



Department of Energy, Mines,  
Industry Regulation and Safety



Highlighting **excellence**



# Work Health and Safety EXCELLENCE AWARDS **2025**

Recognising outstanding solutions and innovations  
to specific workplace health and safety problems  
in Western Australia

**Nomination submission information**





## About the awards



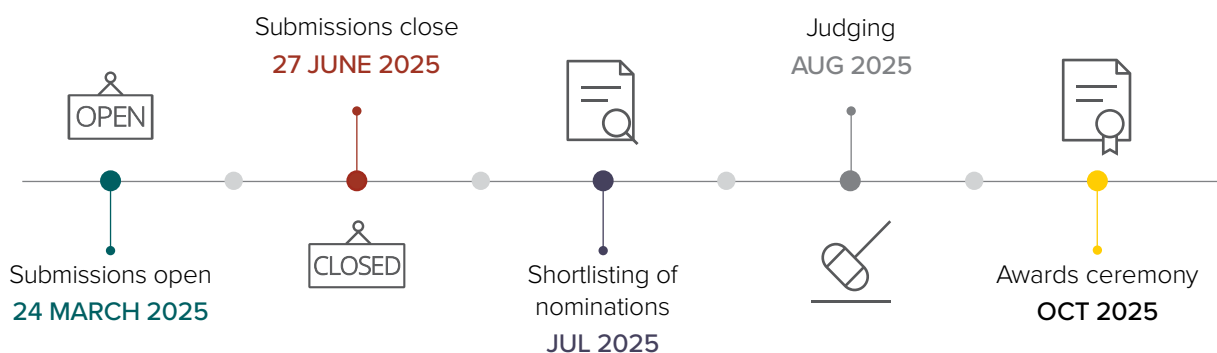
### Work Health and Safety EXCELLENCE AWARDS

The Work Health and Safety Excellence Awards recognise outstanding solutions and innovations to specific workplace health and safety problems in Western Australia.

Individuals, associations, partnerships, companies and other organisations operating within the jurisdiction of the Department of Energy, Mines, Industry Regulation and Safety are encouraged to submit a nomination.

The Work Health and Safety Excellence Awards is an amalgamation and replacement of the Safety and Health Resources Sector Awards and the Work Safety Awards.

### » Key dates





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# Award categories



## Category 1

### Work health and safety invention of the year

*This award category requires selecting the appropriate organisational size.*

This category recognises development of plant/equipment engineering and/or infrastructure to enhance health and safety.



## Category 2

### Best solution to a work health and safety risk

*This award category requires selecting the appropriate organisational size.*

This category recognises innovation, implementation and/or design of systems or procedures to improve health and safety.



## Category 3

### Best intervention to address a psychosocial hazard in the workplace

*This award category requires selecting the appropriate organisational size.*

This category recognises an organisation's commitment to the prevention of psychosocial hazards in the workplace.



## Category 4

### Leadership excellence award

*This award category requires selecting the appropriate organisational size.*

This category recognises an organisation's leadership excellence in improving health and safety in the workplace.



## Category 5

### Health and safety representative of the year

*This award category requires dated evidence of nomination and election, as well as reference.*

This category recognises an elected health and safety representative who has made a significant contribution and demonstrable difference to health and safety in the workplace.

## » Definitions

- For the purpose of these awards, “innovation” is broadly defined as either a new initiative or an original solution to a specific health and safety problem.
- Small to medium organisation is defined as an actively trading business with 199 employees or less.
- Large organisation is defined as an actively trading business with 200 employees or more.



# Entry requirements

## Essential

- ✓ All submissions must be completed online. This is your response to the assessment criteria and is the main part of your entry that is assessed by the judges. There is no word limit. However keep your answers succinct and to the point but clearly address each criteria. *Recommendation: Use dot points where possible, include tables and graphs as evidence. It may help to use the STAR system – situation, task, activities, results.*
- ✓ Company name
- ✓ Project name
- ✓ For nominations in categories 1–4, select whether you are a small to medium organisation or a large organisation.
- ✓ Category 5 must include dated evidence of nomination and election, as well as a reference name and contact details.
- ✓ Company logo.
- ✓ Category 1–4 must include at least four high-resolution photographs. Category 5 must include one high-resolution photograph.
- ✓ A brief 200 word description of your submission that showcases your nomination and solutions to workplace health and safety problems.

## Optional



- Include video attachments that highlight your submission.
- Provide website URLs of the submission. Include any applicable usernames and passwords.

## Things to consider

- Submissions must be an original idea and not simply a purchased solution within Australia or internationally.
- There is no limit to the number of nominations a company can submit, however the same nomination cannot be submitted under more than one category.
- Use plain English or layman terms.
- Read the [terms and conditions](#) on [page 14](#) before submitting a nomination.

## The process



### Entries

Nominees complete and submit their entry before 5.00 pm on Friday, 27 June 2025.



### Shortlisting

Judges will assess the entries against the assessment criteria and select finalists in each category.



### Screening

Finalists will be screened to confirm they comply with the eligibility criteria.



### Assessment

Judges will select the winners from the finalists. Finalists will be announced in September 2025.



### Announcement

The winners will be announced at the Work Health and Safety Excellence Awards Tuesday, 28 October 2025.



Submit your application online at [wasafetyawards.awardsplatform.com](https://wasafetyawards.awardsplatform.com)



# Assessment criteria: Category 1



## Work health and safety invention of the year

### How do I know if this is the right category for my submission?

Your submission should highlight a new type of plant, equipment, infrastructure or device that has never been developed or created before and that enhances health and safety.

### The problem

- A description of the specific problem and the potential health and safety consequences.
- Outline the form of risk management system or process that was used to identify the issue.
- If the invention was not designed to respond to a specific problem, a description of how the health and safety initiative or improvement opportunity was identified or developed.

### Consider



- ✓ Tell us how you identified a safety problem and why you decided to address it the way you did.
- ✓ Give us an idea of the magnitude of the issue you identified.

### Innovation

- A description of how the invention is original and innovative.
- How is the invention different to what has been done before?

### Consider



- ✓ Describe how you have been innovative in your thinking or approach.
- ✓ Describe the way you came up with your ideas and how you thought “outside the box” to create solutions to safety problems.



## Evaluation

A description of:

- strategies and initiatives developed to address the problem
- methods used to assess the risks relating to the problem
- methods used in the development of the invention
- how the invention was trialled and tested
- how the invention has been implemented across the site/organisation and the impact on the overall operations of the company
- how the hierarchy of hazard controls has been applied to develop the invention. Control measures include eliminating the risk, substitution, engineering controls, administrative controls and personal protective equipment
- whether an assessment has identified new hazards since implementation of the invention and subsequent management and strategies.

### Consider



- ✓ Explain what you did, highlighting the key aspects about your invention with an emphasis on achievements and outcomes.
- ✓ Provide details of resources invested in developing the invention (human and financial) and in ensuring it was successfully integrated into the business.

## Consultation

- A description of the approach and involvement of the workplace resources and employees and if appropriate outside organisations.
- Describe how collaborating with others helped you achieve your results.

### Consider



- ✓ Consider how you drew on external resources, how you gathered support, and how you considered those affected by your invention.

## Results and benefits

- A description of the health and safety benefits or outcomes.
- A description of the factors affecting its use and effectiveness.
- Provision of supporting data demonstrating the benefits/effects achieved.

### Consider



- ✓ Provide any evidence of your success including any relevant documentation to support your claims. Include any information that you consider demonstrates the value of your invention.
- ✓ You may provide claims or incident/injury data and/or any other reporting as evidence.

## Transferability

- A description of the potential for the innovation to be applied, modified or transferred to other settings or industries.
- A description of any key learnings from the development/implementation of the innovation which can be shared with broader industry to promote health and safety.

### Consider



- ✓ The judges will look at whether your invention can be adopted beyond your organisation and whether you have considered or pursued broader application.



## Assessment criteria: Category 2



### Best solution to a work health and safety risk



#### How do I know if this is the right category for my submission?

Your submission should highlight the controls or solution implemented to solve a health and safety problem.



#### The problem

- A description of the specific problem and the potential health and safety consequences.
- Outline the form of risk management system or process that was used to identify the issue.
- If the innovation was not designed to respond to a specific problem, a description of how the health and safety initiative or improvement opportunity was identified or developed.

#### Consider



- ✓ Tell us how you identified a safety problem and why you decided to address it the way you did.
- ✓ Give us an idea of the magnitude of the issue you identified.

#### Innovation

- A description of how the solution is original and innovative.
- How is the solution different to what has been done before?

#### Consider



- ✓ Describe how you have been innovative in your thinking or approach.
- ✓ Describe the way you came up with your ideas and how you thought “outside the box” to create solutions to safety problems.





## Evaluation

A description of:

- strategies and initiatives developed to address the problem
- methods used to assess the risks relating to the problem
- methods used in the development of the solution
- how the solution was trialled and tested
- how the solution has been implemented across the site/organisation and the impact on the overall operations of the company
- how the hierarchy of hazard controls has been applied to develop the solution. Control measures include eliminating the risk, substitution, engineering controls, administrative controls and personal protective equipment
- whether an assessment has identified new hazards since implementation of the solution and subsequent management and strategies.

### Consider



- ✓ Explain what you did highlighting the key aspects about your solution with an emphasis on achievement and outcomes.
- ✓ Provide details of resources invested in developing the solution (human and financial) and in ensuring it was successfully integrated into the business.

## Consultation

- A description of the approach and involvement of the workplace resources and employees and if appropriate outside organisations.
- Describe how collaborating with others helped you achieve your results.

### Consider



- ✓ Consider how you drew on external resources, how you gathered support, and how you considered those affected by your solution.

## Results and benefits

- A description of the health and safety benefits or outcomes.
- A description of the factors affecting its use and effectiveness.
- Provision of supporting data demonstrating the benefits/effects achieved.

### Consider



- ✓ Provide any evidence of your success including any relevant documentation to support your claims. Include any information that you consider demonstrates the value of your solution.
- ✓ You may provide claims or incident/injury data and/or any other reporting as evidence.

## Transferability

- A description of the potential for the innovation to be applied, modified or transferred to other settings or industries.
- A description of any key learnings from the development/implementation of the innovation which can be shared with broader industry to promote health and safety.

### Consider



- ✓ The judges will look at whether your solution can be adopted beyond your organisation and whether you have considered or pursued broader application.



## Assessment criteria: Category 3



### Best intervention to address a psychosocial hazard in the workplace

#### How do I know if this is the right category for my submission?

Your submission should highlight ways your organisation has intervened to reduce risks to health from psychosocial hazards and the effectiveness of the approach.

#### The problem

- A description of the psychosocial hazard and underlying risk factors experienced by workers in your workplace.
- A description of how the initiative was identified.
- A description of how the problem was approached and the initiative developed.

#### Consider



- ✓ Tell us how you identified a psychosocial hazard and why you decided to address it the way you did.
- ✓ Give us an idea of the magnitude of the issue you identified.

#### Innovation

- How is the initiative original or innovative? Describe how it differs from what has been done before.

#### Consider



- ✓ Describe how you have been innovative in your thinking or approach.
- ✓ Describe the way you came up with your ideas and how you thought “outside the box” to develop the initiative.



## Evaluation

A description of:

- what the initiative set out to achieve
- what the target outcomes were
- how you measured your success
- how you identified areas for improvement.

### Consider



- ✓ Give a clear account of what you were trying to achieve.
- ✓ Provide details of resources invested in developing the initiative (human and financial) and in ensuring it was successfully integrated into the business.

## Consultation

- Outline how decision-makers in the workplace were engaged and the pathway they set toward achieving the outcomes of the initiative.
- A demonstration of how the organisation has enabled employees at all levels to have an opportunity to participate in the decision-making processes and practices.

### Consider



- ✓ Consider how you drew on external resources, how you gathered support, and how you considered those affected by your initiative.

## Results and benefits

- Describe how each work-related risk factor contributing to the hazard was reduced.
- Describe how the initiative built the capacity to prevent and manage the hazard and risk factors in an ongoing way.

### Consider



- ✓ Provide any evidence of your success including any relevant documentation to support your claims.
- ✓ Include any information that you consider demonstrates the value of your initiative.

## Transferability

- A description of any key learnings from the development and implementation of the initiative which can be shared with other industries looking to implement a similar initiative.

### Consider



- ✓ The judges will look at whether your initiative can be adopted beyond your organisation and whether you have considered or pursued broader application.



## Assessment criteria: Category 4



### Leadership excellence award

#### How do I know if this is the right category for my submission?

Your submission should clearly show how leadership has lead, influenced or guided others in the organisation in improving health and safety in the workplace.

#### Achievements

A description of how you have:

- developed new initiatives or programs that add to the success of the business and their employees
- committed to the improvement of health and safety in the workplace above and beyond compliance requirements
- generated new and better ways to solve workplace safety issues
- created a positive work culture.

#### Consider

- ✓ Tell us what sets your organisation and your health and safety initiatives or programs apart from others.



#### Commitment

- Details of how the organisation is committed to any initiatives and how health and safety is an organisational priority.
- Provide details of resources invested in developing safety initiatives or programs (human and financial) and in ensuring they were successfully integrated into the business.
- A description of how the organisation has integrated health and safety in the organisation's plans, policies and communications and enacted the strategy through operational/work activities.

#### Consider

- ✓ Tell us what sets your organisation's leadership apart from others.





### Consultation

- A demonstration of how leadership has gained the support of staff in fostering a positive health and safety culture.
- A demonstration of how leadership has enabled employees at all levels to have an opportunity to participate in the decision-making processes and practices.

#### Consider



- ✓ Consider how you have engaged and increased participation across the workplace through your actions.

### Transferability

- A description of the potential for your initiatives to be applied, modified or transferred to other settings or industries.
- A description of any key learnings from the development/implementation of the innovation which can be shared with broader industry to promote health and safety.

#### Consider



- ✓ The judges will look at whether your leadership initiatives and approach can be adopted beyond your organisation.

### Results and benefits

- A demonstrated improvement in health and safety in the workplace as a result of the initiative/program.
- What has been the overall impact of your safety leadership initiatives?

#### Consider



- ✓ Provide evidence of your success including any information that demonstrates the value of your initiative.
- ✓ You may provide claims or incident/injury data and/or any other reporting as evidence.



## Assessment criteria: Category 5



### Health and safety representative of the year

#### “ How do I know if this is the right category for my submission? ”

Your submission should include an elected health and safety representative that has exceeded expectations to improving health and safety in the workplace.

#### Achievements

- A description of the individual's work health and safety achievements/contributions and how they were accomplished.
- The outcomes of the achievements/contributions.
- How the outcomes improved health and safety in the organisation.

#### Consider

- ✓ Highlight the key information you would like the judges to know about your nominated health and safety representative including any initiative that was new, different or unique.



#### Submissions for small teams

Where more than one health and safety representative has worked together on a unified achievement, it is possible to submit as one entry. The individual contribution of each person – to a maximum of four – needs to be detailed, rather than only giving a general statement for the group.

#### Commitment

- Outline the extent of the commitment the health and safety representative has demonstrated to workplace health and safety.

#### Consider

- ✓ Tell us what sets your nominated health and safety representative apart from others.





## Representation

- To what extent does the nominated health and safety representative foster representation and communication in the workplace?
- A description of how the actions of the health and safety representative impacted workplace health and safety for those in the organisation.

### Consider



- ✓ Health and safety representatives facilitate communication and consultation, providing a crucial link between employers and employees, can help achieve better health and safety outcomes.

## Provide

- Dated evidence of nomination and election
- Referee name
- Referee email
- Referee contact number
- Referee endorsement

## Contact



1300 307 877



[safetyawards@demirs.wa.gov.au](mailto:safetyawards@demirs.wa.gov.au)



[www.worksafe.wa.gov.au/SafetyAwards](http://www.worksafe.wa.gov.au/SafetyAwards)



## Terms and conditions of entry

These terms and conditions of entry apply to all entrants in all categories for the Work Health and Safety Excellence Awards, Western Australia.

1. The Department of Energy, Mines, Industry Regulation and Safety (the Department) will administer the Work Health and Safety Excellence Awards.
2. Entry for the Work Health and Safety Excellence Awards is open to individuals, associations, partnerships, companies and other organisations operating within the jurisdiction of the Department. The Department reserves the right to either allow or disallow any entrant for any reason at its complete discretion.
3. Entries must be received by 5.00 pm Friday, 27 June 2025. For reasons of fairness late applications will not be accepted.
4. By submitting an entry, entrants shall be taken to have acknowledged and accepted these terms and conditions and to have agreed to be bound by them.
5. Entries dealing with scientific, medical or technical achievements should be accompanied by a summary in plain English or layman terms.
6. Judges will have complete discretion in assessing entries, applying the judging criteria, conditions of entry and determining the awards.
7. The decision of the judges is final and no correspondence will be entered into.
8. The assessment, conduct and results of the awards will not create any legal obligations between entrants and the Department, the Crown in right of Western Australia.
9. The Work Health and Safety Excellence Awards judging panel reserves the right not to allocate winners in a particular category.
10. Persons, sole traders or organisations submitting an entry to the awards must have all insurance and levies required by law, or otherwise appropriate, for the conduct of their day-to-day activities (such as workers' compensation).
11. No responsibility is taken for any loss or damage to entries.
12. Entries and supporting material will not be returned to entrants.
13. Submissions must be an original idea and not simply a purchased solution within Australia or internationally.
14. Each entrant guarantees that its entry, including any designs and/or inventions, is the entrant's original work. It must not infringe on any intellectual property rights including patents, copyright, industrial design rights, trademarks and trade secrets, of another company or person.
15. By entering the Work Health and Safety Excellence Awards each entrant guarantees that all information in its entry is true, accurate and complete. Entrants may be requested to provide further evidence to substantiate their entries and, if so requested, such evidence must be provided within the stipulated timeframe. Any information provided which, in the view of the judging panel, is misleading or deceptive in any way will result in disqualification.
16. Winning an award does not signify endorsement of a particular product or a particular health and safety practice by the Department.
17. The Department reserves the right to decline, to accept or to disqualify an entry, at its absolute discretion, including but not limited to situations in which the entrant, or a related person or organisation, has breached or is under investigation for possible breaches of occupational health and safety laws whether or not a prosecution is pending, or where the acceptance of the entry may otherwise be detrimental to the objectives of the Western Australia awards scheme.
18. All entrants agree to allow officers of the Department to enter and inspect premises that are the subject of, or related to, an entry for the purposes of verifying the entry.
19. The Department will ensure that there is no disclosure to any third party of any information provided by an entrant and marked 'confidential', except with the prior consent of that entrant or where such a disclosure is authorised or required by law.



20. All entrants authorise, subject to receipt of prior written notification, the Department to use the information contained in entries (other than confidential information) for any purposes it sees fit including, but not necessarily limited to, promotional purposes.
21. Subject to proper acknowledgement being given to the relevant entrant, all entrants authorise the Department to publish details of their entry, including but not limited to contact names, phone numbers and photos. The Department will not use the personal information of entrants for any other purpose without consent of the entrant, or unless authorised or required to do so by law.
22. Entrants acknowledge that they may be required for presentations and media interviews in respect of their entry and agree to take all reasonable steps to make themselves available for, and actively participate in, such presentations or media interviews.
23. Work Health and Safety Excellence Awards winners are not eligible to enter these awards with the same initiative, solution or contribution for three years.
24. There is no limit to the number of nominations a company can submit, however the same nomination cannot be submitted under more than one category.
25. The Department, the Crown in right of Western Australia and the officers, employees and agents of all the preceding do not accept any liability, however arising, including liability for negligence, for any accident, loss, injury or damage arising at any time out of or in connection with the Work Health and Safety Excellence Awards or except for any liability that cannot, by law, be excluded.
26. Entrants who breach any of these 'conditions of entry' are subject to disqualification.



Submit your application online at  
[wasafetyawards.awardsplatform.com](https://wasafetyawards.awardsplatform.com)



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