

National Action Areas	Key Factors	0	1	2	3	4	5
Healthy and safe by design	Health, safety and hazard information	No reference to or acknowledgement	Covered in principle but not effectively addressed <ul style="list-style-type: none"> <li>Some mention of safety or health</li> </ul>	Only implicitly covered <ul style="list-style-type: none"> <li>A discussion small discussion on safety goals or programs within the report</li> </ul>	Partial acknowledgement or coverage <ul style="list-style-type: none"> <li>Wellbeing programs in general, however not linked to specific reasons for employees</li> </ul>	Sufficient coverage but lack of definitions or specificity <ul style="list-style-type: none"> <li>Within company goals</li> <li>Wellbeing programs in general, however linked to specific reasons for employees and company identified risk</li> </ul>	Comprehensively covered <ul style="list-style-type: none"> <li>Within company goals</li> <li>Discussions of health and safety built into everyday activities</li> <li>Comprehensive programs and explanations of program which are diverse in nature</li> </ul>
Responsive and effective regulatory framework	Health and safety obligations being met under legislation and practice	No reference to or acknowledgement	Covered in principle but not effectively addressed <ul style="list-style-type: none"> <li>Workers compensation statistics, with no discussion</li> </ul>	Only implicitly covered <ul style="list-style-type: none"> <li>A few lines regarding explanation in statistics along with the statistics</li> </ul>	Partial acknowledgement or coverage <ul style="list-style-type: none"> <li>Discussion regarding changes between years and possible differences between years</li> </ul>	Sufficient coverage but lack of definitions or specificity <ul style="list-style-type: none"> <li>Small explanation behind the statistics and methods or</li> </ul>	Comprehensively covered <ul style="list-style-type: none"> <li>Workers compensation statistics with a discussion on reason, changes or process development</li> </ul>

						goals setting for the following year.	<ul style="list-style-type: none"> <li>Fines and audits complete discussion on reason behind ratings</li> </ul>
Leadership and culture	Leadership and communication of health and safety information	No reference to or acknowledgement	Covered in principle but not effectively addressed <ul style="list-style-type: none"> <li>Mention of training requirements</li> <li>Mention about safety in Board descripts</li> </ul>	Only implicitly covered <ul style="list-style-type: none"> <li>General leadership training programs. No discussion on safety or employee health in program mentioned</li> </ul>	Partial acknowledgement or coverage <ul style="list-style-type: none"> <li>Some discussion on leadership training and safety as one of the topics that leaders review.</li> </ul>	Sufficient coverage but lack of definitions or specificity <ul style="list-style-type: none"> <li>Leadership forums on risk/ safety but no discussion of leaders completing risk assessments</li> </ul>	Comprehensively covered <ul style="list-style-type: none"> <li>Leadership completing risk assessments and training/ attend global best practice training on risk. Implementation of risk training</li> <li>Review and change of leadership practices</li> </ul>
Health and safety capabilities	Work related health disorders, education and outcomes	No reference to or acknowledgement	Covered in principle but not effectively addressed <ul style="list-style-type: none"> <li>Mention of a specific concern no details.</li> </ul>	Only implicitly covered <ul style="list-style-type: none"> <li>Mention of concern with statistics or basic information</li> </ul>	Partial acknowledgement or coverage <ul style="list-style-type: none"> <li>General wellness programs completed around health and safety concern</li> <li>A few actions or targets</li> </ul>	Sufficient coverage but lack of definitions or specificity <ul style="list-style-type: none"> <li>Specific health risks given a general overview</li> </ul>	Comprehensively covered <ul style="list-style-type: none"> <li>Specific discussion on health risks for employees within the business. Methods of improvement, treatment and</li> </ul>

							ongoing future planning
Research and evaluation	Preventive actions regarding health and safety, as well as, evidence of best practice	No reference to or acknowledgement	Covered in principle but not effectively addressed <ul style="list-style-type: none"> <li>Different programs used for training</li> </ul>	Only implicitly covered <ul style="list-style-type: none"> <li>General overall strategy used such as United Nations Sustainable Development Goals, however little evidence of health safety evidence</li> </ul>	Partial acknowledgement or coverage <ul style="list-style-type: none"> <li>Strategy for programs used</li> <li>Discussion of programs and reasoning of training</li> </ul>	Sufficient coverage but lack of definitions or specificity <ul style="list-style-type: none"> <li>Relating strategy to each area, goal and aspect of the company</li> </ul>	Comprehensively covered <ul style="list-style-type: none"> <li>Working with research agency or external providers to ensure ongoing evidence for practice</li> </ul>

Company: Industry: Report type: Link for report:			
Key Factors	Information outline (taken directly from the Australian Work Health and Safety Strategy)	Comments (page numbers)	Score
Health, safety and hazard information	<ul style="list-style-type: none"> <li>Workers' general health and wellbeing are strongly influenced by their health and safety at work.</li> <li>Structures, plant and substances are designed to eliminate or minimise hazards and risks before they are introduced into the workplace.</li> <li>Work, work processes and systems of work are designed and managed to eliminate or minimise hazards and risks.</li> </ul>		
Health and safety obligations being met under legislation and practice	<ul style="list-style-type: none"> <li>An effective regulatory framework provides for a flexible response taking into account the particular circumstances, available evidence, community expectations and the environment in which organisations operate.</li> <li>Legislation, policies and practice are reviewed, monitored and updated regularly to continue progress towards national consistency and regulatory effectiveness</li> </ul>		
Leadership and communication of health and safety information	<ul style="list-style-type: none"> <li>systematic management of risks</li> <li>role clarity, worker involvement and workgroup cohesion</li> <li>consultation and clear two-way communication</li> <li>compliance with procedures</li> </ul>		

Work related health disorders, education and outcomes	<ul style="list-style-type: none"> <li>• In the workplace those in control of work need to be able to make informed decisions.</li> <li>• Managers need to be able to identify hazards and understand how to manage associated work health and safety risks, judge whether controls are effective and communicate with staff.</li> <li>• Everyone in a workplace has the work health and safety capabilities they require.</li> </ul>		
Preventive actions regarding health and safety, as well as, evidence of best practice	<ul style="list-style-type: none"> <li>• Work health and safety policy, programs and practice need to be informed by robust evidence</li> <li>• Continuing to improve national data is essential to developing the evidence base</li> </ul>		