

Introduction to OSPAT



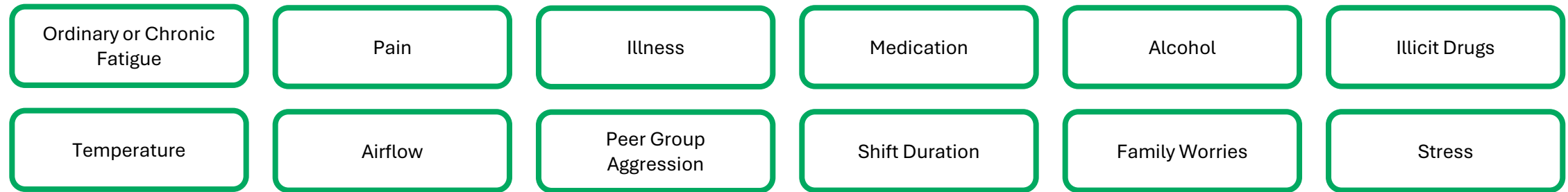
Occupational Safety Performance Assessment Technology

OSPAT

PERMACONN™

Permaconn developed and provides performance assessment systems using recognised psychological performance evaluation techniques to **identify performance changes that may impact on an individual's fitness for work.**

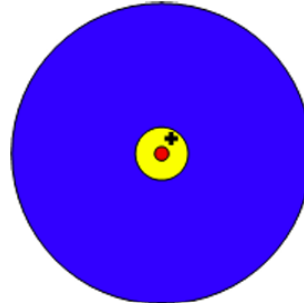
Many factors can impinge on the fitness of individuals to undertake their assigned duties in a workplace. These include the effects of:



The OSPAT one-minute compensatory tracking task can be completed before every shift and can accurately identify levels of impairment / performance changes which may impact on safety. Assessment scores are **based on individual performance profiles** which are updated after each assessment.

Unsatisfactory results are relayed to nominated supervisors who will determine the appropriate next steps based on company policy. These events and actions are documented in the OSPAT system to support and reflect the safety policies and procedures of each company. Trends in assessment performance and the management of safety issues can be assessed through a range of reports.

The OSPAT Compensatory Tracking Task test consists of a target of concentric coloured circles and a crosshair cursor that moves around the target at random. The task is to keep the cursor in the middle of the target as we test hand-eye coordination and reaction times.

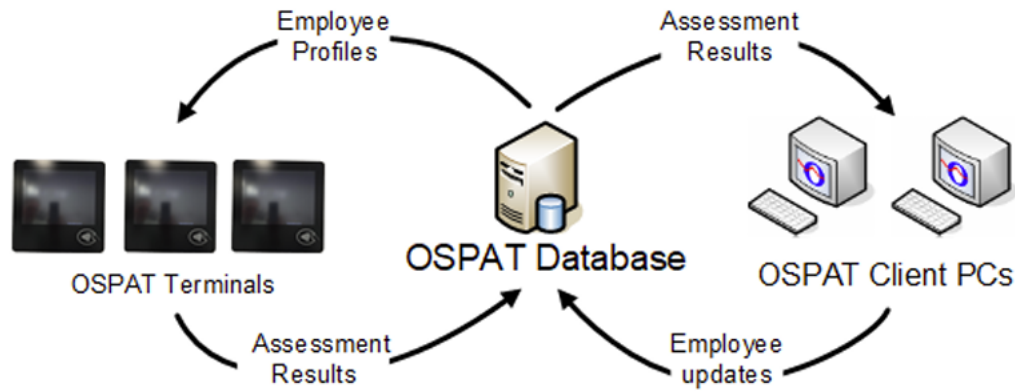


The total time for an assessment session is just under one minute, including Employee identity verification and presentation of results. The assessment itself takes approximately 30 seconds.

Each Assessment result is normalised and then compared to the Employee's personal profile. Results that are significantly different from the Employee's usual performance may trigger an Event – the Employee will be told to report to their Supervisor and the Supervisor will be notified to assess the situation.

Daily OSPAT Process





The OSPAT system is comprised of 3 main components that is installed on a Windows network:

1. A single database server running OSPAT server software
2. Multiple client PCs running OSPAT Client software
3. Multiple custom hardware OSPAT Terminals, connected to a computer network

Configuration requirements:

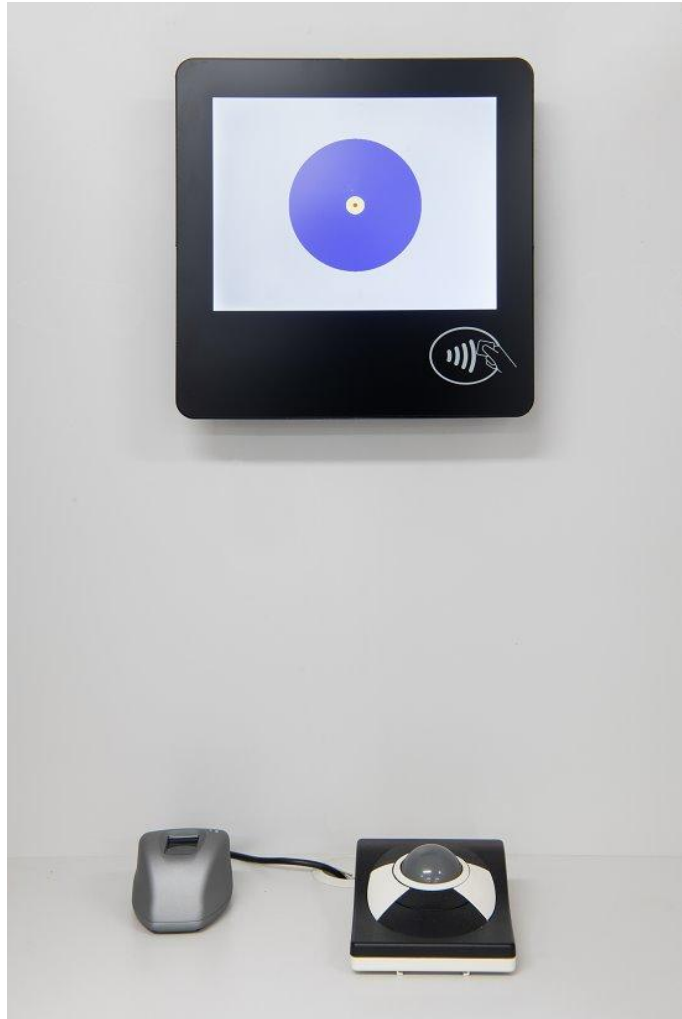
1. OSPAT Server installed, licensed and running
2. At least one OSPAT Client PC installed and running

Upfront set up requirements:

1. Create employee records
2. Establish hierarchy of safety responsibilities within the organisation
3. Define rosters
4. Assign Employees to Positions and Shifts

Tasks automatically performed by the OSPAT Server include:

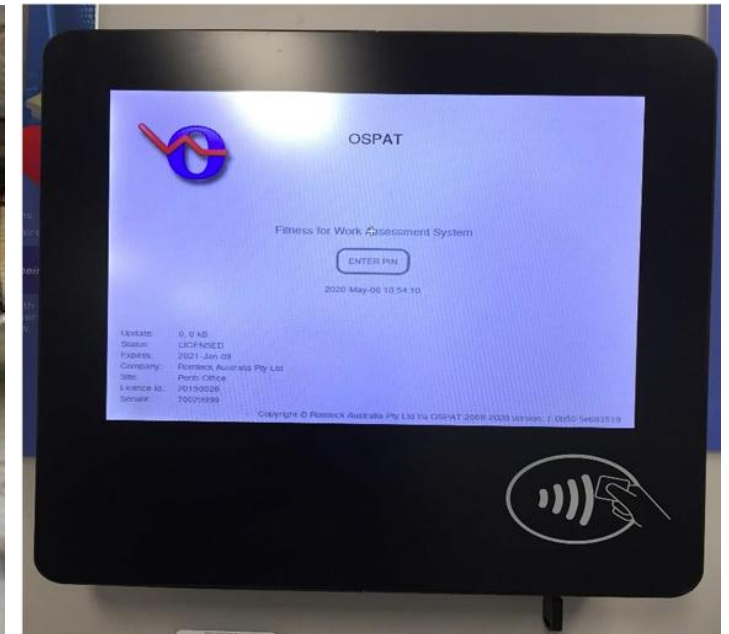
1. Collecting Assessment data from OSPAT Terminals
2. Distributing Assessment and Employee data to PCs
3. Delivering Employee Profile updates to each OSPAT Terminal
4. Checking Employee attendance at scheduled Assessment times
5. Managing PC and Terminal software updates



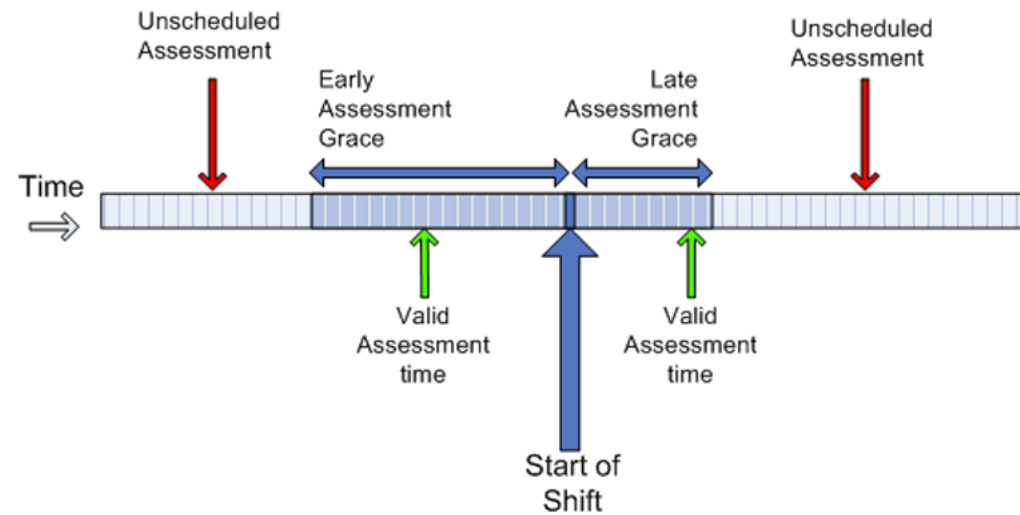
OSPAT Terminals are the specialised hardware devices used to deliver OSPAT Assessments.

Each Terminal is a networked device consisting of a screen with a trackball. Terminals are supplied under a lease and remain the property of Permaconn.

Once an Employee identifies themselves to a Terminal through a unique PIN number, the Terminal checks their identity with the Server, delivers the OSPAT assessment and the Assessment Result with any associated messages.

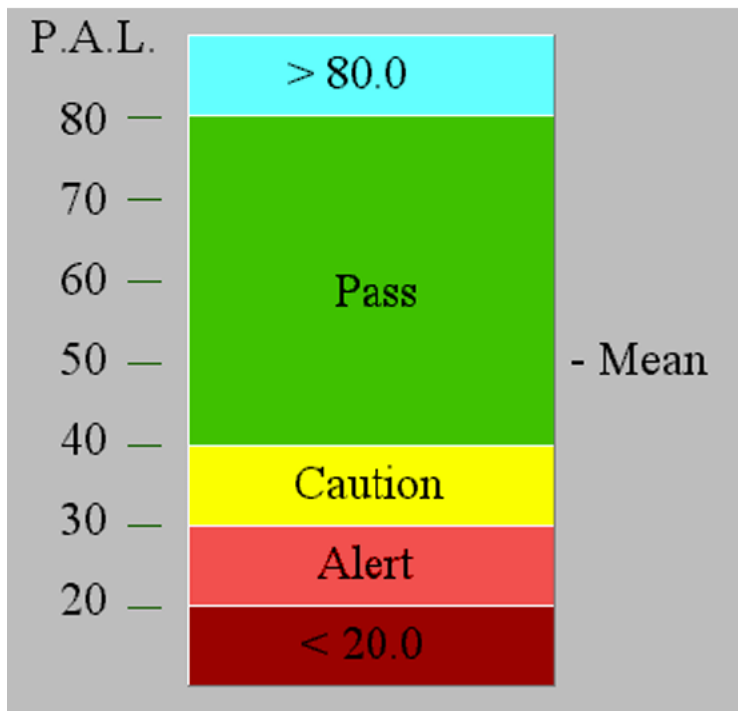


Assessment schedules are based on the Employee's Shift start time each work period and are planned within a specified time range before and after the start time of each Shift. This time range is defined by the Early Assessment Grace period and the Late Assessment Grace period.



Failure to test within this time may generate a 'No-Show' Result and an Alert. Assessments that are completed outside of this time range will also generate an Unscheduled Assessment Result and an Alert.

OSPAT does not reveal Employees' raw assessment scores, as these raw scores are normalised against the individual's profile and presented as a Personal Assessment Level to determine any level of performance impairment. A raw score equal to the Employee's current profile produces a PAL of 50, and 10 PAL points equals to one standard deviation.







PAL Score	Result	Notes
>80	>80 Alert	Event: Suspicious above average, cause for investigation
40-80	Pass	Employee is advised to proceed to work
30-40	Caution	Warning. Some action may be required
20-30	Alert	Event: Cause for concern and investigation
<20	<20 Fail	Event: Extremely poor results which may be cause for serious concern
Aborted	<20 Fail	Event: Employee started but failed to complete 2 attempts at the Assessment
"No"	Not Fit	Event: Employee does not believe they are fit for work, and has answered 'No' to the Self Appraisal question
Any	Unscheduled	Event: Employee completed Assessment outside scheduled time
-	No Show	Event: Employee has failed to report for Assessment at the scheduled time

OSPAT includes several different types of reports which can be used to track performance levels. Access to individual reports depends on the individual’s Position and Security Level allocated to the person within the OSPAT system.

The following are a selection of the reports available on the OSPAT system:

To See:		Reports:	
Employees		Overall	
All the Alert Results for a particular Employee	Employee Assessment History	Number of % of Results by Age, Job Code, Day of Week, Time of Day, Shift or Terminal	General Analysis Report
Trends and patterns in an Employee’s Assessments	Employee Assessment History, Employee Consistency Report & Event Details Report	All Assessments in the most recent 24 hour reporting period	Day’s Assessment Summary Report
Every detail about a particular Assessment including style and reaction time	Event Details & Replay	All Alerts for a particular day or dates	Group Alert Summary Report (by Date) & Filtered Events Report (by date)
Which Terminal an Employee used for an Assessment	Result Details	Absenteeism	Filtered Events Report (Event types = No Show)
Groups		Proportion of Employees completing their Assessments	Participation Report
All the Alert Results for selected groups	Group Alert Summary Report	A graphical summary of all Results	Participation Report
Actions a Supervisor has taken in response to Events (which have been closed)	Event Actions Report	Who is likely to be on site at the moment	Evacuation Report
All Assessment Results from the last 12 hours	Shift Summary Report & Assessment Tree	All the Active Employees in the OSPAT database	Active Employees Report

-  OSPAT provides a complementary fit for work assessment system to help organisations improve health, safety and risk management
-  The assessment is sensitive to many causes of performance impairment, not just drugs and alcohol
-  Assessments are quick and non-invasive, with results delivered within one minute
-  Results can be retrieved across a selection of reports to track performance levels and extract key insights

OSPAT

PERMACONN™