



Systems of Work, Work Organisation and Work Practices

✘ Job demands and control

A mismatch between the job demands and a workers knowledge, skills and capabilities can result in a greater risk of injury occurring.

✘ Task design

The flow of work and tasks should be logical, provide a variety of tasks using different postures and actions, as well as breaks from high demand tasks.

✘ Work load

Should take into account staff numbers, equipment available, the weather and what can be physically achieved in the timeframes. Heavier tasks are better done when workers have warmed up.

✘ Pace of work

The rate at which work needs to be done and the time available to do it in can result in fatigue and contribute to sprain or strain injuries. Provide more people at peak workload times.

✘ Support at work

Equipment, staffing levels, assistance to do a job and supervision should be provided. A lack of support may contribute to an injury occurring.

✘ Working hours

Heavy manual work is not suited to being done for extended periods of time. Sensible work cycles, adequate breaks and reasonable work hours are important.

