WORKPLACE TECHNOLOGY AUDIT

HSR CHECKLIST DIGITAL SURVEILLANCE AND ALGORITHMIC MANAGEMENT

As workplaces increasingly adopt surveillance technologies to monitor productivity, safety, and compliance, it is crucial for workers and Health and Safety Representatives (HSRs) to stay informed about these tools and their potential impacts on the health and safety of members of their Designated Work Groups.

Surveillance technologies can range from traditional methods such as CCTV cameras to more sophisticated systems like biometric scanners, AI-powered monitoring software, and wearable tracking devices. Understanding how these technologies function, what data they collect, and the potential risks they pose–such as privacy concerns, stress, and algorithmic biases–is essential for ensuring they are implemented fairly and do not compromise workers' rights or well-being.

This checklist outlines key surveillance technologies commonly used in workplaces. Use it to audit your workplace, record your thoughts and whether anything needs to be followed up back at work.

TECHNOLOGY	WHAT TO LOOK FOR/CONSIDER	COMMENTS
MONITORING SOFTWARE • Keystroke logging software • Screen capture/monitoring software • Internet activity/browser tracking • App Usage /Work apps downloaded on personal devices • Internet activity/Network traffic monitoring • Email and communication monitoring • Remote desktop monitoring • Mood assessments based off language used or facial expressions/ Automatic consumer interaction ratings • AI-based productivity tracking tools • Mouse movement detection • Drones' surveillance	• Transparency about monitoring practices • Impact on mental health and productivity • The impact of spying on employees • Protection of personal vs. work-related data • Compliance with data protection laws	
BIOMETRIC DATA • Pulse rate monitor • Eye movement scanning • Facial recognition systems • Fingerprint and iris scanners • Voice recognition systems • Biometric time clocks • Emotion detection software	• How biometric data is stored and secured • Consent and transparency in data collection • Risks of bias and inaccuracies • Compliance with privacy laws	

TECHNOLOGY	WHAT TO LOOK FOR/CONSIDER	COMMENTS
ALGORITHMIC MANAGEMENT		
• Performance tracking algorithms • Automated decision-making systems • AI-driven scheduling and workload management • Predictive analytics for worker performance	• Accuracy and fairness of algorithms • Potential biases in decision-making • Lack of human oversight or review in critical decisions • Inability to make allowances for individual factors • Impact on work-life balance and job security	
LOCATION AND MOVEMENT TRACKING		
• GPS tracking (in vehicles, phones, or ID badges) • RFID tracking in warehouses or offices • Geofencing technology • Wearable tracking devices	• Level of tracking (real-time vs. periodic) • Impact on worker autonomy and break times • Justification for location tracking • Potential misuse for micromanagement	
HEALTH AND WELLBEING TRACKING		
• Wearable health tracking devices (heart rate, stress levels) • Fatigue monitoring systems • AI-powered ergonomic monitoring • COVID-19 symptom and contact tracing apps	• Potential invasion of medical privacy • The issue of genuine consent - Voluntary vs. mandatory use • Safeguards against misuse of health data • Impact on workers' trust and morale	
COBOTS (COLLABORATIVE ROBOTS)		
• Use of Collaborative robots in the workplace. • Unlike traditional industrial robots, which are usually caged off to prevent accidental contact, cobots are built with safety features like force-limiting sensors, soft edges, and slower movements so they can directly interact with people.	• Typical jobs include assembling parts, picking and packing items, welding or soldering, lab automation • Are robots assisting or displacing workers? • Are simple jobs being replaced leading to deskilling and job intensification through more cognitively demanding or physically awkward tasks?	