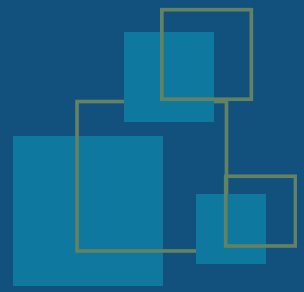


# WORK HEALTH AND SAFETY RESEARCH HORIZON SCAN, SCOPING REVIEW AND EVIDENCE GAP MAPPING PROJECT



## Horizon scan and search taxonomy methodology

A report prepared for Safe Work Australia



## About this project

This project was commissioned by Safe Work Australia, and it maps the existing landscape of work health and safety and workers' compensation research across the five Safe Work Australia *Research and Evaluation Strategy* initial priority areas to provide a data driven understanding of the current evidence base, gaps, and emerging research areas.

This report was developed with guidance from an Expert Working Group of experts from across work health and safety research and related areas. The Academy of the Social Sciences in Australia and the Australian Academy of Technological Sciences and Engineering gratefully acknowledges the Expert Working Group for their contributions.

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## Glossary

- **Bibliometrics:** The quantitative analysis of publications and their metadata (e.g., citations, keywords, authorship) to identify patterns, trends, and emerging areas of research.
- **Co-occurrence Analysis:** A method that identifies relationships between terms or concepts by examining how frequently they appear together in documents.
- **Expert Working Group (EWG):** A group of experts convened to provide strategic oversight and high-level guidance to the project, including representatives from Safe Work Australia (SWA).
- **Grey Literature:** Information produced outside of traditional academic publishing, such as government reports, policy briefs, industry documents, and standards.
- **Horizon Scanning:** A systematic exploration of emerging trends and weak signals to identify possible threats, opportunities, and drivers of change.
- **Network Mapping:** A quantitative technique used to visualise and analyse the connections between concepts, organisations, or authors to reveal clusters and relationships in research.
- **Research–Practice Translation:** The process of ensuring that research evidence is effectively applied in policy and workplace practice, and that practice-based knowledge informs research agendas.
- **Signal:** A piece of information indicating a potential emerging change, challenge, or opportunity. Signals may be strong (widely recognised) or weak (early-stage or less visible).
- **Signal Catalogue:** A structured dataset of signals identified through the horizon scan, including their source, relevance, and evidence base.
- **Taxonomy (Search Taxonomy):** A structured set of search terms organised under SWA’s five priority areas of research to guide systematic searching and analysis.
- **Weak Signal:** An early, often ambiguous indicator of potential future change. While individually uncertain, weak signals can point to significant emerging issues when viewed collectively.
- **Work Health and Safety (WHS):** Policies, practices, and research concerned with ensuring the health, safety, and wellbeing of workers across industries.

## Overview

This document sets out the method and approach for conducting a horizon scan of existing and emerging work health and safety (WHS) evidence in Australia, aligned to Safe Work Australia’s (SWA’s) five priority areas of research (Table 1). It describes the development of taxonomies of WHS terms and concepts, which provide a structured basis for searching, categorising, and analysing signals of change.

The horizon scanning method outlined here is applied separately to each of Safe Work Australia’s five priority areas. Known and emerging drivers of change case studies identified by leading international institutions and global WHS research programs will be used as an organising frame for the horizon scan. The horizon scan draws on Dimensions.ai<sup>1</sup> as the principal data source and combines systematic taxonomy-led searches with quantitative analysis of large datasets, supported by expert review.

The outcomes of this process are five horizon scans that identify emerging trends, strengths, opportunities, and potential gaps or misalignments in the evidence base, interpreted within the context of the drivers of change case studies. These findings support testing and validation of SWA’s nominated research priorities, provide early insights to challenge assumptions about future WHS risks and systems, and highlight areas where new knowledge or policy attention may be required across Australian WHS research.

Priority Area	Description
<b>Psychosocial harm prevention and recovery</b>	Expanding the evidence base around effective systemic controls/regulation to reduce psychosocial harm in workplaces and enable faster recovery when it does occur.
<b>Advances in technology, including both the risks and opportunities posed by technologies</b>	How technological advances (e.g. AI, automation, automated machines) might affect policy approaches, enable improved hazard identification, give rise to new WHS risks, and/or enhance health and safety outcomes.
<b>Shifting mindsets around WHS fundamentals and behaviours that increase understanding and capability</b>	Shifting behaviours and mindsets to increase understanding and capability around fundamental duties for risk management and injury recovery – across small businesses to large enterprises, from workers and supervisors, to middle management, senior leaders and boards.
<b>Changing nature of work, and the implications for regulatory and compensation frameworks</b>	How the health and safety regulation and compensation frameworks might adapt to better accommodate the changing nature of work (e.g. gig work, compressed weeks, non-standard employment, multiple jobs, working from home, complex supply chains, multi-regulated sites).
<b>Effectiveness of changed systems, legislative frameworks and other policy settings</b>	Better understanding the effects and impacts of changes to the legislative frameworks (e.g. where harmonisation could be strengthened, gaps between expectations and reality, determining optimal models for injury management, bridging gaps in compensation policy evidence).

Table 1: Five research priority areas, from Safe Work Australia’s Research and Evaluation Strategy 2025.

## Taxonomy development

The purpose of taxonomy development is to identify primary and related terms for each of SWA's five priority areas and to design a search protocol that applies them in horizon scanning and a scoping review of WHS literature. The taxonomies provide a systematic framework for identifying, organising, and analysing terminology used across WHS research, regulation, and practice.

The scope of the taxonomy is on Australian WHS research and authoritative sources published since 2010, with earlier or international sources included where they provide essential context or fill gaps in Australian coverage. Publications were selected for their relevance to current and future WHS issues, particularly those that illuminate how risks, regulatory approaches, technologies, workplace arrangements, and societies expectations are evolving.

### Approach

The project adopted a three-step approach to developing taxonomies of terms for each of SWA's five priority areas (See Figure 1 for a summary).

Firstly, seed terms were identified through a targeted review of authoritative publications from regulators, statistical agencies, standards bodies, science organisations, and selected international authorities published within the last decade. These publications were chosen for their focus on current and future issues (such as climate change) in WHS and for the authoritative role of the issuing organisation in defining WHS concepts and practice.

Second, the draft taxonomies will be reviewed with SWA and an Expert Working Group (EWG). This step ensures that the terms, where they originate from, the breadth of sources, and the application of analysis techniques are aligned with the project plan and with expert expectations.

Finally, the taxonomies will be iteratively refined through a structured process of search and analysis: extended searches across diverse sources and metadata will be undertaken, with results analysed using bibliometric and AI-assisted quantitative content analysis, validated through expert review, and assessed against horizon scanning outputs to ensure that they captured both established and emerging concepts.

### Seed term identification

Seed terms were drawn from a broad review of authoritative sources provided by organisations in the WHS ecosystem with a focus on publications addressing current and future issues in WHS, ensuring relevance to SWA's five priority areas.

Organisations (See the stakeholder list at Appendix 1) identified through stakeholder mapping, and groups selected for survey based on their authority and influence in shaping WHS knowledge and practice, these included:

- **Australian Government departments and agencies** (e.g. DISR, DTA) were included for their role in shaping broader policy, research, and regulatory contexts affecting WHS.
- **Regulators and statutory bodies** (e.g. Safe Work Australia, Fair Work Commission, Comcare, ABS, AIHW). Define WHS regulatory language, statutory duties, and official statistics, anchoring practice across jurisdictions.
- **Standards bodies and certification authorities** (e.g. Standards Australia, ISO, JAS-ANZ). Set terminology and frameworks for compliance, assurance, and WHS management systems.
- **National research and science agencies** (e.g. CSIRO, CRRMH, Productivity Commission). Provide foresight, analysis, and data on current and emerging WHS issues.
- **NGOs and statutory commissions** (e.g. Beyond Blue, AHRC). Contribute nationally authoritative perspectives on psychosocial risks, wellbeing, harassment, and equality.
- **International organisations** (e.g. ILO, EU-OSHA, WHO, OECD, GRI, ICAO). Supply global benchmarks and terminology on supply chains, new forms of work, psychosocial risks, and technology-driven hazards.
- **Academic literature and thought leaders** (e.g. Hollnagel, Dekker). Advance influential WHS concepts (e.g. Safety-II, Just Culture) that shape practice ahead of regulation.
- **Unions and worker representatives** (e.g. ACTU, HSR networks). Represent worker interests, highlight emerging risks, and influence translation of research into practice.
- **Employer and industry associations** (e.g. ACCI, Ai Group, sectoral peaks). Shape WHS language through guidance, codes, and advocacy on regulatory reform.
- **Insurers and workers' compensation authorities** (e.g. state/territory schemes, private insurers). Influence terminology around recovery, rehabilitation, and compensation effectiveness.
- **Professional and practitioner bodies** (e.g. AIHS, AIOH, ergonomics associations). Translate WHS evidence into standards, competency frameworks, and practice guidance through resources such as the AIHS OHS Body of Knowledge.
- **Employers and workplaces** (SMEs to large enterprises peak bodies). Primary sites of implementation, adapting WHS frameworks into operational policies, systems, and technologies.

From each group of organisation, we sought terminology explicitly associated with WHS concepts appearing in publicly available strategy documents, codes of practice, regulatory guidance, survey categories, and foresight or futures reports.

Selected documents were screened to extract terms that described hazards, risks, work arrangements, regulatory approaches, and framings relevant to the five priority areas. AI-assisted text analysis was conducted using an Open AI custom GPT with the documents collected to group terms, surface related terminology, and highlight synonyms or co-occurring concepts. This AI-supported process was used in conjunction with expert review to validate relevance and ensure alignment with Australian WHS usage and SWA's five priority areas.

The AIHS OHS Body of Knowledge was used to benchmark the results and identify gaps in core terminology and concepts such as hazards and risks. Where Australian sources lacked coverage, international reports (e.g. ILO, EU-OSHA, WHO) were selectively reviewed to capture additional terminology relevant to the Australian context.

## Outcomes of seed term identification

The seed term identification process produced a structured set of terms across all five priority areas. In total, the five taxonomies cover 86 primary terms (Table 2) with several related terms under each, organised into broad categories reflecting work arrangements, psychosocial hazards, regulatory frameworks, technological change, and cultural framings.

Each taxonomy (See Appendix 2 – 6 for full taxonomies) attempts to balance breadth and depth of coverage, ensuring that terminology reflects both authoritative Australian usage and selected international concepts. While the five taxonomies provide the primary structure for horizon scanning, certain cross-cutting elements require supplementary treatment. Hazards and risks, vulnerable contexts, and workers' compensation cut across all five research priorities and are not fully captured within individual taxonomies. To ensure these are consistently considered, we have developed three supplementary tables (Appendix 7).

These tables provide structured categories, examples, and references that can be directly applied in search query design and tagging, ensuring systematic coverage without duplicating the core taxonomy.

Priority Area	Primary Terms	Reference
<b>Psychosocial Harm Prevention and Recovery</b>	17	Appendix 2
<b>Advances in Technology</b>	19	Appendix 3
<b>Shifting mindsets around WHS Fundamentals</b>	16	Appendix 4
<b>Changing Nature of Work</b>	15	Appendix 5
<b>Effectiveness of Systems and Frameworks</b>	19	Appendix 6
<b>Total</b>	<b>86</b>	

Table 2: Results of seed term identification

## Limitations and future considerations

This work is subject to several limitations. First, the terminology used in WHS research and practice is constantly evolving; a point for future consideration is the risk of taxonomies becoming outdated and the need to conduct regular reviews. As horizon scanning focuses on signals of change, emerging language may first appear in informal or grey literature that lies outside the core sources selected. Second, the deliberate focus on authoritative Australian sources ensures defensibility but may under-represent more speculative or worker-led perspectives, while selective inclusion of international sources may introduce terms not yet widely adopted in Australia.

Finally, the breadth of the five priority areas requires trade-offs in the granularity of coverage (e.g. hazard and risk coverage), and comprehensiveness is ultimately constrained by the availability and accessibility of metadata and publications. These limitations are partly mitigated by the structured review with SWA and the EWG, and by the iterative refinement process as part of our horizon scanning search strategy, which allows the taxonomies to adapt as new terms and framings emerge.

**Figure 1: The three-phase approach to taxonomy development**



### 1. Seed term identification

Seed terms have been identified from a sample of literature on WHS, drawn from a selection of authoritative Australian and international sources such as SWA.

The five draft taxonomies follow a breadth first approach where primary term related to a priority area were identified along with a selection of related terms and a broader category to support cross-taxonomy groupings.



### 2. Expert review

SWA and the EWG were engaged in reviewing the initial taxonomies and their structured development in line with the project plan.

Key areas of review:

- Taxonomy terms and their ordering
- Sources and search coverage
- Application of analysis techniques



### 3. Structured expansion

The taxonomies will be refined and expanded upon through an iterative search process with complex search queries using Dimensions.ai

Expansion will focus on:

- High frequency or co-occurring terms, and groups of terms with similar appearance patterns.
- Article meta-data and diverse sources such as grants, patents, standards, regulation and policy documents.

## Horizon scanning method

The horizon scanning method outlined here is applied separately to each of Safe Work Australia's five priority areas using a case-study based, deductive approach. Known and emerging drivers of change identified by leading international institutions and global WHS research programs are used as an organising frame for the horizon scan to provide a structured way to manage scope and ensure comparability across priority areas.

For each priority area, a case study will be used to examine how these drivers of change are manifesting within the Australian work health and safety and workers' compensation research evidence base. Case studies are informed by targeted literature review and developed in consultation with Safe Work Australia and the project's Expert Working Group.

The scope of the horizon scan is deliberately focused on the Australian context, but draws on international evidence and global developments to select relevant drivers of change case studies relevant for Australia. The scan primarily uses quantitative analysis, with Dimensions.ai as the principal data source, and considers both the formal research base (publications, grants, patents, standards) and relevant grey sources (policy, industry and union reports).

### Deductive case study approach

Case studies used in the horizon scan will be selected through a structured assessment process in consultation with SWA and the Expert Working Group.

Each proposed case study will be assessed for relevance through targeted searches of international horizon scanning sources and global trends. This will be used to identify each case study's connection to current research and policy perspectives on how work, risk and WHS systems may evolve over time. Based on the available literature, judgements will be made as to whether the case study and associated driver of change are most relevant to the near term (1–2 years), medium term (3–5 years), or longer term (6–10 years). Finally, each case study will be linked to a key driver of change and situated within broader social, technological, economic, environmental and governance (STEEG) trends. This will support interpretation of case studies as part of wider systemic changes rather than as standalone issues.

This assessment process will support the selection of case studies that appropriately manages scope and enable systematic interpretation of signals of change across SWA's five priority areas.

### Signal criteria

We have defined a set of criteria to guide the inclusion or exclusion of potential weak signals. These criteria provide a consistent basis for deciding which signals are considered relevant, novel, and significant, while also supporting comparison of Australia's evidence base, the identification of translation gaps, and the consideration of vulnerable contexts and workers' compensation.

Table 3 below summarises the criteria, showing the conditions under which a signal would be included or excluded, and provides examples of measures that can be applied to operationalise each criterion during analysis.

Criterion	Inclusion	Exclusion	Potential Measures
<b>Novelty / Emergence</b>	Shows evidence of new or increasing activity; signs of a weak or emerging signal.	Represents a long-established, stable area with little recent change or uncertainty.	Year-on-year publication growth; first appearance of new term pairs, weak but strengthening ties.
<b>Relevance to WHS</b>	Has a plausible connection to SWA's five priority areas, workers' compensation, or vulnerable work contexts.	Has no meaningful link to WHS risks, systems, or outcomes.	Co-occurrence of WHS keywords with emerging terms.
<b>Potential Impact</b>	Suggests plausible implications for WHS outcomes, risks, opportunities, or system performance.	Appears peripheral or unlikely to affect WHS meaningfully.	Citation strength; cross-domain linkages (e.g. tech + WHS); mentions in policy/industry reports.
<b>Evidence Signal Strength</b>	Supported by at least one form of data (publications, grants, patents, standards, grey literature).	Lacks sufficient evidence to establish even a weak trend (e.g. single anecdotal mention).	Minimum publication/grant counts; patent filings; frequency in grey literature.
<b>Geographic Applicability</b>	Appears in Australian data, or in international trends plausibly transferable to Australia.	Limited to contexts irrelevant to Australian workplaces.	Share of Australian vs global publications; explicit mention in Australian grants/policy.
<b>Translation Gaps</b>	Prominent in industry, union, or policy discussion but thinly represented in the research base.	Already well covered in research and showing little gap between theory and practice.	Ratio of practice/policy references to academic publications; qualitative coding of grey literature.

Table 3: Signal criteria for inclusion or exclusion along with measures

## Search strategy

This search strategy provides a systematic approach for identifying relevant WHS sources using Dimensions.ai and the established taxonomy to develop a broad sample of research for conducting the horizon scan.

The search will apply a series of standardised boolean search queries in an iterative process to capture the breadth of research across SWA's five priority areas using the established taxonomy. Query results will be analysed in Dimensions.ai, where including bibliometrics, co-occurrence and content frequency analysis will be used to check result eligibility and evaluate signal criteria. This will enable exploratory analysis of results, refinement of the search queries, and taxonomy refinement.

Once search and exploratory analysis is completed, results will be exported and processed to create a combined dataset with a unified schema. In this process the eligibility of results will be checked again, duplicates removed, and record information cleaned and standardised. The dataset will be checked for comprehensiveness and gaps using the taxonomy, supplementary tables (hazards and risks, vulnerable contexts, and workers' compensation) and our list of key stakeholders to tag records. This dataset will enable deeper analysis of signals and can be used for evidence gap analysis and mapping.

### **Query design**

Source titles and abstracts will be searched in dimensions.ai using a standardised query (Table 4). The query will be run for each priority area, with different combinations of primary and related terms tested along with terms from the supplementary tables in Appendix 7, where appropriate terms may be substituted using MeSH (Medical Subject Headings) terms to control search scope. Relevant meta-data records retrieved for the categories of publications, grants, patents, and policy documents will be saved. All searches and results retrieved using the query will be logged for reference. Filters will be used to screen for records of Australian origin, or records about the Australian context. They will also be used to limit the search to the time frame of 2010 to 2025.

Each query has a required core and a set of optional modifiers that can be applied depending on the research question or driver of change being explored. The core query (required) ensures that results are relevant to WHS by combining taxonomy terms with WHS anchor terms (“work health and safety”, “occupational health and safety”, WHS, OHS), an Australian context filter, and the time window of 2010–2025.

Optional modifiers can be layered on to tilt results towards particular perspectives or areas of interest such as drivers of change. Optional modifiers include:

- **Adjectives** such as emerging, new, future, and novel to capture horizon-scanning and forward-looking material.
- **Hazard/risk** terms to broaden coverage to specific exposures or health outcomes.
- **Vulnerable context** terms to identify risks in high-risk worker groups or industries.
- **Workers' compensation** terms to ensure recovery and system-design issues are systematically captured.
- **Authors** such as experts in specific domains identified by the EWG or during search for inclusion.

Query Part	Purpose	Modifier	Fields
("Primary term" OR "Related term 1" OR "Related term 2" ...)	Focus the query on relevant taxonomy terms (from one of the five SWA priority areas).	Core	Title, Abstract, Full text
AND ("work health and safety" OR "occupational health and safety" OR WHS OR OHS)	Ensure results fall within the domain of WHS research.	Core	Title, Abstract, Full text
AND (Australia OR Australian)	Restrict to Australian context or authorship.	Core	Affiliated organisation or author country, Title, Abstract
AND (2010 OR 2011 ... OR 2025)	Limit to the timeframe 2010–2025.	Core	Date published
AND ("emerging" OR "new" OR "future" OR "novel")	Use adjectives to capture forward-looking, horizon-scanning literature.	Optional	Title, Abstract, Full text
AND ("hazard*" OR "risk*" OR "exposure" OR "fatigue" OR "bullying")	Integrate hazards and risks (cross-cutting category).	Optional	Title, Abstract, Full text
AND ("vulnerable work" OR "migrant worker*" OR "gig work" OR "SME" OR "small business" OR "FIFO" OR "older worker*" OR "young worker*")	Include vulnerable contexts systematically.	Optional	Title, Abstract, Full text
AND ("workers' compensation" OR "return to work" OR "injury management" OR "rehabilitation" OR "insurance scheme*" OR "claims")	Ensure compensation implications are considered.	Optional	Title, Abstract, Full text
AND ("Author" OR "Author")	Enable searching the literature for identified experts during search.	Optional	Title, Abstract, Full text

Table 4 Standardised query template

## Limitations

The method presented here is a hybrid approach, combining elements of taxonomy-led search seen in systematic or scoping reviews with horizon scanning principles, primarily relying on academic literature, patents and policy publications accessible via Dimensions.ai.

The approach introduces several limitations. Firstly, term development is anchored in authoritative and expert-reviewed taxonomies, which may under-represent emergent or worker-led perspectives outside of the WHS context. Secondly, the scan relies primarily on quantitative methods, which are effective in detecting emerging patterns but may not fully capture qualitative, practice-based knowledge.

Thirdly, horizon scanning by its nature deals with uncertainty and weak signals, meaning that findings should not be interpreted as predictions. Some signals may not materialise into significant change, while others may evolve in unexpected ways. This is a recognised feature of scanning exercises and underscores the importance of treating the outputs as inputs to further deliberation, not definitive forecasts.

Finally, the scope of the project is focused on five priority areas defined by SWA. While these provide valuable structure, they also introduce framing bias. The scan may uncover signals outside these areas or identify new priorities. By design, the project is intended to validate and refine SWA's priorities rather than to deliver a fully open-ended exploration of all possible WHS futures.

## Endnotes

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<sup>1</sup> *Dimensions.ai is a comprehensive, AI-powered research information platform that hosts the largest collection of interconnected global research data, including journal publications, conference proceedings, grants, clinical trials, patents, and policy documents.*

<sup>2</sup> *Australian Government, Futures Primer (Canberra: Commonwealth of Australia, 2020).*

<sup>3</sup> *Artjay Javier, Beth Masimore, John Chase, F. G. Serpa, John T. Rigsby, Avory Bryant, Jeffrey Solka, and Ryan J. Zelnio, "A Bibliometric Horizon Scanning Methodology for Identifying Emerging Topics in the Scientific Literature," arXiv preprint, 2022, <https://arxiv.org/abs/2202.13480>.*

<sup>4</sup> *Samantha A. Hines, Jonathan Grant, Sonja Marjanovic, and Joanna Chataway, "A Systematic Review of Horizon Scanning Methodologies," BMJ Open 9, no. 5 (2019): e026764, <https://bmjopen.bmj.com/content/9/5/e026764>.*

## Appendix 1: List of organisations surveyed in seed term identification

This appendix reflects the organisations surveyed in preparing the taxonomies, it is not intended to be an exhaustive list.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>Safe Work Australia</b>	Government / Regulator	National	Policy coordination, research priorities	Project sponsor and lead agency for national WHS strategy. Coordinates policy, sets research priorities, and drives harmonisation of WHS laws. Oversees implementation of all five priority areas in the Safe Work Australia project and provides national guidance and resources.
<b>Comcare</b>	Government / Regulator	National	Regulator & compensation	Primary WHS regulator and workers' compensation authority for Commonwealth workplaces. Administers national WHS and compensation schemes, providing regulatory oversight and supporting Safe Work Australia's objectives through data, enforcement, and best practice initiatives.
<b>Fair Work Commission</b>	Government / Tribunal	National	Industrial relations tribunal	Australia's national workplace relations tribunal, making decisions on workplace disputes, awards, and agreements. Influences WHS through rulings on gig work, employment conditions, and the changing nature of work, supporting the Safe Work Australia project's focus on emerging work arrangements.
<b>Fair Work Ombudsman</b>	Government / Regulator	National	Workplace rights compliance	Enforces compliance with workplace laws, including those impacting WHS. Investigates complaints, conducts audits, and educates employers and employees, thereby supporting Safe Work Australia's efforts to ensure lawful and safe workplaces.
<b>Australian Bureau of Statistics</b>	Statistics	National	Evidence / data provider	Collects, analyses, and publishes workforce, labour, and WHS data. Provides essential evidence and trend analysis to inform Safe Work Australia's research, policy development, and evaluation of project outcomes.
<b>Productivity Commission</b>	Government / Research	National	Policy analysis / inquiries	Conducts independent research and public inquiries into economic, social, and environmental issues. Assesses the effectiveness of WHS systems and frameworks, supplying analysis to guide Safe Work Australia's policy and reform agenda.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>Standards Australia</b>	Standards Body	National	Standards developer	Develops and maintains Australian Standards, including those relating to WHS management systems. Ensures alignment with international best practice, supporting Safe Work Australia's goal of high-quality, consistent WHS standards.
<b>Joint Accreditation System of Australia and New Zealand (JAS-ANZ)</b>	Standards / Assurance	Bi-national	Certification / compliance	Accredits certification and inspection bodies for WHS and related standards. Provides assurance frameworks that underpin confidence in WHS management systems, supporting Safe Work Australia's focus on quality and compliance.
<b>International Organization for Standardization (ISO)</b>	Standards	International	Global standards (e.g. ISO 45001)	Sets globally recognised WHS standards, such as ISO 45001. Influences the development and benchmarking of Australian WHS frameworks in line with international expectations, relevant to Safe Work Australia's harmonisation objectives.
<b>International Electrotechnical Commission (IEC)</b>	Standards	International	Technical standards	Develops international technical standards for electrical and electronic equipment, including safety of machines and robotics. Supports Safe Work Australia's approach to managing emerging WHS risks in technologically advanced workplaces.
<b>Australian Securities Exchange (ASX)</b>	Corporate / Governance	National	Reporting & ESG standards	Sets corporate governance and ESG reporting requirements for listed entities, including WHS disclosures. Supports Safe Work Australia's project by promoting transparency and accountability in corporate WHS governance and performance.
<b>Australian Cyber Security Centre (ACSC)</b>	Security	National	Cyber & infrastructure protection	Leads national efforts to improve cyber security and protect critical infrastructure, including WHS-related cyber-physical risks. Provides guidance on managing digital threats relevant to Safe Work Australia's focus on emerging hazards.
<b>Office of the Australian Information Commissioner (OAIC)</b>	Regulator	National	Data privacy, workplace monitoring	Regulates privacy and data protection, including workplace surveillance and psychosocial risk management. Informs Safe Work Australia's policies on balancing WHS and privacy in modern workplaces.
<b>Model Work Health and Safety Act &amp; Regulations</b>	Law	National (Model)	Legislative framework	Provides the core legal duties, obligations, and regulatory framework for WHS in Australia. Forms the foundation for Safe Work Australia's project by underpinning all national WHS initiatives and harmonisation efforts.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>Australian Industry Group</b>	Industry	National	Employer peak body	Represents employer interests in policy development and implementation. Provides industry perspective and feedback on WHS reforms, ensuring Safe Work Australia's project reflects practical business needs.
<b>Business Council of Australia</b>	Industry	National	Employer peak body	Advocates for large enterprises on economic and workplace issues, including WHS. Engages with Safe Work Australia to ensure the project addresses the needs of major employers and aligns with broader economic objectives.
<b>Australian Chamber of Commerce and Industry</b>	Industry	National	Employer peak body	Represents a broad cross-section of employers, providing input on WHS policy and regulatory changes. Supports Safe Work Australia's project by advocating for practical and effective WHS solutions for businesses of all sizes.
<b>National Farmers' Federation</b>	Agriculture	National	Employer peak body	Represents agricultural employers, focusing on WHS issues specific to high-risk rural industries. Collaborates with Safe Work Australia to address sector-specific WHS challenges and improve safety outcomes in agriculture.
<b>Australian Retailers Association</b>	Retail	National	Employer peak body	Advocates for the retail sector on WHS matters, including psychosocial and physical risks. Engages with Safe Work Australia to ensure sector needs are considered in national WHS strategies.
<b>Australian Council of Trade Unions</b>	Union	National	Worker peak body	Represents the interests of Australian workers, advocating for stronger WHS protections and worker participation. Works with Safe Work Australia to ensure worker voices are central in WHS policy and practice.
<b>Construction, Forestry, Maritime, Mining and Energy Union</b>	Union	National	Worker representation	Represents workers in high-risk sectors, advocating for robust WHS standards and enforcement. Provides sector-specific insights to Safe Work Australia, supporting targeted interventions for hazardous industries.
<b>Australian Manufacturing Workers' Union</b>	Union	National	Worker representation	Advocates for manufacturing workers' safety and wellbeing, contributing to WHS policy development. Supports Safe Work Australia by highlighting sector risks and promoting effective controls.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>Shop, Distributive and Allied Employees' Association</b>	Union	National	Worker representation	Represents retail workers on WHS issues, particularly psychosocial risks such as customer aggression and workplace violence. Engages with Safe Work Australia to improve WHS outcomes in retail.
<b>Health Services Union</b>	Union	National	Worker representation	Advocates for health sector workers, focusing on both physical and psychosocial WHS risks. Partners with Safe Work Australia to address safety challenges unique to healthcare settings.
<b>Australian Institute of Health &amp; Safety</b>	Professional Body	National	WHS professionals	Sets professional standards and supports WHS practitioners through education and accreditation. Collaborates with Safe Work Australia to build WHS capability and promote evidence-based practice.
<b>Australian Medical Association</b>	Professional Body	National	Medical professionals	Represents medical professionals with expertise in occupational health. Advises Safe Work Australia on health impacts of work and supports initiatives to prevent work-related illness and injury.
<b>Beyond Blue</b>	NGO	National	Mental health & wellbeing	Provides resources, research, and advocacy for mental health and psychosocial harm prevention. Supports Safe Work Australia's project by informing strategies to address workplace mental health risks.
<b>Black Dog Institute</b>	NGO / Research	National	Workplace mental health	Conducts research and develops programs to improve workplace mental health. Informs Safe Work Australia's psychosocial risk prevention and recovery initiatives.
<b>Australian Human Rights Commission</b>	Statutory Commission	National	Human rights	Promotes and protects human rights, including safeguarding vulnerable workers from psychosocial harm. Advises Safe Work Australia on equity, diversity, and anti-discrimination in WHS policy.
<b>Commonwealth Scientific and Industrial Research Organisation (CSIRO)</b>	Research Agency	National	Science and foresight	Provides scientific research and foresight on technology-driven WHS risks. Supports Safe Work Australia by identifying emerging hazards and innovative risk controls.
<b>Centre for Rural and Remote Mental Health</b>	Research Centre	State (NSW)	Academic / health	Researches mental health and psychosocial harm in rural and remote workplaces. Informs Safe Work Australia's approaches to address regional WHS challenges.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>Curtin University – Future of Work Institute</b>	Academia	State (WA)	Research	Researches the changing nature of work, including its impact on WHS. Supports Safe Work Australia’s project by providing evidence on emerging risks and workforce trends.
<b>Griffith University – Centre for Work, Organisation and Wellbeing</b>	Academia	State (QLD)	Research	Investigates organisational practices and workforce wellbeing. Informs Safe Work Australia’s strategies for improving psychosocial health at work.
<b>SafeWork New South Wales</b>	Government / Regulator	State (NSW)	State WHS regulator	Regulates and enforces WHS laws in NSW, implements national priorities at state level. Provides feedback to Safe Work Australia on local WHS issues and policy effectiveness.
<b>WorkSafe Victoria</b>	Government / Regulator	State (VIC)	State WHS regulator	State-level WHS regulator for Victoria, responsible for enforcement, education, and compensation. Partners with SWA to deliver and evaluate national WHS initiatives.
<b>Workplace Health and Safety Queensland</b>	Government / Regulator	State (QLD)	State WHS regulator	Oversees WHS regulation in Queensland, implements and enforces national and state WHS laws. Collaborates with SWA to address state-specific and national priorities.
<b>WorkSafe Western Australia</b>	Government / Regulator	State (WA)	State WHS regulator	Enforces WHS legislation in WA, delivers education and compliance programs. Engages with Safe Work Australia to ensure national consistency and share best practice.
<b>SafeWork South Australia</b>	Government / Regulator	State (SA)	State WHS regulator	Regulates WHS in South Australia, working with Safe Work Australia to implement national strategies and gather data on local WHS performance.
<b>WorkSafe Tasmania</b>	Government / Regulator	State (TAS)	State WHS regulator	Oversees WHS in Tasmania, ensures compliance with national and state laws. Provides insights to Safe Work Australia on regional WHS issues.
<b>WorkSafe Australian Capital Territory</b>	Government / Regulator	State (ACT)	State WHS regulator	Regulates WHS in the ACT, implements Safe Work Australia’s national priorities and reports on local WHS outcomes.
<b>NT WorkSafe</b>	Government / Regulator	State (NT)	State WHS regulator	Manages WHS regulation in the Northern Territory, supporting Safe Work Australia’s objectives through local enforcement and education.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>ReturnToWorkSA</b>	Compensation	State (SA)	Compensation authority	Administers workers' compensation in SA, providing data and insights on injury trends and recovery. Supports Safe Work Australia's project objectives in prevention & recovery.
<b>Insurance &amp; Care New South Wales (icare NSW)</b>	Compensation	State (NSW)	Compensation authority	Manages workers' compensation and care schemes in NSW, contributing to Safe Work Australia's understanding of injury management and prevention strategies.
<b>WorkCover Western Australia</b>	Compensation	State (WA)	Compensation authority	Oversees workers' compensation in WA, delivering insights on workplace injury recovery and prevention, informing Safe Work Australia's project outcomes.
<b>International Labour Organization</b>	Labour / Standards	International	UN agency – labour standards & WHS	Sets international labour and WHS standards. Provides benchmarking and guidance to Safe Work Australia, ensuring alignment with global best practice and obligations.
<b>European Agency for Safety and Health at Work</b>	WHS	International	Research / policy	Conducts research and horizon scanning on emerging WHS risks and policy trends in Europe. Informs Safe Work Australia's strategic direction and international comparisons.
<b>World Health Organization</b>	Health	International	UN agency – occupational health	Provides global leadership on occupational health, including psychosocial risks. Offers evidence and frameworks to guide Safe Work Australia's approach to workplace health and wellbeing.
<b>Organisation for Economic Co-operation and Development</b>	Policy / Economics	International	Research / policy	Delivers international policy frameworks and economic research relevant to WHS. Supports Safe Work Australia by providing comparative analysis and policy benchmarking.
<b>Global Reporting Initiative</b>	Standards / ESG	International	Reporting standards	Develops global sustainability reporting standards, including GRI 403 (WHS reporting). Guides Safe Work Australia's efforts to improve WHS reporting and transparency.
<b>International Civil Aviation Organization</b>	Transport Safety	International	UN agency – aviation safety	Sets global safety standards for aviation, including WHS in transport and logistics. Informs Safe Work Australia's approach to sector-specific safety frameworks.

Organisation	Sector	Level	Stakeholder Type	Role / Relevance
<b>Australia Institute - Centre for Future Work</b>	Research / Policy	National	Independent research institute	Provides independent analysis of the future of work, industrial relations, and labour market change.
<b>Australian Consumer and Commission (ACCC)</b>	Government / Regulator	National	Market regulator	Enforces competition and consumer law, including oversight of digital platforms, product safety, and supply chain practices.
<b>eSafety Commission</b>	Government / Regulator	National	Online safety regulator	Regulates online harms including cyberbullying, image-based abuse, and digital platform safety.
<b>Department of Industry Science and Resources (DISR)</b>	Government / Department	National	Policy and research agency	Leads national policy on industry development, science, technology, resources, and critical infrastructure.
<b>Digital Transformation Agency (DTA)</b>	Government / Agency	National	Digital governance	Provides leadership on whole-of-government digital transformation, standards, and service design.
<b>Australian Institute of Health and Welfare (AIHW)</b>	Government / Research	National	Statistical and research agency	Provides authoritative national data and analysis on health, welfare, injury, and disability.
<b>Australian Institute of Occupational Hygienists (AIOH)</b>	Professional Association	National	Industry body / Professional network	Represents occupational hygiene professionals and promotes the science and practice of exposure assessment and control.

## Appendix 2: Psychosocial harm prevention and recovery

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Work-related stress</b>	Psychological strain resulting from job demands exceeding the worker's capacity or resources.	Work pressure; burnout; job strain; mental health; mental well-being; work/job anxiety; work/ job depression	Psychosocial hazards	4
<b>Job demands</b>	Aspects of a role requiring sustained effort that may cause harm if excessive.	Workload; emotional demands; cognitive load; time pressure emotional labour; shifts; work rosters; organisational change	Psychosocial hazards	1
<b>Low job control</b>	Limited ability for workers to influence how and when tasks are performed.	Lack of autonomy; limited decision latitude; empowerment; flexibility	Psychosocial hazards	1, 5
<b>Poor organisational justice</b>	Perceptions of unfair treatment, inconsistent procedures, or lack of transparency.	Procedural justice; distributive justice; organisational fairness	Organisational climate	1
<b>Bullying and harassment</b>	Repeated, unreasonable behaviour that creates a risk to health and safety.	Workplace bullying; harassment; sexual harassment; surveillance; workplace aggression	Psychosocial hazards	2, 6, 7
<b>Remote and isolated work (psychosocial)</b>	Work undertaken away from co-workers or in isolated settings, increasing risks of loneliness, stress, and reduced support.	FIFO work/rosters; lone work; roster design, shift scheduling	Work arrangements	8, 9
<b>Trauma exposure</b>	Risk of psychological harm from exposure to traumatic events in the course of work.	Vicarious trauma; PTSD; critical incident stress	High-risk occupations	10
<b>Recovery at work</b>	Processes to support workers' return to work and ongoing participation after psychological injury.	Rehabilitation; stay-at-work; return-to-work programs	Recovery and compensation	11

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Workplace support and culture</b>	Availability of supportive supervision, peer support, and positive organisational culture.	Social support; inclusive workplaces; marginalised workforce	Organisational climate	12
<b>Fatigue and burnout</b>	Chronic exhaustion and disengagement from excessive workload, poor work–life balance, or prolonged stress.	Emotional exhaustion; job burnout	Psychosocial hazards	13
<b>Job insecurity</b>	Anxiety or stress related to uncertainty about continued employment.	Precarious work; unstable work	Work arrangements	14
<b>Workplace violence and aggression</b>	Incidents where a worker is abused, threatened, or assaulted in circumstances relating to their work.	Occupational violence; customer aggression	Psychosocial hazards	15
<b>Moral injury</b>	Psychological harm from witnessing, failing to prevent, or participating in events that violate moral beliefs.	Ethical distress; moral conflict	Psychosocial hazards	16
<b>Organisational change as a hazard</b>	Negative psychosocial impacts of restructuring, downsizing, or mergers.	Job insecurity; uncertainty stress	Organisational climate	11
<b>Stigma and disclosure</b>	Social/organisational barriers to workers disclosing psychological injury or illness, affecting recovery.	Concealment; discrimination	Recovery and compensation	11
<b>Psychological first aid / secondary prevention</b>	Early intervention to reduce impact of traumatic exposure and promote recovery.	Peer support; resilience training	Recovery and compensation	11
<b>Psychosocial safety climate (PSC)</b>	The shared perceptions of organisational policies and practices that prioritise psychological health and safety, shaping job design, workload, and support. Low PSC is linked to bullying, stress, and burnout.	Organisational climate; psychosocial climate; leadership commitment; participation in organisational change; organisational stress interventions	Psychosocial hazards	17, 18

## Appendix 3: Advances in technology

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Automation and robotics</b>	Use of machines or systems to perform tasks previously carried out by humans, impacting health, safety and task design.	Robotics; industrial automation; collaborative robots (cobots); productivity	Digitalisation of work	19, 20
<b>Artificial intelligence in work</b>	Use of AI systems for decision-making, monitoring, or task allocation at work.	Machine learning; predictive analytics; AI-assisted safety systems	Digitalisation of work	21, 22
<b>Algorithmic management</b>	Management of workers via digital platforms and algorithms that allocate tasks, monitor performance, and enforce rules.	Platform surveillance; people analytics	Digitalisation of work	23, 24
<b>AI ethics and bias</b>	Risks of unfair, discriminatory, or opaque AI decision-making impacting WHS and employment.	Algorithmic bias; responsible AI	Digitalisation of work	25
<b>Wearable technologies</b>	Devices worn by workers to monitor physiological, biomechanical, or environmental conditions.	Smart PPE; biometric monitoring	Technology-enabled safety	26, 12
<b>Exoskeletons</b>	Wearable mechanical frameworks designed to support or augment human movement and reduce strain.	Powered suits; industrial exosuits	Technology-enabled safety	27
<b>Virtual and augmented reality</b>	Immersive digital environments used for training, simulation, or workplace operations.	VR training; AR-assisted work	Technology-enabled safety	28
<b>Remote monitoring and surveillance</b>	Use of technology to track worker location, activity, or performance.	GPS tracking; telematics; CCTV	Technology-enabled safety	29, 30
<b>Additive manufacturing (3D printing)</b>	Layered fabrication of materials, creating new WHS risks from chemical emissions, fire, and mechanical hazards.	3D printing; rapid prototyping	Advanced materials and biosciences	31

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Nanotechnology</b>	Manipulation of matter at nanoscale with potential occupational health impacts.	Nanomaterials; engineered nanoparticles	Advanced materials and biosciences	32
<b>Biotechnology in workplaces</b>	Application of biological processes and materials in industrial settings with potential WHS impacts.	Synthetic biology; bio-manufacturing	Advanced materials and biosciences	33, 34
<b>Digital twins and smart systems</b>	Virtual replicas of physical systems used to predict and manage health and safety risks in real time.	Smart factories; Industry 4.0; predictive maintenance	Cyber-physical risks	35, 36
<b>Drones and autonomous vehicles</b>	Use of remotely piloted aircraft, driverless vehicles, or autonomous equipment in workplaces.	UAVs; automated guided vehicles (AGVs)	Cyber-physical risks	37, 38
<b>Cybersecurity and WHS</b>	Risks to safety and health from cyber incidents disrupting critical work systems.	Cyber-physical risks; critical infrastructure attacks	Cyber-physical risks	39, 40
<b>Internet of Things (IoT)</b>	Devices and systems embedded with sensors, connectivity, and data processing, networked to monitor, collect, and exchange information in real time.	Digitalisation of work; Wearables; Automation and robotics; Hazard monitoring systems	Technology-enabled safety	41, 42, 43, 44
<b>Technostress</b>	Stress from ICT use, digital overload, constant monitoring, and rapid tech change.	Digital fatigue; cognitive overload	Psychosocial hazards	11, 45
<b>Human factors in technology</b>	Designing systems and tech to fit human physical and cognitive capabilities.	Ergonomics; usability	Systems thinking	46
<b>Human-machine interaction risks</b>	WHS risks arising from automation complacency and loss of operator control.	Automation bias; control loss	Cyber-physical risks	47, 48
<b>Ethical &amp; legal frameworks for tech</b>	Governance of data use, monitoring, consent, and worker rights in tech adoption.	Data sovereignty; privacy	Governance and reporting	49, 50

## Appendix 4: Shifting mindsets around WHS fundamentals

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>WHS as a value</b>	Positioning health and safety as a core organisational value, not only a legal obligation.	Beyond compliance; safety-first mindset	WHS culture	33
<b>Health, safety, and wellbeing integration</b>	Combining physical, psychological, and social health into a holistic WHS approach.	Total Worker Health; integrated safety and wellbeing	WHS culture	6, 51
<b>Worker voice and participation</b>	Actively involving workers in WHS decision-making, consultation, and risk management.	Consultation; HSR empowerment; participatory ergonomics; representation	Worker engagement	52
<b>Leadership commitment</b>	Visible, sustained WHS leadership from officers and senior management.	Health and safety leadership; officer due diligence	Organisational leadership	53, 54
<b>Just culture and learning</b>	Systems that encourage reporting, learning, and accountability without unfair blame.	Learning organisations; incident learning; no-blame culture	Continuous improvement	55
<b>Safety differently / Safety-II</b>	Viewing health and safety as the presence of capacity for success, not just the absence of incidents.	New view of safety; resilience engineering	Systems thinking	56, 57
<b>Integration with ESG</b>	Embedding WHS within broader environmental, social and governance (ESG) reporting frameworks.	Corporate responsibility; sustainability reporting	Governance and reporting	58, 59
<b>Worker-centred design</b>	Designing work systems, technology, and processes with worker capabilities, needs, and wellbeing at the core.	Human-centred design; participatory design	Systems thinking	60
<b>Trust and transparency</b>	Building organisational trust by transparent reporting, open communication, and shared responsibility for safety.	Openness; accountability; fair process	WHS culture	61

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Wellbeing metrics and reporting</b>	Using structured measures of worker wellbeing alongside traditional WHS metrics.	Psychosocial metrics; safety climate surveys	Governance and reporting	62
<b>Safety climate vs. culture</b>	Distinction between shared perceptions of WHS (climate) and deeper organisational values (culture).	Safety climate surveys; culture audits	WHS culture	63
<b>Professional ethics in WHS</b>	Ethical obligations of WHS professionals beyond legal compliance.	Duty of care; integrity	Organisational leadership	42
<b>Competency frameworks</b>	Structured development of WHS capability through accredited training and CPD.	Professional standards; certification	Worker engagement	64
<b>Systems of work design</b>	Sociotechnical design integrating organisational, technical, and human factors.	Participatory ergonomics; task design	Systems thinking	65, 39
<b>Valuing humanity</b>	A mindset that places human dignity, wellbeing, and intrinsic worth at the centre of WHS practice and organisational decision-making, beyond compliance.	Human-centred design; WHS as a value; total worker health	WHS culture	52, 56, 57

## Appendix 5: Changing nature of work

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Digital platform work</b>	Work organised through digital platforms where workers are often classified as independent contractors, raising WHS and compensation challenges.	Gig work; On-demand work; crowd work; app-based labour; sharing economy	Non-standard employment	66, 67
<b>Multiple job holding</b>	Engagement in more than one job concurrently. WHS implications depend on total hours worked and whether work hours align with worker preferences (not inherently more fatiguing).	Moonlighting; portfolio work; underemployment; side hustle	Non-standard employment	68, 33
<b>Compressed work weeks</b>	Standard weekly hours compressed into fewer, longer days. WHS implications include fatigue and recovery.	Compressed schedules; flexible hours	Flexible work arrangements	69
<b>Working from home (WFH)</b>	Performing work from a private residence, with distinct WHS risks including ergonomics, isolation, and blurred work-life boundaries. Two distinct forms: (1) substitution for office work (no commute); (2) extension of work into home (in addition to commuting). Both have different WHS risks.	Telework; remote work; remote telecommuting	Flexible work arrangements	70, 71
<b>Labour hire and subcontracting</b>	Engagement of workers through third parties, complicating WHS responsibilities.	Outsourced labour; temporary agency work; end-user; employee-like worker	Complex work relationships	72, 73
<b>Complex supply chains</b>	Interconnected global and domestic networks of production and services that diffuse WHS responsibilities.	Outsourcing; global value chains; modern slavery	Complex employment relationships	74
<b>Multi-regulated sites</b>	Industries where overlapping regulatory regimes (e.g. WHS, mining, maritime) apply, creating challenges for consistent health and safety management.	Overlapping jurisdictions; regulatory complexity	Regulatory coordination	75

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Casual and temporary employment</b>	Work without guaranteed hours or ongoing stability. Distinct from job insecurity (a broader concept linked to economic conditions). Includes fixed-term contracts.	Casual work; temporary work; fixed-term contracts; zero-hours contracts; domestic work; shadow (black) economy	Non-traditional employment	76, 77
<b>Remote and regional/isolated work</b>	Work undertaken in geographically isolated locations, with unique safety challenges (fatigue, access to health services, environmental risks).	FIFO work; isolated work; rural work; roster design	Flexible work arrangements	78, 79, 6
<b>Non-standard employment contracts</b>	Arrangements outside traditional full-time permanent work, requiring adaptation of WHS and compensation frameworks.	Short-term contracts; temporary work; independent contractors	Non-traditional employment	80
<b>Demographic change in workforce</b>	WHS challenges linked to ageing, youth, gender-diverse, and migrant worker populations.	Older workers; gender safety; migrant labour	Worker groups	11, 58
<b>Climate change &amp; environmental WHS risks</b>	Impacts of extreme heat, flooding, smoke, and disasters on worker health and safety including mental health challenges.	Heat stress; bushfire smoke; extreme weather	Environmental hazards	81
<b>Work-life boundary blurring</b>	Hazards from 24/7 connectivity, digital presenteeism, and inability to disconnect.	Always-on culture; digital presenteeism	Flexible work arrangements	11
<b>Global mobility of work</b>	Risks for workers in transnational, mobile, or cross-border work arrangements.	Migrant work; cross-border telework	Non-traditional employment	43
<b>Shift work and fatigue</b>	Physiological and psychosocial risks from night work and irregular hours.	Circadian disruption; sleep debt	Work arrangements	82

## Appendix 6: Effectiveness of systems and frameworks

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Systematic WHS management</b>	Structured set of interrelated elements for managing WHS in an organisation.	OHSMS; safety management system	Organisational frameworks	83, 84
<b>Due diligence and governance</b>	Legal duty of officers to exercise due diligence to ensure compliance and effective WHS systems.	WHS governance; officer duties	Organisational accountability	85, 86
<b>Risk management approach</b>	Systematic process of identifying hazards, assessing and controlling risks.	Risk management approach; hierarchy of controls	Risk frameworks	87, 88
<b>Continuous improvement in WHS</b>	Ongoing review and enhancement of WHS systems and practices.	Plan-Do-Check-Act; WHS audits	System performance	89
<b>Performance measurement and indicators</b>	Use of metrics to assess effectiveness of WHS systems.	Lagging indicators; leading indicators; safety climate	Monitoring and evaluation	90
<b>Integration with business systems</b>	Aligning systematic WHS management with broader corporate governance, quality, and environmental systems.	Integrated management systems; ESG alignment	Organisational integration	91, 92
<b>Third-party certification and assurance</b>	Independent verification of WHS management systems against standards.	Audits; accreditation; certification	System verification	93
<b>Regulatory compliance systems</b>	Organisational processes to ensure adherence to WHS laws and regulations.	Compliance management; legal registers	Legal frameworks	94
<b>Supply chain WHS assurance</b>	Extending WHS management beyond direct employees to contractors, suppliers, and partners.	Chain of responsibility; procurement standards	Extended systems	95, 96
<b>Cross-jurisdictional coordination</b>	Ensuring consistency of WHS approaches across states, territories, and the Commonwealth.	Harmonisation; regulatory consistency	Regulatory frameworks	97
<b>Evaluation of regulatory effectiveness</b>	Assessing whether WHS laws, enforcement, and systems achieve desired outcomes.	Regulatory review; effectiveness indicators	Regulatory improvement	98, 99

Primary Term	Definition (AU WHS context)	Related Terms	Broader Category	References
<b>Digital WHS systems</b>	Use of digital platforms, data analytics, and AI tools to support WHS management, reporting, and assurance.	WHS software; safety apps; digital reporting	System innovation	100
<b>Worker-centred evaluation</b>	Assessing the effectiveness of WHS systems from the perspective of worker experience and outcomes.	Participatory evaluation; lived experience metrics	Monitoring and evaluation	101
<b>Responsive regulation</b>	Regulatory approaches that evolve in response to new risks, technologies, and work arrangements.	Flexible regulation; agile regulation	Regulatory innovation	102
<b>Learning from incidents</b>	Systematic investigation and feedback from WHS events to improve safety.	ICAM; HFACS; incident analysis	Continuous improvement	103, 104
<b>Risk perception &amp; communication</b>	How individuals and groups perceive, prioritise, and respond to risks (knowledge to behavioural change)	Risk tolerance; uncertainty communication	Risk frameworks	38
<b>Precautionary principle</b>	Approach to managing uncertain risks, particularly for emerging hazards and technologies.	Uncertainty management; conservative controls	Uncertainty management; conservative controls	43
<b>Occupational hygiene &amp; exposure science</b>	Systematic assessment and control of chemical, physical, and biological exposures.	Exposure standards; monitoring	Hazard management	105
<b>Economic dimension of WHS</b>	Costs and benefits of WHS, including productivity and return on prevention.	Cost of injury; business case	WHS governance	106
<b>Intervention</b>	Covers interventions and change for psychosocial safety in organisational systems and frameworks.	Organizational intervention, work design, work redesign, prevention, primary prevention, secondary prevention, tertiary prevention, stress management intervention, randomized controlled trial, cluster-randomized controlled trial, treatment, program	Psychosocial safety	107

## Appendix 7: Supplementary tables

In addition to the five priority-area taxonomies, three supplementary tables have been developed to ensure consistent treatment of cross-cutting concepts that span all research priorities: hazards and risks, vulnerable contexts, and workers' compensation. Each table provides high-level categories, illustrative examples, and references. They are not comprehensive inventories but function as scaffolding tools to support systematic search query construction and tagging in Dimensions.ai.

### Construction of the supplementary tables:

- **Hazards and risks (Table 5)** a synthesise of two complementary perspectives: The OHS Body of Knowledge hazard categories (physical, chemical, biological, psychosocial, biomechanical); and SWA's current policy priorities and Codes of Practice (e.g. silica, asbestos, fatigue, psychosocial hazards).
- **Vulnerable contexts (Table 6)** compiled from ABS statistics, SWA reports, and ILO reviews to highlight groups and work settings (e.g. insecure employment, migrant workers, SMEs, FIFO, young and older workers) where risks may be amplified.
- **Workers' compensation (table 7)** structured from SWA strategy documents, scheme reviews, and international comparisons (e.g. return-to-work outcomes, coverage gaps, scheme design, sustainability) to capture compensation system implications across all priorities.

By consolidating these elements, the supplementary tables ensure that critical cross-cutting issues are systematically incorporated into horizon scanning and evidence gap mapping.

OHS Body of Knowledge Hazard Category	Example Hazards / Risks	SWA Current Priorities	References
<b>Physical hazards</b>	Noise; vibration; radiation (ionising & non-ionising); thermal environment (heat/cold); ultraviolet (UV) radiation / sun exposure; confined spaces; slips, trips, and falls; mechanical plant; vehicles	Noise; Vibration; Heat stress; UV exposure	108, 109
<b>Chemical hazards</b>	Hazardous chemicals (general); lead and heavy metals; pesticides/agricultural chemicals; diesel exhaust; welding fumes; PFAS and persistent chemicals; dusts, fumes, and fibres	Respirable crystalline silica; Asbestos; Welding fumes; Lead	110, 111, 112
<b>Biological hazards</b>	Zoonoses; moulds; parasites; blood-borne pathogens (needlestick, hepatitis, HIV); legionella and waterborne pathogens; biological materials in healthcare and research	Infectious diseases (COVID-19, emerging pathogens)	113, 114
<b>Psychosocial hazards</b>	Stress; job insecurity; long working hours; work overload; poor organisational justice; stigma; bullying and harassment; violence and aggression; fatigue; racism	Psychosocial hazards (bullying, harassment, workload); Fatigue	115, 116
<b>Biomechanical hazards</b>	Hazardous manual tasks; musculoskeletal disorders; repetitive strain injuries (RSI); awkward postures; slips, trips, and falls (on the level)	Hazardous manual tasks	117, 118

Table 5: Hazards and Risks

Vulnerable Context Category	Example Contexts	References
<b>Insecure and non-standard work</b>	Casual, temporary, labour hire, gig/platform work, independent contractors	119, 120
<b>Migrant and mobile workers</b>	Seasonal workers, international students, cross-border teleworkers, undocumented workers	121, 122
<b>Small business and micro-enterprises</b>	SMEs with limited WHS resources, family businesses, sole traders	123
<b>Remote, rural and regional work</b>	FIFO, agriculture, isolated worksites, poor access to health services	124
<b>Demographic groups</b>	Young workers, older workers, women in male-dominated industries, gender-diverse workers, workers with disability, Indigenous	125
<b>High-risk industries and occupations</b>	Construction, mining, agriculture, healthcare, emergency services, social assistance	126, 127
<b>Psychosocial vulnerability</b>	Precarity-related stress, bullying, harassment, stigma, mental health impacts, racism.	9, 7

Table 6: Vulnerable contexts

Compensation Category	Example Topics	References
<b>Return-to-work and recovery</b>	Early intervention, workplace adjustments, supported return-to-work programs	128, 129
<b>Coverage and equity</b>	Mental injury claims, non-standard workers' access, scheme coverage gaps	130, 7
<b>Scheme design and effectiveness</b>	National vs. state schemes, harmonisation, regulatory alignment, administrative efficiency	131, 132, 133
<b>Economic sustainability</b>	Cost of claims, insurance premiums, long-term injury management, scheme viability	128, 134
<b>Worker experience and outcomes</b>	Claimant satisfaction, procedural fairness, stigma in psychological injury claims	135, 136
<b>Integration with WHS systems</b>	Prevention-compensation feedback loops, data sharing, system learning from claims	137

Table 7: Workers Compensation

## References

- <sup>1</sup> Safe Work Australia, *Managing Psychosocial Hazards at Work: Code of Practice* (Canberra: Safe Work Australia, 2022), <https://www.safeworkaustralia.gov.au/doc/model-code-practice-managing-psychosocial-hazards-work>.
- <sup>2</sup> European Agency for Safety and Health at Work (EU-OSHA), *Calculating the Cost of Work-Related Stress and Psychosocial Risks* (Luxembourg: Publications Office of the European Union, 2014), <https://osha.europa.eu/en/publications/calculating-cost-work-related-stress-and-psychosocial-risks>
- <sup>3</sup> Comcare, *Good Work Design: Supporting Your Team – Better Practice Guide* (Canberra: Comcare, 2021), <https://www.comcare.gov.au/about/forms-pubs/docs/pubs/safety/Better-Practice-Guide-Good-Work-Design-Supporting-your-team.pdf>.
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