

Scoping Review

Data Extraction Guidance Sheet Scoping Review (JBI Methodology)

Number	Number assigned to paper. This should be filled in on each data line related to that paper.
Author	First author only; et al if more than one author. If no author is specified, record publisher/ website/ forum name.
Year	The year the article was published.
Country	The country in which the study was done or where the evidence was collected. If evidence was gathered in more than one country, record as "international".
Evidence type/ source	<ul style="list-style-type: none"> • Research article: original research / review. • Informative article: fact sheets, magazine articles, book, professional body websites, government / legislative websites. • Report: individual professional / professional body • Opinion / advice / proposal: journal, magazine, professional body website, • Guideline: professional body • Thesis • Conference paper • Book/ book chapter • Literature review • Legal journal article / legal report • Statute / regulation / rule • Online communities: professional blogs, online advice forums, Q&A forums • Online marketing: fitness to WAH medicals and other assessments • Press release
Industry/ occupation	<ul style="list-style-type: none"> • If the article concerns one or more industries, professions or category of worker, record this, e.g. construction, firefighters/ drivers/ pilots/ police officers/ work at heights (general)/ work on scaffolding/ roof work, etc. • If the article does not specify a profession or category of worker, write 'general'.
Legal issues/ policies	<p>If the article mentions a law, regulation or policy affecting fitness-to-work assessment, for example:</p> <ul style="list-style-type: none"> • OH&S – legal requirement for FFW testing • Anti-discrimination – precautions/ limitations on FFW testing • Protection of personal information • Job-related testing required • Duty to reasonable accommodation • Regulation on who may perform FFW testing. • FFW testing not regulated but typically performed. <p>If the article does not address any legislative/ policy issues, write "not addressed".</p>

Ethical issues	<p>Where ethical issues are raised in relation to FFW assessments, for example:</p> <ul style="list-style-type: none"> • Worker confidentiality – how work fitness evaluation records should be kept, and who should have access to them. • Non-discrimination – pre-employment fitness assessments should not exclude people from work. • Informed consent – candidates should be fully informed about the nature and purpose of the evaluation & any tests that will be conducted. • Beneficence and non-maleficence – where health issues are identified, appropriate referrals for further management should be provided. The opportunity to improve health and reapply for the job. • Justice: fit-for-work evaluations should be fair and equitable with no unfair advantage or disadvantage to any individual or group. • Proportionality – the extent and nature of the fit-for-work assessment should be proportional to the requirements and risks of the job (job-related testing). • Purpose-related testing – information obtained in the evaluation should be only used for assessing the worker’s ability to perform the job-related tasks safely and effectively. <p>If the article does not address any ethical issues, write “not addressed”.</p>
Economic issues	<p>Relates to the costs and benefits of FFW testing, for example:</p> <ul style="list-style-type: none"> • Cost of implementing FFW testing • Time constraints related to FFW testing • Excessive cost vs benefit of FFW testing • Savings on insurance and long-term health costs • Mitigating legal costs • Prevention of injury/ adverse event through FFW testing • Improvement in productivity <p>If the article does not address any economic issues, write “not addressed”</p>
Assessment methods/ techniques/ tests	<p>If assessment process, methods or tests are used, recommended or not recommended, these should be indicated. Note any comments on testing methods/ techniques, e.g:</p> <ul style="list-style-type: none"> • Baseline medical examination – not recommended as the only assessment method • Baseline medical examination – used/ recommended • Job-related functional testing – not effective • Job-related functional testing – used/ recommended • Functional job analysis – used/ recommended • Established assessment protocols – used or recommended • Validity and reliability of tests is important • Multi-level testing used or recommended • Follow-up referral for further intervention is important • List any specific tests used or recommended, e.g. vision, balance, BMI, HR, BP, spirometry, mental health screening, etc. <p>If the article does not address assessment methods or tests, select “assessment methods not addressed”.</p>

Assessment process	<p>If mentioned in the article, specify:</p> <ul style="list-style-type: none"> • Assessment purpose including: <ul style="list-style-type: none"> ○ Pre-employment (part of hiring process) ○ Pre-placement (is an existing employee fit to WAH) ○ Following injury or illness. ○ Part of medical surveillance ○ When there is reason to believe the worker's performance maybe compromised • Duration of testing – (specify in minutes) • Frequency of testing (specify years) • Person(s) responsible for certificate of fitness (CoF), e.g. OMP/ OHNP/ other medical practitioner/ other (name). • Other persons involved in FFW assessment, e.g. physiotherapist, occupational therapist, psychologist, other (name). • Collaborative, multidisciplinary approach <p>If the article does not address the assessment process, select "assessment process not addressed"</p>
Risk factors intrinsic to the worker: physical limitations	<p>If the article deals with any <u>physical limitations</u> inherent to the worker, write these down. These are typically chronic or permanent pathological conditions of the various body systems including, musculoskeletal, neurological, cardio-respiratory, endocrinological, reproductive, and integumentary, e.g.:</p> <ul style="list-style-type: none"> • Mobility/ flexibility limitations • Impaired coordination/ dexterity/ balance • Reduced muscle strength • Range of movement/ mobility impairment • Reduced exercise tolerance/ chronic fatigue • Sensory impairment (vision, hearing, speech, touch, smell, proprioception) • Chronic pain • Seizures • Dizziness • Increased HR/ BP • Respiratory difficulties, e.g. coughing, wheezing, shortness of breath <p>If the article does not address physical limitations, write "not addressed".</p>
Risk factors intrinsic to the worker: mental limitations	<p>If the article deals with any <u>mental limitations</u> inherent to the worker, write these down. These are typically chronic or permanent psychiatric/ mental health pathologies, e.g.:</p> <ul style="list-style-type: none"> • Cognitive deficits. • Perceptual disorders. • Mood disorders. • Anxiety disorders. • Personality disorders • Communication difficulties • Neurodevelopmental disorders. • Intellectual disability. • Substance-related addictive disorders. • Sleep disorders. • Pain • Age-related mental disorders <p>If the article does not address mental limitations, write "not addressed".</p>

Risk factors intrinsic to the worker: Adverse physiological states	<p>If the article deals with risk factors involving <u>adverse physiological states</u>, record these. These are normal physical responses to various exposures that may affect the physical performance of the individual, e.g:</p> <ul style="list-style-type: none"> • Side effects of pharmaceuticals • Physical fatigue • Dehydration. • Sleep deprivation. • Use of substances (e.g. cannabis, alcohol). • Medical illness. <p>If the article does not address adverse physiological states, write "not addressed".</p>
Risk factors intrinsic to the worker: adverse mental states	<p>If the article deals with risk factors involving <u>adverse mental states</u>, record these. These are normal mental responses to various conditions that may affect the mental performance of the individual, e.g.:</p> <ul style="list-style-type: none"> • Fear of heights • Mental fatigue (including stress and burnout) • Haste • Complacency • Impulsivity • Reduced motivation • Over-confidence <p>If the article does not address adverse mental states, write "not addressed".</p>
Risk factors intrinsic to the worker: human error	<p>If the article deals with human error risk factors, record these. Human errors are <u>unintentional</u> actions or decisions that lead to undesired outcomes. These may be due to factors such as:</p> <ul style="list-style-type: none"> • Skill-based errors • Lapses in memory • Misjudgements • Attention failures • Misunderstandings <p>If the article does not address human error, write "not addressed".</p>
Risk factors intrinsic to the worker: Human violation	<p>If the article deals with human violation risk factors, record these. Human violations include deliberate deviations from safe operating practices, procedures, standards or rules. Violations can include:</p> <ul style="list-style-type: none"> • Routine violations: habitual, often normal way of working (poor safety culture). • Situational violations: response to particular conditions, e.g. time pressures, peer pressure, inadequate equipment. • Exceptional violations: rare and occur under unusual circumstances, e.g. when a worker perceives an emergency or threat. • Malevolent behaviour by the worker <p>If the article does not address human error, write "not addressed".</p>
Additional references	Copy and paste any relevant references from the article's reference list.