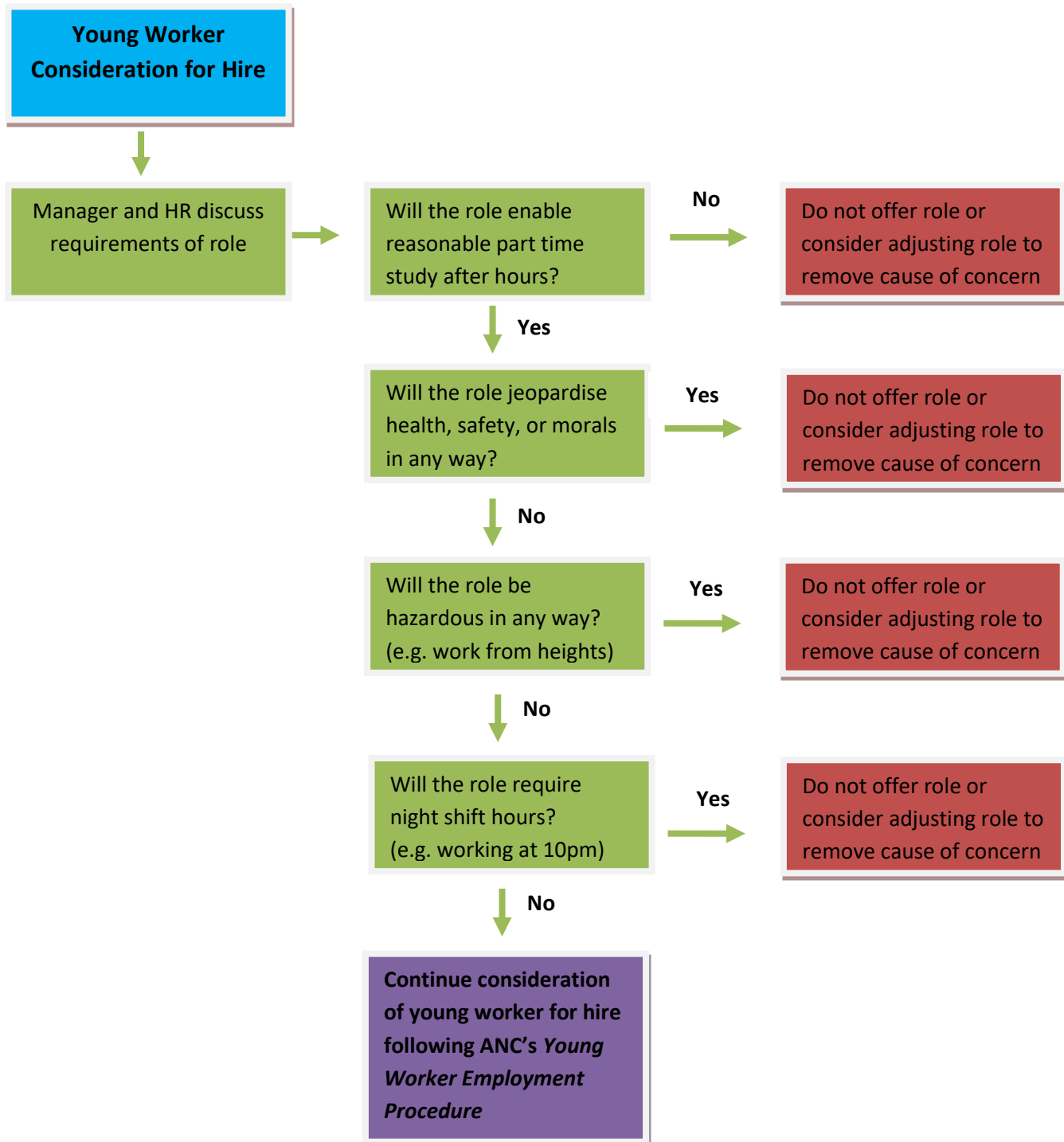


## Young Worker Consideration for Hire Assessment



Revision History					
Document Ref:	Young Worker Consideration for Hire	Revision:	03	Approved:	27 June 2023
Owner:	ANC	Approver:	Group Executive People & Capability		
Next Review:	June 2025 (or earlier as required)				
This document cannot be modified without the approval of WHS Coordinator & Group Executive People & Capability					Page 1 of 2

## Young Worker Suitable Roles Evaluation

Note that this list is not definitive, and ANC still requires that each Young Worker and the role must be reviewed on each hiring occasion, according to the Consideration for Hire Assessment outlined above.

**OFFSIDER:** This role can be considered suitable for a young worker, however, the following issues must be considered for the individual:

- Part time study – consider any current or planned part time study and whether the work will allow the young worker to attend after hours
- Physicality of the role – ensure the young worker is aware of all manual handling techniques specific to the work to be completed, and follow up to ensure they are using the techniques correctly
- Physicality of the loading site – ensure the young worker is aware of all site risks e.g. not to jump down from a dock, and follow up to ensure they are working in accordance with site needs
- Afternoon/evening shift – ensure young workers have their own vehicle for shifts finishing up to 8pm and that they are never to be rostered for shifts finishing from 10pm

**LOADER:** This role can be considered suitable for a young worker, however, the following issues must be considered for the individual:

- Part time study – consider any current or planned part time study and whether the work will allow the young worker to attend after hours
- Physicality of the role – ensure the young worker is aware of all manual handling techniques specific to the work to be completed, and follow up to ensure they are using the techniques correctly
- Physicality of the loading site – ensure the young worker is aware of all site risks e.g. not to jump down from a dock, and follow up to ensure they are working in accordance with site needs
- Afternoon/evening shift – ensure young workers have their own vehicle for shifts finishing up to 8pm and that they are never to be rostered for shifts finishing from 10pm

**DELIVERY DRIVER:** This role is NOT considered suitable for a young worker under any circumstances due to their need to use their mobile phone to accept jobs. Young Workers will still be on their 'P-plates (provisional licence) and generally unable to access their mobile phone in the cab of their vehicle during this time, making the role unsuitable.

**CUSTOMER SERVICE:** This role can be considered suitable for a young worker, however, the following issues must be considered for the individual:

- Part time study – consider any current or planned part time study and whether the work will allow the young worker to attend after hours
- Ergonomics of the role – ensure the young worker is aware of all ergonomic and break requirements specific to the work to be completed, and follow up to ensure they are using the techniques correctly
- Afternoon/evening shift – ensure young workers have their own vehicle for shifts finishing up to 8pm and that they are never to be rostered for shifts finishing from 10pm

Revision History					
Document Ref:	Young Worker Consideration for Hire	Revision:	03	Approved:	27 June 2023
Owner:	ANC	Approver:	Group Executive People & Capability		
Next Review:	June 2025 (or earlier as required)				
This document cannot be modified without the approval of WHS Coordinator & Group Executive People & Capability					Page 2 of 2