

Job Task Analysis

Golf Course Grounds



Job Description:

Job overview: The Golf Course Grounds employee is responsible for maintaining the condition and standards of the Golf Course and/or grounds at the RACV property. This will be achieved by carrying out work in the most efficient and cost-effective manner, to enhance the members experience and ensure the appropriate quality and level of service is always provided.

Environment: Working outside, uneven ground, exposure to chemicals.

Psychosocial demands: Close interaction with work colleagues.

Shifts: Due to the 7day/week nature of the operation, flexibility is required by the incumbent to assist with occasional unscheduled or on call duties and will require a presence on weekends.

PPE: Industry-approved safety boot with toe cap and Flat with non-slip soles; safety glasses; hearing protection; gloves.

Loading Cart



Hole Change



Raking Bunker



Key Tasks:

1. Water System Maintenance - Irrigation system to ensure the grass receives adequate water.
2. Applying fertilisers - Apply fertilizers, herbicides, and pesticides to promote healthy turf growth and prevent pests, weeds, and diseases.
3. General Grounds Maintenance and Landscaping – Include pruning trees, planting flowers or shrubs, repairing cart paths, and removing debris or fallen leaves.
4. Maintain workshop areas and storerooms in clean and tidy manner and maintain tools, machinery and equipment in working condition.

Postural Tolerance	O	F	C	Comments
Sit	√			Mowing
Stand		√		Hole Changes
Walk			√	Around course
Kneel	√			Hole Changes
Squat		√		Inspecting grounds
Crawl				N/A
Twist	√			Hole Change

Material Handling	O	F	C	Comments
Lift		√		Up to 10kg
Carry	√			Up to 10kg
Push		√		Raking bunkers
Pull		√		Raking bunkers
Reach	√			Tools from Shelves
Grip			√	Use of tools
Driving		√		Cart around course

Job Modifications:

- Reduce weight of MH required
- Alternate equipment
- Job Rotation
- Work in pairs – buddy system

Alternate Duties:

- Administrative Tasks
- Inventory Management
- Supervision