- Provides an unintrusive employee checkpoint at the start of each shift

- Takes less than a minute per employee to test and deliver results

- Ideally suited to high-risk and hazardous work environments

Fatigue, stress, illness and psychological issues can have a huge impact on an employee's ability to work safely.

Yet they often go undetected – even by traditional fit-for-duty tests.

Occupational Safety Performance Assessment Technology (OSPAT) from Permaconn is the smart way to help keep both workers and workplaces safe. It detects employee risk factors in a simple and unintrusive test in 60 seconds.

Designed by safety experts for construction, mining, transport, industrial, and other high-risk sectors, OSPAT is a real-time, scientifically validated fitness-for-work and wellbeing solution. It mitigates risk while supporting safety compliance and duty of care.

Better Insights

Importantly, each performance assessment is compared with the employee's own wellbeing history and previous assessments, rather than against industry or community benchmarks.

That makes personal performance trends and impairment easier to identify and address.

How OSPAT Can Enhance Your Operational Performance

- Improves operator safety by spotting problems before incidents occur.
- Reduces the likelihood of human error impacting critical operations.
- Ensures only alert and fit individuals are assigned to safety-critical tasks.
- Reduces incidents, cuts downtime and prevents productivity losses.
- Minimises financial, reputational and operational impacts from impairment.

Additionally, OSPAT enables data-driven decision-making. Performance trends and analytics can be used to optimise shift planning, rostering and workforce health strategies – to help deliver continuous improvement initiatives in safety culture and human performance management.

How OSPAT Compares with Other Fit-for-duty Tests

Type of test	Tests for	Frequency	Accuracy
Breathalyser	Alcohol	Daily or frequently	High
Urinalysis	Drugs	Irregular	High
Pre-shift questionnaire	Fatigue	Daily	Low
OSPAT	Impairment*	Daily	High

*Impairment stemming from (including and not limited to) fatigue, drugs, alcohol, illness, physical pain, mental and emotional state (e.g. stress, family worries, peer aggression, etc.).

Using drug and alcohol tests alone ignores many other possible causes of performance impairment – including physical and psychological issues. OSPAT's performance testing is comprehensive and can be completed daily at no additional cost.
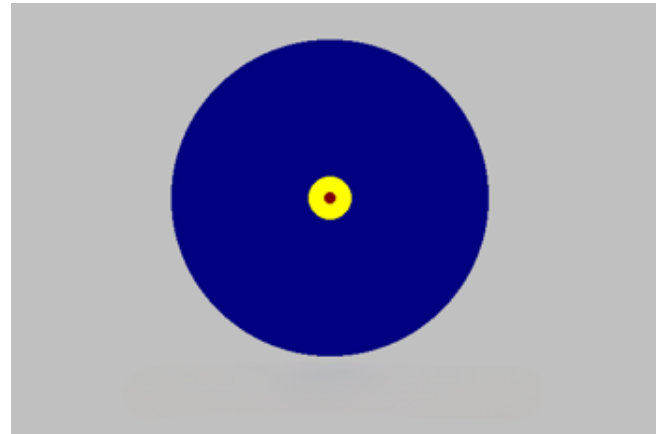
OSPAT's psychomotor tracking test was developed in response to detailed research – to assess the level of impairment, not the cause of impairment. Armed with the data, employers can determine:

- **who** has been recognised as performance impaired
- **what** the level of impairment is
- **when** the event occurred
- **where** in the organisation the impairment was detected.

OSPAT in Action

The custom designed OSPAT testing station includes support for English, French, Spanish and Portuguese. Other languages can be added by arrangement.

Tests work by giving employees a compensatory critical tracking task, which is used to assess their personal performance before the start of each shift.
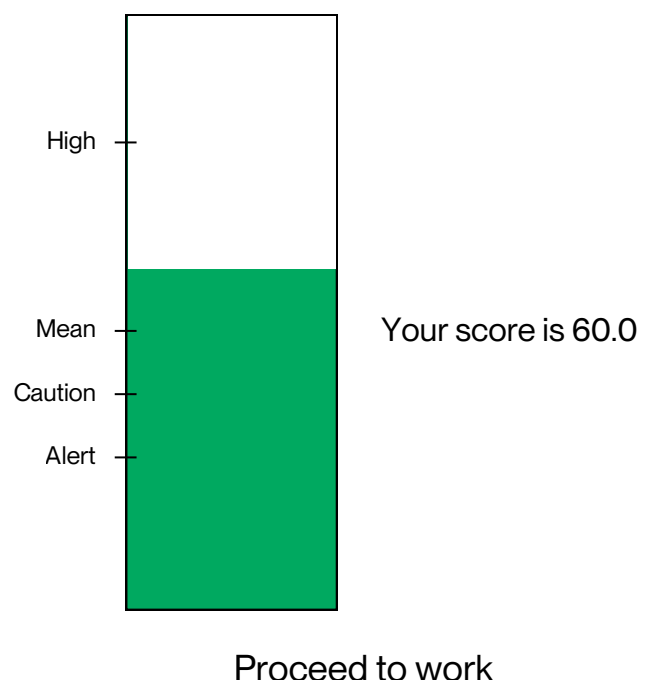
About the Testing

The OSPAT assessment task requires an unstable cursor to be kept in the centre of a target while the system moves it around randomly. Difficulty is adjusted progressively in response to the employee's performance. The challenge is similar to driving a car. The employee needs to watch for changes and react appropriately. They'll be able to do this successfully if in a fit and alert state.
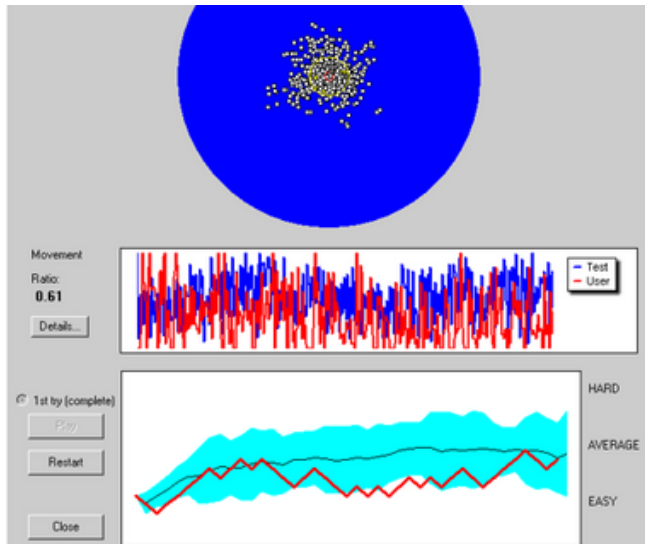
Building Individual Profiles

Testing history is used to build a personal profile, with each score compared with past performance to compare results and measure any changes. Analysing the 20 previous assessments builds an understanding of both mean scores and the variation expected.
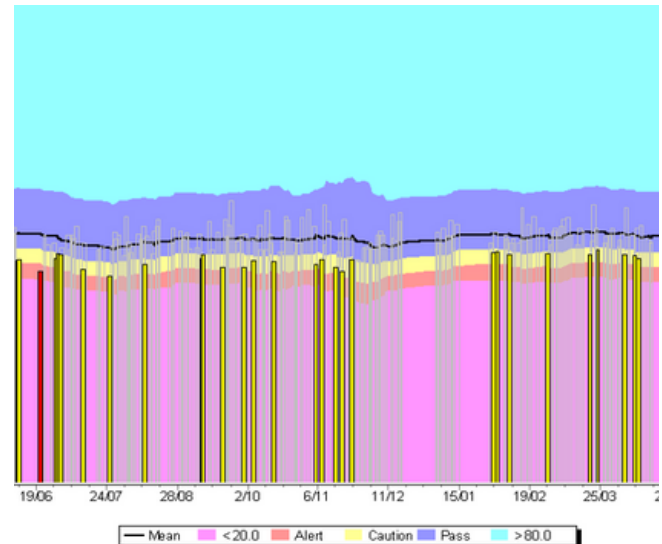
Providing Instant Results

Employees receive their results immediately and are told to report to their supervisor if there's an issue. The results are accessed by authorised supervisors too; and all are stored in the OSPAT database for future reference, HR records, audits and analysis.

High

Mean

Caution

Alert

Your score is 60.0

Proceed to work

Advanced Assessment Functionality

The OSPAT assessment replay feature enables detailed analysis, including a comparison of each assessment with the employee's established profile.

Consistency reports show a person's performance over time, helping identify developing situations that might warrant early intervention.

Potential safety risks can be quickly identified when OSPAT reports on occurrences such as these:

- Average performance is outside the parameters of the employee's personal profile of previous test results.
- No result is reported, indicating that an employee is on site but has failed to undertake their assessment.
- An employee completes an assessment outside the pre-determined time, which is generally at the start of their shift.

Through OSPAT, supervisors respond to events by selecting an action from a list of options, based on the agreed company policy. If the supervisor fails to act, the system automatically escalates the event up the chain of command – to ensure that safety compliance and duty of care obligations are always adhered to.

Comprehensive Reports and Enhanced Risk Management

Organisations can choose from a broad range of reports that support different types of analysis. For ease of use, they are available in graphical, list and export formats.
Trends can be examined based on historical data, current data, individuals, groups, program participation and compliance.

Reports available from the OSPAT system include:

- Daily safety reports
- Shift summaries
- Alert summaries
- Active employees
- Group comparisons
- Consistency reports
- System logs
- Custom reports

Full Privacy and Security

Direct supervisors can only access reports for the employees they are responsible for, while other access is restricted to senior authorised users. A suite of special security features prevents unauthorised access to the OSPAT database, and all raw scores are encrypted and hidden.

How OSPAT Information Flows

The OSPAT server holds all employee records and assessment data. Data movement is via secure TPC/IP.
Employee profile data is sent to all terminals, which allows them to calculate assessment results. Results are collected by OSPAT terminals, sent to the server, then released to authorised OSPAT client users.

OSPAT Terminals → OSPAT Server → OSPAT Client PCs

OSPAT provides a simple, structured and efficient approach to workplace health and safety.

In just 60 seconds per employee per day, it reduces risks to workers, their co-workers, and the organisation – supporting compliance and duty of care.

Specifications:

Compatibility:	A range of indication technologies and security access systems Windows TCP/IP
Power input:	90 to 264 VAC @48 – 63 Hz
Power consumption:	30 to 40 W
Display:	30cm (diagonal) back-lit TFT (built-in)
Network:	RJ45 gigabit ethernet LAN with 300Mb/s maximum throughput TCP/IP communications
ID technologies supported:	PIN (4 to 9 digits, configurable) Fingerprint (optional extra) Assorted card reader technologies (optional extra)
Shipping weight:	4.4kg per testing station