

## Inherent Requirements of Position - Environmental Services Assistant (ESA)

### Frequency and Duration of Essential Tasks

The Environmental Services Assistant roles is physically demanding in nature and requires a high degree of adaptability and time management to rotate regularly between tasks and ensure all tasks are completed within the scheduled time frames.

Essential Tasks	Frequency	Duration
Cleaning - Floors	Environmental Services ESAs perform floor cleaning tasks daily.	The duration of this task is dependent upon the allocated tasks on a given day.
Cleaning – General	Environmental Services ESAs perform general cleaning tasks daily.	The duration of this task is dependent upon the allocated tasks on a given day.
Cleaning potentially infectious spills	ESAs are responsible for cleaning hospital area in events of potentially infectious spills (such as blood or other bodily fluids) or upon the discharge of patients with an infectious disease or illness	Completing Infectious cleans may take between 10 minutes to 1 hour to complete depending upon the nature of the spill.
Rubbish Removal	Environmental Services ESAs remove rubbish on a frequent basis, up to 30 times per shift.	Rubbish Removal is undertaken in short periods of 2-10 minutes which may cumulatively result in up to approximately 5 hours each shift.
Laundry Removal	Environmental Services ESAs process laundry on a frequent basis, up to 10 times per shift.	Laundry Removal is undertaken in short periods of 10 minutes which may cumulatively result in up to approximately 1:40 hours each shift.
Stock Maintenance	Environmental Services ESAs process laundry on a frequent basis, up to 5-6 times per shift.	Stock Maintenance is undertaken in short periods of 10 to 20 minutes which may cumulatively result in up to approximately 2 hours each shift.

*When completing a room clean, ESAs generally require 20 minutes to complete general cleaning tasks, rubbish and linen removal. ESAs complete approximately 15 room cleans per shift. ESAs are required to regularly rotate between all outlined tasks in line with cleaning schedules. As such, a high degree of task rotation and adaptability is associated with this role.*

### Environmental and Organisational Factors

Condition	Description
Heat	ESAs generally complete their duties in a climate controlled indoor environment which is not significantly affected by heat. Warmer weather conditions outside may affect working conditions inside.
Cold	ESAs generally complete their duties in a climate controlled indoor environment which is not significantly affected by cold. Outside weather conditions may affect working conditions inside.
Noise	ESAs may be exposed to low level noise from their working environment including equipment and at times may be involved in interactions with patients of a heightened state and loud nature.
PPE	ESAs are required to wear a uniform including non-slip, closed toe shoes and as required gloves. They are required to have their hair tied back at all times. ESAs are required to follow infection control procedures when cleaning bodily fluids including the use of face mask, apron, gloves, goggles and shoe protectors as required.
Chemicals	ESAs are required to handle various chemicals on a routine basis. This may involve decanting chemicals at dispensing stations for use throughout the facility. ESAs are provided with chemical handling training and are required to wear appropriate PPE at all times when using chemicals.
Shift Cycle	Epworth's facilities operate 24 hours a day/7 days a week and you are expected to be available and able to work on a rotating roster across all shifts and shift patterns, including night shifts. Although there may be times when you work to a particular pattern of days and times, please note Epworth may still require you to change your shifts in line with notice periods under your employment agreement to meet operational needs.

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Physical Demands	Rare	Occasional	Frequent	Constant	Cognitive and Psychosocial Demands	Rare	Low	Moderate	High	Maximum
Frequency and Duration of Essential Tasks	0 – 5% of total work time	6-33% of total work time	34-66% of total work time	67-100% of total work time						
Sitting	✓				Attention			✓		
Standing				✓	Concentration			✓		
Walking				✓	Memory			✓		
Step up / step down		✓			Interaction with others			✓		
Looking Up and Down			✓		Communication – written			✓		
Forward Bending			✓		Communication - verbal			✓		
Turning and Twisting			✓		Problem solving		✓			
Crouching and Squatting		✓			Decision making		✓			
Kneeling and Crawling		✓			Planning/sequencing			✓		
Reaching above shoulder		✓			Reasoning/judgement		✓			
Reaching forward				✓						
Gripping (Hand)				✓						
Fine Motor Movements (Hand)				✓						
Lifting floor-waist		✓ (up to 20kg with assistance)	✓ (up to 6kg)							
Lifting overhead		✓								
Carrying			✓							
Pushing and pulling upper limb			✓							
Pushing lower limb		✓								