Civil Construction Industry

Occupations and ergonomics

2015

 Comparative Summary

The scope of different job tasks that may be undertaken within any occupation, either by work specialization or by evolving project stages - means that the physical demands required to perform job tasks can vary quite significantly.

The table and graph below provides a summary of Civil Contruction Industry occupations and the indicative ergonomic physical demands.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Occupation Ergonomics** | **Light** | **Moderate** | **Laboured** | **sum** |  |
| Road Construction Worker | 35.90% | 43.59% | 20.51% | 100% |  |
| Tunnel Worker | 33.33% | 51.28% | 15.39% | 100% |  |
| Foundation Worker | 35.90% | 48.72% | 15.38% | 100% |  |
| Road Marking Operator | 39.46% | 46.15% | 15.38% | 101% |  |
| Pavement Layer | 43.59% | 41.03% | 15.38% | 100% |  |
| Bridge Constructor | 43.59% | 41.03% | 15.38% | 100% |  |
| Plant Operator | 61.54% | 23.08% | 15.38% | 100% |  |
| Pipe Layer | 28.21% | 58.97% | 12.82% | 100% |  |
| Leading Hand | 38.46% | 48.72% | 12.82% | 100% |  |
| Directional Driller | 38.46% | 53.85% | 7.69% | 100% |  |
| Estimator | 89.74% | 5.13% | 5.13% | 100% |  |
| Supervisor | 66.67% | 33.33% | 0.00% | 100% |  |
| Project Manager | 71.79% | 28.21% | 0.00% | 100% |  |
| WHS Advisor | 84.62% | 15.38% | 0.00% | 100% |  |
| Civil Engineer | 87.18% | 12.82% | 0.00% | 100% |  |

Bridge Constructor

**Facilitating a Return to Work**

This document is a tool to assist General Practitioners’ in their examination of the functional ability of a worker and to assess possible restrictions after injury. It provides a summary of the occupational role and its physical demands.

**Physical Demands**

The physical demands required to perform job tasks can vary quite significantly and depend on the scope of the work, work specialization, worker skills and on the stage of the project. The following ergonomic assessment is indicative of a *usual* Worker’s physical demand requirements within this industry occupation.





**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Traffic Control
 | * Repairing existing timber bridges
 |
| * Setting out
 | * Earthworks and plant operation
 |
| * Site preparation
 | * Using power and air tools
 |
| * Installing bridge handrails
 | * Constructing formwork for concrete
 |
| * Installing bridge abutments, piers and decks
 | * Operating cranes and other machinery
 |

Bridge Constructor

**Alternative Titles**

Bridge Construction Worker, Maintenance Artisan

**Overview of Occupation**

Bridge Constructors build and repair bridge structures of all types. Bridge Constructors work outdoors with a variety of construction materials including concrete, steel and timber.

**Education and Training**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction (Bridge Construction and Maintenance). This is a nationally recognized qualification.

**Employer’s Assessment**

It is recommended that this document be provided to an employee’s Medical Practitioner in the event of a workplace incident that causes harm. It has been designed to provide information about the ergonomic requirements for employees in their normal role, to support informed medical decisions, and to encourage safe and timely return to work after injury. Employers are encouraged to complete their own assessment using the table below. This provides information about the physical requirements of the specific employee’s work tasks. *Please complete by placing a tick in the cell that best represents the physical demands for the injured worker.*



|  |  |  |
| --- | --- | --- |
| Completed by (Manager) |  | Sign |
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Civil Engineer

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Investigate & determine structures & services
 | * Technical advice & problem resolution
 |
| * Detailed designs for infrastructure systems
 | * Monitor construction & maintenance works
 |
| * Analysis of structural materials
 | * Managing and mentoring staff
 |
| * Managing contracts and the tendering process
 | * Organising labour and materials
 |
| * Implement and manage quality programs
 | * Remediation of contaminated soil sites
 |
| * Liaising with organisations, clients, contractors, suppliers, residents, technical consultants, local government authorities and agencies
 |

Civil Engineer

**Alternative Titles**

Airport Engineer, Harbour Engineer, Geotechnical Engineer, Highway Engineer, Hydraulics Engineer, Pipeline Engineer, Project Engineer, Railway Engineer, Road Engineer, Structural Engineer, Transport Engineer, Water Supply Engineer

**Education and Training**

Engineering Australia, is the body responsible for accrediting engineering programs in Australia.

**Overview of Occupation**

As a Professional Engineer, Technologist or Associate you create and maintain infrastructure systems (roads, railways, bridges, dams, airports, harbours, transport, gas, water, supply and sewerage). Civil engineers may work indoors in an office environment, and/or on project sites.

**Employers Assessment**

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Directional Driller

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Site investigation & condition survey
 | * Working in restricted or confined spaces
 |
| * Monitor electronic guidance and locating equipment during the drilling phases
 | * Set up and operate highly specialised directional drills
 |
| * Carry out minor maintenance and repairs, including lubrication and cleaning
 |  |

Directional Driller

**Alternative Titles**

Directional Drill Operator (Trenchless Technology Artisan), Horizontal directional driller.

**Education and Training**

The formal qualification is R1140909 Certificate 1V in Drilling Operations, or R1150609 Diploma of Drilling Operations. These are nationally recognized qualifications.

**Overview of Occupation**

Horizontal Directional Drilling (HDD) is used in new installations of underground utility services such as water, sewerage, drainage, gas, electricity and telecommunications. The use of trenchless or ‘no-dig’ techniques in pipeline installation minimizes the need for surface excavation and significantly reduces the impact on traffic and the community. Trenchless projects begin with site investigation and condition surveys using purpose-built locators and other high-tech equipment and processes.

**Employers Assessment**

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Estimator

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Undertaking cost feasibility studies
 | * Using estimating computer packages
 |
| * Preparing civil works bills of quantities
 | * Managing project & variance costs
 |
| * Preparing civil works cost estimates
 | * Preparation and submission of tenders
 |
| * Preparing tax depreciation schedules
 | * Contract management
 |
| * Working with engineering drawings and specifications
 |

Estimator

**Alternative Titles**

Civil Estimator, Estimator (Civil)

**Education and Training**

Knowledge of civil construction techniques is essential for this occupation. While there are no formal educational requirements to become an Estimator, most do become qualified. There are various paths of formal qualification – Diploma or Bachelor degree in Civil Engineering or Civil Construction Management with cost estimation electives.

**Overview of Occupation**

Estimators work with engineering drawings and specifications to prepare estimates of all construction project costs. Estimators may be responsible for managing the whole life project costs, and may specialize in a particular area such as preparing cost estimates for tender submissions. Estimators usually work in an office environment, but site visits are often required.

**Employers Assessment**

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Foundation Worker

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**Physical Demands**

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Carry out measurements & calculations
 | * Read and interpret plans & specifications
 |
| * Underpin to existing support structures
 | * Install rock anchors as a supports
 |
| * Set up rig and driving piles for foundations
 | * Operate and maintain plant machinery
 |
| * Installing primary ground support for stabilisation of embankments, tunnels and access shafts
 |

Foundation Worker

**Alternative Titles**

Foundation Constructor, Foundation Artisan

**Education and Training**

The formal qualification is Certificate III in Civil Construction (Foundation Work). This is a nationally recognized qualification.

**Overview of Occupation**

Foundation Workers construct underpinning and install various types of piles, anchors and ground support systems for bridges, buildings and other structures. They use techniques to stabilize unsuitable soil materials that may have the potential to affect any new or existing civil construction.

**Employers Assessment**

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Leading Hand

**Facilitating a Return to Work**

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**Physical Demands**

The physical demands required to perform job tasks can vary quite significantly and depend on the scope of the work, work specialization, worker skills and on the stage of the project. The following ergonomic assessment is indicative of a *usual* Worker’s physical demand requirements within this industry occupation.





**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Limited supervision within a team
 | * frontline leadership & motivation
 |
| * Setting of work activity priorities
 | * Implement & monitor WHS&E procedures
 |
| * Provide method & technical assistance
 | * Oversee use of plant, equipment, materials
 |
| * troubleshoot and problem solve
 | * Identify Worker training requirement
 |

Leading Hand

**Alternative Titles:**

Team Leader

**Education and Training:**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction. It is possible to undertake further units of competency in people management skills that may contribute to a Certificate IV in Civil Construction (Supervisor) the formal post-trade qualification for this type of work.

**Overview of Occupation:** A Leading Hand is usually a qualified Plant Operator or other civil works specialist who takes on a more responsible role within a team with limited supervision of others. This is a ‘hands on’ job requiring the ability to motivate and lead others by example.

**Employers Assessment**

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Pavement Layer

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**Physical Demands**

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**Range of tasks performed in the occupation**

Pavement Layers carry out a variety of manual tasks and may also operate a range of specialised machinery such as profile planers, rollers, asphalt pavers and slurry sealing machines.

|  |  |
| --- | --- |
| * Safe handling of bituminous materials
 | * Hand spreading asphalt
 |
| * Sweeping pavement for bituminous surfacing
 | * Spraying bituminous materials
 |
| * Using electronic levelling equipment
 | * Operating specialised machinery to spread, and compact asphalt, slurry and other materials
 |

Pavement Layer

**Alternative Titles:**

Asphalter, Asphalt Worker, Bituminous Surfacing Specialist, Bitumen Worker

**Education and Training:**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction (Bituminous Surfacing). This is a nationally recognized qualification.

**Overview of Occupation:**

Pavement Layers use specialized machines to lay bituminous surfaces. While they are involved in most civil construction projects, Pavement Layers are typically found on projects such as roads, bridges, footpaths, car parks, bike paths, container yards and airport runways. The work is mainly outdoors and requires physical fitness. In the case of road construction, night shifts may be required.

**Employers Assessment**

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Pipe Layer

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**Physical Demands**

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**Range of tasks performed in the occupation**

Pipe Layers join and align pipes at the correct levels, angles and grades in accordance with the engineering drawings.

|  |  |
| --- | --- |
| * Construct concrete structures & access points
 | * Use small plant & hand tools
 |
| * Laying & connection of pipes
 | * Trench battering and formwork
 |
| * Working from service plans & specifications
 | * Laying & placing of service pits
 |

Pipe Layer

**Alternative Titles:**

Pipe-laying Artisan

**Education and Training:**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction (Pipe Laying). This is a nationally recognized qualification.

**Overview of Occupation:**

Pipe Layers install underground pipes on major infrastructure projects such as highways, dams and the drainage of airfields and sub-divisions. These pipes may be constructed from reinforced concrete, steel and plastic and are used for stormwater, sewerage, water supply and gas pipelines that may extend many hundreds of kilometres.

**Employers Assessment**

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Plant Operator

**Facilitating a Return to Work**

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**Physical Demands**

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**Range of tasks performed in the occupation**

Plant operators are responsible for the safe and efficient operation of their load shifting machinery.

|  |  |
| --- | --- |
| * Pre-start inspection of machines for operation
 | * Operate earthmoving plant & attachments
 |
| * Operate gradient levelling equipment
 | * Operate load shifting equipment
 |
| * Working from drawings and plans specifications
 | * Minor Plant maintenance & adjustments
 |

Plant Operator

**Alternative Titles:**

Operator/s of: Load shifting, Backhoe, Bulldozer, Earthmover, Excavator, Front-end Loader, Grader, Rock-breaker, Loader, Paving Plant, Road Roller, Scraper, Skid Steer, Trench Digging Machine, Water Cart, Water Truck, Pipe-layer, Mobile Plant, and Driver (Mobile Plant).

**Education and Training:**

The formal qualification is Certificate III in Civil Construction (Plant Operations). This is a nationally recognized qualification. RTO based plant training and assessment is available for skilled operators seeking competency certification for categories, LE, LL, LB, LS, and Roller & Dump Truck.

**Overview of Occupation:**

Plant operators operate load shifting and earthmoving machinery. Some operators will acquire the skills to operate many and varied types of plant machinery, while some may specialise in a particular class or type.

**Employers Assessment**

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Project Manager

**Facilitating a Return to Work**

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**Physical Demands**

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Provide skilled assistance to builders and construction managers by interpreting and carrying out directions for planning and organising building projects
 | * Interpret building plans, regulations and codes of practice to direct progress of the work, making sure that specifications and regulations are followed, and proper methods and materials are used
 |
| * Calculate costs and estimate completion times to prepare tenders – arrange supplies of material and equipment
 | * Draw up detailed programs for site works and the coordination of building workers
 |
| * Record building progress and variations from the design drawings or specifications
 | * Negotiate with subcontractors and report to clients and Engineers
 |

Project Manager

**Alternative Titles:**

Project Officer

**Education and Training:**

To become a Project Manager you usually have to complete a Certificate IV or Diploma in Civil Construction or Project Management.

**Overview of Occupation:**

A project manager is responsible for coordinating the construction of civil projects. They make and interpret plans, supervise and direct people working on the project, control costs and payments and negotiate with building owners and subcontractors. They sometimes work as civil inspectors, making sure that the construction is going to plan; or as civil site managers on large commercial projects.

**Employers Assessment**

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Road Construction Worker

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Working from drawings and specifications
 | * Operating small plant and machinery
 |
| * Traffic control through the construction area
 | * Installing drainage systems
 |
| * Spreading, Levelling & compacting materials
 | * Loading and unloading equipment
 |
| * Carrying out concrete work
 | * Installing road barriers and signs
 |
| * Repairing potholes
 | * Cleaning the worksite
 |

Road Construction Worker

**Alternative Titles:**

Road Constructor, Construction Worker (Road Construction and Maintenance), Road Construction and Maintenance Artisan

**Education and Training:**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction (Road Construction). This is a nationally recognized qualification.

**Overview of Occupation**:

Road Constructors operate specialized plant and machinery to construct new roads and improve existing ones. The work is outdoors and requires physical fitness.

**Employers Assessment**

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Road Marking Operator

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Determining traffic control requirements
 | * Use signalling and radio equipment
 |
| * Use measurement equipment and devices for road marking operations
 | * Operate and maintain specialised road marking equipment
 |
| * Apply road marking paints and thermoplastic materials
 | * Install raised pavement markers for traffic to define lanes and traffic flow directions
 |

Road Marking Operator

**Alternative Titles:**

Road Marker, Construction Worker (Road Marking).

**Education and Training:**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction (Road Marking). This is a nationally recognised qualification

**Overview of Occupation:**

Road Markers apply road markings, signs and lines using specialized road marking plant and equipment. Project sites may include roads, bridges, footpaths, car parks, sports fields and airfields. Technological advances in road marking systems and materials include adding reflectivity and increasing longevity.

**Employers Assessment**

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Supervisor

**Facilitating a Return to Work**

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**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Plan & provide plant, labour & material resources
 | * Work activity leadership and direction
 |
| * Implement & maintain WHS, Environ & QA plans
 | * Supervision of site workers & contractors
 |
| * Daily monitoring of activity costs
 | * Maintaining daily record of site activities
 |
| * Identify, analyse and solve problems
 | * Work with drawings, plans & specifications
 |

Supervisor

**Alternative Titles:**

 Foreman, Crew Leader, Ganger

**Education and Training:**

The formal post-trade qualification for this type of work is RII40713 – Certificate IV in Civil Construction Supervision – a nationally recognized qualification.

**Overview of Occupation:**

A Supervisor supervises team/s of workers on a civil construction project site and co-ordinates their work activities. Supervisors are responsible for making sure that the work carried out is completed safely, on time and in accordance with specifications.

**Employers Assessment**

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| Employee name |  |

Tunnel Worker

**Facilitating a Return to Work**

This document is a tool to assist General Practitioners’ in their examination of the functional ability of a worker and to assess possible restrictions after injury. It provides a summary of the occupational role and its physical demands.

**Physical Demands**

The physical demands required to perform job tasks can vary quite significantly and depend on the scope of the work, work specialization, worker skills and on the stage of the project. The following ergonomic assessment is indicative of a *usual* Worker’s physical demand requirements within this industry occupation.





**Range of tasks performed in the occupation**

Tunnel Workers carry out a variety of manual tasks. With experience they can operate a range of specialised machinery such as road header machines and tunnel boring machines.

|  |  |
| --- | --- |
| * Install site services such as air supply, ventilation, dust extraction and drainage
 | * Construct portals on civil construction projects
 |
| * Post operation clean up of tunnels for the removal of excess excavated material
 | * Installing rock anchors and fixing reinforcing mesh to the walls of the tunnel
 |
| * Excavate tunnels using specialised machinery such as road header machines and tunnel boring machines
 | * Reading and interpreting plans, and identifying rock structures types
 |

Tunnel Worker

**Alternative Titles:**

Tunnel Constructor, Tunnel Construction Artisan

**Education and Training:**

The formal qualification on completion of a traineeship/apprenticeship is Certificate III in Civil Construction (Tunnel Construction). This is a nationally recognised qualification.

**Overview of Occupation:**

With our increasingly urbanized environment and technological advances we are seeing increased use of tunnels for underground services and traffic corridors. As the name suggests, tunnelling involves excavating underground and leaving a stable void to use for services such as rail, road, communications, water, sewerage, power and gas.

**Employers Assessment**

It is recommended that this document be provided to an employee’s Medical Practitioner in the event of a workplace incident that causes harm. It has been designed to provide information about the ergonomic requirements for employees in their normal role, to support informed medical decisions, and to encourage safe and timely return to work after injury. Employers are encouraged to complete their own assessment using the table below. This provides information about the physical requirements of the specific employee’s work tasks. *Please complete by placing a tick in the cell that best represents the physical demands for the injured worker.*



|  |  |  |
| --- | --- | --- |
| Completed by (Manager) |  | Sign |
| Date of assessment |  |
| Business / Employers name |  |
| Employee name |  |

Work Health and Safety Advisor

**Facilitating a Return to Work**

This document is a tool to assist General Practitioners’ in their examination of the functional ability of a worker and to assess possible restrictions after injury. It provides a summary of the occupational role and its physical demands.

**Physical Demands**

The physical demands required to perform job tasks can vary quite significantly and depend on the scope of the work, work specialization, worker skills and on the stage of the project. The following ergonomic assessment is indicative of a *usual* Worker’s physical demand requirements within this industry occupation.





**Range of tasks performed in the occupation**

|  |  |
| --- | --- |
| * Promote WHS within the organisation and workplaces
 | * Inspect and test workplaces, plant and equipment, to ensure compliance with Regulations.
 |
| * Ensure that hazardous chemicals are correctly handled, stored and transported.
 | * Ensure that appropriate personal protective equipment is being used in workplaces.
 |
| * Identify workplace hazards and implement appropriate control measures.
 | * Implement safety management systems and develop safer procedures of work.
 |

Work Health and Safety Advisor

**Alternative Titles**:

WHS Advisor, WHS Practitioner, WHS Officer, WHS Manager

**Education and Training:**

Certificate IV or Diploma in Work Health and Safety. Applicants should have a background in the Civil Industry for relevant and practicable application.

**Overview of Occupation:**

Work Health and Safety professionals develop and implement systems and strategies within organisations. As this profession matures there is an increased emphasis on compliance, quality, environment, risk management strategy, and on the development of workplace culture.

**Employers Assessment**

It is recommended that this document be provided to an employee’s Medical Practitioner in the event of a workplace incident that causes harm. It has been designed to provide information about the ergonomic requirements for employees in their normal role, to support informed medical decisions, and to encourage safe and timely return to work after injury. Employers are encouraged to complete their own assessment using the table below. This provides information about the physical requirements of the specific employee’s work tasks. *Please complete by placing a tick in the cell that best represents the physical demands for the injured worker.*



|  |  |  |
| --- | --- | --- |
| Completed by (Manager) |  | Sign |
| Date of assessment |  |
| Business / Employers name |  |
| Employee name |  |