

Compliance Alignment Matrix



Document Reference and System Overview

Document Ref: RUG-CAM-2024

System: Rugged At Work

Focus: Musculoskeletal (MSK) Risk Management & Manual Handling Compliance

1. Executive Summary

The Rugged system is designed to augment existing Work Health and Safety (WHS) frameworks.

This matrix outlines how Rugged's evidence-informed screening and risk stratification align with standard "Identify, Assess, Control, and Review" cycles.

2. Regulatory Alignment Table

WHS Requirement	Rugged System Alignment	Evidence Basis
Hazard Identification	Systematic screening of high-risk manual tasks and worker-task interaction.	Systematic Review on MSK screening tools in occupational settings.
Risk Assessment	Stratifies workforce into High, Medium, and Low risk categories based on physical capacity vs. job demand.	Narrative Review: Individual-level risk factors and epidemiology.
Hierarchy of Controls	Provides data to support administrative controls (job rotation) and engineering justification.	Applied Evidence: Retrospective analysis of intervention efficacy.
Information & Training	Delivers objective data for worker-specific coaching and capacity building.	Educational research on bio-behavioral MSK prevention.
Continuous Review	Allows for periodic re-screening to track risk trends over time.	Operational data analysis of real-world industrial programs.

3. Core Risk Pillars

Rugged addresses the three primary variables identified in MSK research as contributing to injury:

1. Task Demand

The physical requirements of the role (force, posture, repetition).

2. Worker Capacity

The individual's current physical readiness to meet those demands.

3. Environment /Duration

The context in which the work is performed.

4. What Rugged Provides for Auditors

When an auditor or WHS Inspector asks for evidence of proactive MSK risk management, Rugged provides:

A Central Risk Register

A clear view of which roles/individuals are currently at elevated risk.

Methodological Transparency

Clear documentation that screening is based on peer-reviewed MSK research, not "gut feel."

Due Diligence Trail

Evidence that the organization is actively identifying risk factors before an injury occurs.

5. Scope of Application (Boundaries)

To remain compliant with clinical and ethical standards, Rugged maintains the following boundaries:



Not a Diagnostic Tool

Rugged identifies risk, not pathology.



Decision Support

The system informs management decisions; it does not replace the professional judgment of a WHS Manager or Physiotherapist.



Privacy Centric

Data is managed in alignment with Australian Privacy Principles (APP) regarding sensitive health information.

6. Conclusion

By implementing Rugged, an organization moves from a **reactive (post-injury)** stance to a **proactive (evidence-led)** risk management framework.

This satisfies the "**Reasonably Practicable**" requirement under the WHS Act by using the best available information to manage health and safety risks.