hold of or grasping.
Dorsiflexion: Turning upward of the foot or toes or of the hand or fingers.	Pronation of the forearm: Rotation of the forearm in such a way that the palm of the hand faces backward when the arm is in the anatomical position, or downward when the arm is extended at a right angle to the body.
Dynamic: The science of motion in response to forces.	Proximal: Nearest the trunk or the point of origin, said of part of a limb.
Ergonomics: A branch of ecology concerned with human factors in the design and operations of machines and the physical environment.	Range of motion: The range of translation and rotation of a joint for each of its degrees of freedom.
Extension: The act of bringing the distal portion of a joint in continuity (though only parallel) with the long axis of the proximal portion.	Rotation: Turning or movement of a body round its axis.
Flexion: The act of flexing or bending, e.g. bending of a joint so as to approximate that parts it connects.	Stiffness: Rigid or firm in substance; not flexible, pliant or easily bent.
Force: That which tends to produce motion in a body.	Strain: To make an effort to the limit of one's strength; or, the change in shape that a body undergoes when acted upon by an external force.
Frontal plane: In front; relating to the anterior part of a body.	Supination: Supination of the forearm: Rotation of the forearm in such a way that the palm of the hand faces forward when the arm is in the anatomical position, or upward when the arm is extended at a right angle to the body.
Gross gripping: Grasping, seizing, holding with a large finger span.	Torsion: Twisting or rotation of a part upon its long axis.
Isometric: In physiology, denoting the condition when the ends of a contracting muscle are held fixed so that the contraction produces increased tension at a constant overall length.	Transverse: Crosswise; lying across the long axis of the body.
Kyphosis: A deformity of the spine characterised by extensive flexion.	

PSYCHOLOGICAL DEMANDS TERMINOLOGY DEFINITIONS

Cognitive Demands	
Reading comprehension	Understanding written sentences and paragraphs in work related documents.
Oral comprehension	Listen and understand information and ideas presented through spoken words and sentences.
Oral expression	Communicate information and ideas in speaking so others will understand.
Writing	Communicate effectively in writing as appropriate for the needs of the audience.
Numerical reasoning	Choosing the right mathematical methods or formulas to solve a problem.
Diagrammatic	Analyse diagrams, sequences and transformations, which is critical to success in areas such as Computer Programming, Engineering, Electronics and Science.
Critical thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
Attention to detail	Being careful about detail and thorough in completing work tasks.
Judgment and decision making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.
Active listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate and not interrupting at inappropriate times.
Complex problem solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.
Memory	Remember information such as words, numbers, pictures, and procedures.
Concentration	Concentrate/focus attention on a task over a period of time without being distracted.
Emotional Demands	
Social perceptiveness	Understanding of other's verbal and nonverbal behaviour and actions. This can include having to interpret a combination of what they are saying as well as their tone of voice, body language, gestures and facial expression.
Stress tolerance	Accepting criticism and dealing calmly and effectively with high stress situations.
Persuasion	Persuading others to change their minds or behaviour.
Dealing with customers	Working with customers (Internal/external).
Resolving conflicts and negotiating with others	Handling complaints, settling disputes, resolving conflicts, and negotiating with people.
Deal with unpleasant or angry people	Dealing with unpleasant, angry, or discourteous individuals as part of the job requirements.
Working independently	Working alone with little or no supervision.
Work with work group or team	Working with others in a group or team.

Role Demands

Adaptability and flexibility	Being open to change (positive or negative) and to considerable variety in the workplace.
Time pressure	Job requires meeting strict deadlines.
Time management	Requirement to organise, plan and prioritise one's own time and time of others.
Coordinate or lead others	To coordinate or lead others in accomplishing work activities in this job (e.g., leading a team/group of people).
Instructing	Teaching others how to do something.
Management of financial resources	Determining how money will be spent to get the work done, and accounting for these expenditures.
Management of personnel resources	Motivating, developing, and directing people as they work, identifying the best people for the job.
Impact of decisions on co-workers or company results	Employee makes decisions that impact the results of co-workers, clients or the company.
Structured work	Job is structured for the worker, rather than allowing the worker to determine tasks, priorities, and goals.
Responsibility for outcomes and results	Responsible for work outcomes and results of other workers.



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