



National Irish Safety Organisation
Northern Ireland Safety Group

32nd Annual Occupational Safety Awards Guidance Notes 2023

Occupational Health and Safety Awards Guide 2023



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Notes

1. It is the content of the submission that is important. This should be presented as per the headings numbered 1– 12 in the prompt list to ensure full allocation of marks.
2. The following are important points in preparing your submission:
 - Follow the heading and reference numbering,
 - Ensure all points raised are covered in your submission,
 - Give reason(s) when you feel that a question may not be applicable in your case,
 - Ensure the evidence submitted for each section is cross referenced,
 - Limit the submission document to a maximum of one A4 folder measuring approx. 7.5 cm or 3 inches, paper submissions only,
 - **Do not use plastic sleeves to insert documents.**
 - **Do not use staples**
3. Further information on how an organisation should put together a submission is available from safetyawards.ie or contact NISO or NISG. Make sure you consult the FAQ section of safetyawards.ie
4. All statements or performance claims will only be accepted if backed by documentary evidence.
 - Brevity and clarity should be of prime consideration.
 - Information and evidence required must only apply to the calendar year **2022**.
 - No current year information is required except for accident statistics for the period 1 January - 31 March [or date of submission if earlier].
5. Statistics for accident performance including contractors should be included for as many years as possible. If records are not available for particular years, please indicate this by writing No Records and state reason. Indicate zero as 0 or NIL.

6. Specific policies and/or procedures must be attached and referenced to the relevant sections covered, for example: Risk Assessment, First Aid, Emergency Procedures, Safe Systems of Work, etc.
 - Forms submitted should be relevant to your organisation's submission.
 - Blank forms will not be considered as supporting evidence. Note: Confidential information may be blanked out.
7. If a guideline is not applicable in your case, state this fact and the reason why it does not apply.
8. To maximise marks, policy statements must be signed and dated.
9. Adjudicators can only mark on evidence that you submit.
10. Adjudicators can award marks per section* [sections 2 to 12] based on the quality of presentation to include: presentation in correct order, one lever arch type folder, easy cross referencing system, no plastic sleeves, etc. This amounts to three percent of total marks.
 - * Does not apply to the following awards:
 - Occupational Health and Occupational Hygiene Award [sponsored by the Health and Safety Authority / Health and Safety Executive for Northern Ireland]
 - Healthy Workplace Award [sponsored by Healthy Ireland]
 - Driving for Work Award
11. The Safety Awards are open to fully paid members of NISO or NISG only.

Supporting evidence relating to 2022 should be representative of the entry submitted.

If the entry is based on the whole organisation, a representative sample of evidence from across all sites, departments, locations should be included.

Section Headings:

Marks will be allocated for the following:

1. [Statistics and Accident History \[see page 2 of Entry Form\]](#)
2. [Health and Safety Management](#)
3. [Hazard Identification and Risk Management](#)
4. [Implementation and Operation of Health and Safety Policies and Procedures](#)
5. [Health and Safety Communication and Consultation](#)
6. [Pro-active Health and Safety Management](#)
7. [Occupational Health and Occupational Hygiene](#)
8. [Workplace Health and Wellbeing](#)
9. [Health & Safety Training](#)
10. [Reactive Health and Safety Management](#)
11. [Emergency Preparedness and Response](#)
12. [Work Related Vehicle Safety \(including Driving for Work\)](#)

1. Accident Statistics

Please refer to the statistics section of the entry form. This can be downloaded from <https://safetyawards.ie>. Fill out all sections of this form and refer to paragraph 5 in the Notes page of the guidance document. No further documentation is required in this section unless you need to explain any of your answers or lack of answers.

2. Health and Safety Management

An effective health and safety management system and health and safety policy should provide a clear sense of direction for the organisation. It should identify relevant objectives and initiatives with a structure to deliver the drive for continual improvement in its health and safety performance.

Key areas for which supporting evidence relating to 2022 is required include:

Health and safety management system;

- **Provide evidence** of how your organisation manages health and safety (accredited or in house health and safety management system).
- **Provide evidence** of setting and achieving objectives (e.g. KPIs); provision of resources; compliance with legal and regulatory requirements.

Safety statement / health and safety policy;

- **Provide evidence** that the safety statement / health and safety policy is signed, dated and relevant to the period of review.

Allocation of management responsibilities;

Index of policies and procedures

Outline the competencies of your health and safety staff including those undertaking risk assessments.

This is not an exhaustive list but presents a structure for applicants.

3. Hazard Identification and Risk Management

Risk management is a vital element of health and safety management. Organisations should establish a process for identifying significant health and safety hazards within its operation and implement suitable and sufficient risk assessment processes to address both routine and non - routine activities. Procedures should also be established to review all risk assessments following significant changes to any process, organisational change or incident history.

Supporting evidence relating to 2022 should be representative of the entry submitted and must include current evidence of implementation and review.

Examples of the evidence required:

- Hazard register / list
- Hazard identification;
 - Hazard rating / list
- Risk assessments;
 - Provide evidence that you have identified significant health and safety hazards in your organisation
 - Provide evidence that you have carried out suitable and sufficient risk assessments for these hazards and implemented appropriate controls. This should include occupational health surveillance and occupational health hygiene surveys.
 - List of all relevant risk assessments carried out in your organisation and give examples
- Prevention and control measures;
- Analysis of routine and non-routine activities;
- Analysis of significant changes;
- Communication of results and controls;

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

This is not an exhaustive list but presents a structure for applicants

4. Implementation and Operation of Health and Safety Policies and Procedures

Organisations should ensure that effective measures and resources are in place to manage and control all health and safety risks. Health and safety policies and procedures should be developed and implemented.

Supporting evidence relating to 2022 required in key areas associated with this section must include current evidence of implementation and review.

Examples of the evidence required:

- Safe Systems of Work;
- Permit to Work (used / completed);
- The control of hazardous substances and materials;
- Asbestos Management (own premises and external client locations);
- Personal protective equipment;
- Good housekeeping;
- Effective health and safety supply chain management
- Selection and Management of Contractors
- Copies of policies and procedures relevant to the above;
- Evidence of implementation of the above.
- Other evidence indicative of the hazard profile of your organisation.

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

This is not an exhaustive list but presents a structure for applicants.

5. Health and Safety Communication and Consultation

Health and safety communication and consultation in any organisation is very important in developing and maintaining a positive safety culture. Consultation and communications with employees, contractors, visitors and other interested parties demonstrates management's commitment to continual improvement in health and safety standards. Health and safety policies and procedures should be developed and implemented to address barriers to effective communication (literacy, language, disabilities, etc).

This section covers all health and safety communication which is not requested specifically elsewhere and covers all aspects of the organisation, e.g. employees, contractors and visitors.

Supporting evidence relating to 2022 required in key areas associated with this section must include current evidence of implementation and review. Examples of the evidence required:

- Health and safety communication at all levels within the organisation;
- Methods of health and safety communication;
- Communications with contractors;
- Communications with visitors, suppliers and other interested parties, etc.;
- Advice, support and assistance to other organisations;
- Consultation with employee representatives (trade union, employee representatives, safety committees [to include membership structure and terms of reference], etc;
- Participation in organised health and /or safety campaigns at National, European or International level;
- Evidence that the organisation has participated in or been acknowledged in any external award scheme(s);
- Advice on personal health and safety outside of normal work;
- Minutes of health and safety committee meetings with identified roles /job titles of attendees;

Organised health and safety promotions and campaigns are proven ways of raising employee, and their families, awareness of important issues.

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

This is not an exhaustive list but presents a structure for applicants.

6. Pro-active Health and Safety Management

The organisation should continually evaluate and review the effectiveness of its health and safety management system and its safety statement / health and safety policy. The review should consider whether the policy and objectives continue to be appropriate and where necessary set new or updated objectives to achieve continual improvement.

Organisations should define the differences between health and safety audits and inspections with appropriate audit and inspection systems implemented within its operations.

By auditing the health and safety management system the organisation can review and continually evaluate its effectiveness. Health and safety inspections typically focus on the organisation's compliance with health and safety legislation and employee's compliance with the organisation's health and safety policy and safe systems of work. Behavioural auditing techniques may be employed to assess health and safety culture, attitude and behaviours.

Supporting evidence relating to 2022 is required in key areas associated with this section must include current evidence of implementation and review. Examples of the evidence required:

- Evidence of the planning and scheduling of internal and external audits and inspections;
- Evidence of completed health & safety audits and inspection reports;
- Audit responsibility and implementation including evidence of close-out;
- Identification and promotion of best practice;
- Health and Safety standards externally [contractors, sub contractors, suppliers, etc.];
- Evidence of participation in internal and external health and safety promotions and awareness programmes and campaigns [with contractors and sub-contractors, suppliers, other interested parties, etc.]
- Incentives relating to health and safety;
- Evidence of participation in NISO/NISG conferences, seminars, courses, quizzes, etc;

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

This is not an exhaustive list but presents a structure for applicants.

7. Occupational Health and Occupational Hygiene

(sponsored by HSA and HSENI)

Occupational health and occupational hygiene assessment and monitoring is an important part of a company's health and safety management system. Monitoring may be carried out for various reasons; ensure workers protection, base line exposure information, check adequacy of controls, routine checks, legal requirements, etc.

Monitoring should give vital information regarding workers exposure to hazardous agents such as dust, noise, vibration, chemicals in the workplace.

Occupational health and occupational hygiene are primarily concerned with the working environment itself rather than the medical effect on the workforce; they focus on factors in the workplace, which may affect the comfort, well-being and health of the employees.

Is the organisation:

- Identifying hazards present in the workplace which may impact the health of the workforce and acting to eliminate or reduce them.
- Monitoring the potential exposure to harmful substances in the workplace and interpreting and communicating these results to the relevant people.
- Recommending control measures to minimise exposure and developing strategies which will control the hazards at the workplace.
- Participating in risk assessments and developing management strategies for eliminating or controlling the hazards.
- Communicating the legal requirements of occupational health / hygiene to the workforce and management.

Supporting evidence relating to 2022 required in key areas associated with this section must include current evidence of implementation and review.

Examples of the evidence required:

- Pre-employment / periodic medicals
- Occupational health surveillance and monitoring as identified through risk assessment and/or legislative requirements;
- Occupational hygiene monitoring as identified through risk assessment and/or legislative requirements;
- Skin care / respiratory care
- General health issues
- Employee Assistance Programmes (EAP)

- Hearing conservation programmes
- Vibration prevention
- Inappropriate behaviour ([Bullying, violence, aggression, abuse, etc.];
- Work Related Stress
- Biological Agents (to include COVID-19) Risk Assessment

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

NOTE: *Training relating to Occupational Health and Occupational Hygiene should be included in section 9 (Health & Safety Training), not in this section.*

This is not an exhaustive list but presents a structure for applicants.

8. Workplace Health and Wellbeing

(sponsored by Healthy Ireland)

Promoting health and wellbeing in the workplace is a matter of vital importance for the welfare of workers, levels of productivity and economic growth. This new award recognises the importance of promoting health and wellbeing in the context of the broader health and safety agenda and is in line with the national priority to improve the health of the nation.

On the Island of Ireland we face health challenges related to lifestyle trends, mental health issues, chronic disease and health inequalities all of which impact on the health of the workforce. At an international level it is well documented that workplaces are in a unique position to promote health and wellbeing and many workplaces have made significant progress in this area.

To recognise these achievements the Healthy Workplace Award, sponsored by Healthy Ireland, was commissioned and will be awarded to the organisation that clearly demonstrates evidence of promoting a culture of health and wellbeing while implementing health related programmes across the organisation. This award will be made in addition to any other award the successful organisation has achieved.

Organisations are expected to demonstrate evidence of organisational commitment to workplace health and wellbeing and evidence of addressing issues to promote a healthier lifestyle including mental health and wellbeing among employees.

Organisations should provide evidence of their policies, procedures, analysis and surveys utilised to identify, assess and manage their workplace health and wellbeing risks.

Supporting evidence relating to 2022 is required in key areas associated with this section must include current evidence of implementation and review. Examples of the evidence required:

Organisational Commitment

- Vision/Policy Statement
- Staff Engagement
- Staff Consultation

Physical Work Environment

- Health and Safety
- Working Conditions
- Facilities for employees to support physical activity
- Canteen options including Healthy Menus
- Implementation of Healthy Meeting Guidelines

Health and Wellbeing Programmes

- Smoking Cessation
- Healthy Eating
- Mental Health Promotion
- Physical Activity
- Employee Health and Wellbeing Monitoring
- Mental Health Promotion
 - Mental Health First Aiders

Community Outreach

- Engagement with local providers

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

NOTE: *Training relating to Workplace Health and Wellbeing should be included in section 9 (Health & Safety Training), not in this section.*

This is not an exhaustive list but presents a structure for applicants.

9. Health & Safety Training

Organisations should have effective policies and procedures for identifying health and safety training needs for all job functions at all levels within the organisation, specific training required by legislation and emergency preparedness. The policies and procedures should identify the needs at all levels within the organisation and may include contractors and visitors. Evidence should include identified health and safety training, courses organised and examples of course contents, competence of trainers, and training records. While the inclusion of the syllabi is important, do not include slides of courses / training.

Supporting evidence relating to 2022 required in key areas associated with this section must include current evidence of implementation and review. Examples of the evidence required:

- Training needs matrix;
 - Syllabuses and attendance records (do not submit course content / slides)
- Induction training;
- Statutory training;
- Health and safety training for job functions;
- Emergency Preparedness training (in support of section ten), etc;
- Workplace transport / driving for work (in support of section eight);
- Occupational health and occupational hygiene training (in support of section seven);
- Workplace Health and Wellbeing training (in support of section eight);
- Other training specific to the organisation (e.g. asbestos, etc);

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

This is not an exhaustive list but presents a structure for applicants.

10. Reactive Health and Safety Management

Organisations should have effective policies and procedures for reporting, investigating and evaluating all incidents (e.g. injuries, near misses, damage and ill health, etc.). Policies and procedures should be developed to ensure corrective and preventative actions are developed and implemented. The prime purpose is to prevent reoccurrence by identifying and dealing with the root cause. Accident investigation procedures should automatically instigate the review of existing operational procedures, risk assessments and training to ensure any failures are rectified.

In order that health and safety objectives are monitored, procedures should be developed and implemented for reporting incidents to management. There is also a need to inform employees, and possibly others, to ensure there is awareness and learning from incidents.

Supporting evidence relating to 2022 required in key areas associated with this section must include current evidence of implementation and review. Examples of the evidence required:

- Incident reporting;
- Incident investigation including root cause analysis;
- Incident analysis;
- Occupational health reporting;
- Occupational health investigation;
- Management reports;
- Review of risk assessments, safe system of work, training, etc., following any incident;

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

This is not an exhaustive list but presents a structure for applicants.

11. Emergency Preparedness and Response

Organisations should actively identify and assess potential incident and emergency response needs in order to develop and implement emergency plans. Emergency plans should be specific to the organisation. The detail and scope will be dependent on the organisation's core activities. All response plans should be communicated, tested (the organisation should indicate the frequency) and evaluated in order to continually improve their response.

Supporting evidence relating to 2022 required in key areas associated with this section must include current evidence of implementation and review. Examples of the evidence required:

- Emergency Planning / Preparation / Communication for all identified emergencies (e.g. fire, environmental, personal rescue, etc.);
- Testing and Review of Emergency Planning and Procedures
- Evidence that the organisation caters for persons' disabilities;
- Fire precautions (including the provision, maintenance and inspection of equipment);
- First aid needs (including the provision and replenishment of supplies);
- Responsibilities of identified key persons (fire wardens, first aiders, confined space rescue, etc.);
- Other identified emergency preparedness and response needs specific to the organisation;
- Records relating to above;

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

NOTE: *Training relating to Emergency Preparedness and Response should be included in section 9 (Health & Safety Training), not in this section.*

This is not an exhaustive list but presents a structure for applicants.

12. Work Related Vehicle Safety (including Workplace Transport Safety and Driving for Work)

For the purposes of the awards, Work Related Vehicle Safety comprises of Workplace Transport Safety [internal transport and logistics, permit based] and Driving for Work [using of public roads requiring a driver licence].

Work Related Vehicle Safety

Your programme for managing Work Related Vehicle Safety should include the following:

- Work Related Vehicle Safety policy;
- Planning;
- Putting into Practice;
- Measuring Performance;
- Reviewing Performance.

Are all Work Related Vehicle Safety risks included in your policy?

Only evidence relevant to 2022 will be marked.

Evidence of the implementation of the organisations Work Related Vehicle Safety policy and the tackling of specific risks such as those below [non exhaustive list] with evidence provided should include:

Workplace Transport Safety

Workplace Transport Safety involves the use of vehicles and mobile plant/machinery within a workplace boundary including temporary workplaces such as construction sites. It includes a wide range of vehicles from common vehicles such as cars, delivery vans, large goods vehicles and forklift trucks to less commonly encountered container handlers and rubber tyre gantries. Very few places of work do not encounter some form of workplace transport.

To manage workplace transport safety you need to look at:

Providing or maintaining

- a safe workplace;
- a safe vehicle;
- a safe driver;
- and / or safe systems of work.

Specifically, for Workplace Transport Safety, the tackling of specific risks with evidence provided should include:

- The management of workplace transport safety;
- Vehicles and mobile plant/ machinery risks within the workplace;
- Consideration for cars, delivery vans, large goods vehicles, forklift trucks, container handlers, rubber tyre gantries, also not forgetting employees' or visitors' motorcycles and bicycles;
- Loading / unloading bays / or loading / unloading arrangements;
- Load securing;
- Safety signage;
- Internal road and car parking layout and marking;
- Safe pedestrian access and egress for employees, contractors, suppliers and visitors [pedestrian / vehicle separation];
- Warehousing safety.

Driving for Work

Driving for work includes any person who drives on a road as part of their work (not including driving to and from work) either in a company vehicle or their own vehicle.

Although the driver is mainly responsible for how they drive, employers have a key role to play in managing and influencing the driver, the use of their vehicle and their journey to increase safety when driving for work.

Driving for work involves a risk not only for the driver, but also for their fellow workers and members of the public, such as pedestrians and other road users. As an employer or self-employed person, you must, by law, manage the risks that may arise when employees drive on roads for their work.

Managing driving for work should form a core part of your company's overall health and safety management system, regardless of whether you have one employee or many.

To manage driving for work, you need to look at three key areas:

- the driver;
- the vehicle; and
- the journey.

Specifically, for Driving for Work, the tackling of specific risks with evidence provided should include:

- Training;
- Driving Licence;
- Authorisation to drive;
 - Review of authorisation (licences and permits)
- Walk around checks;
- Health checks;
- Drivers' handbooks;
- Additional driving, e.g. defensive driving, advanced driving;
- Notification of accidents;
- Load carrying, e.g. loads, dangerous substances;
- Has the organisation identified the carriage of dangerous goods relating to the organisation;
- Use of handsets, e.g. mobile phones, tablets, dashcams, etc.

Provide policies and procedures relevant to the above.

Evidence of implementation of the above.

NOTE: *Training relating to Work Related Vehicle Safety should be included in section 9 (Health & Safety Training), not in this section.*

This is not an exhaustive list but presents a structure for applicants.

Important Dates and Fees (NO FEE CHANGES)

Awards are open to fully paid members of NISO or NISG only.

28 April 2023

Register your interest with NISO or NISG of your intention to enter.

This does not commit you to enter but allows us to plan.

Early Bird closing date for Submissions **and** payments received by NISO/NISG: €390* [ROI]; £310 + VAT@20% [NI]. * No VAT on ROI entries.

2 June 2023

Standard Closing Date for Submissions **and** payments received by NISO/NISG: €650* [ROI]; £510 + VAT@20% [NI]. * No VAT on ROI entries.

Entries after the closing date may be accepted **subject to prior approval** and will be subject to a late entry fee of an additional €160* [ROI] / £135 +VAT@20% [NI]. This date must be agreed with the organisers but no entries will be accepted after Thursday, 23 June 2023.

8 September 2023

Approximate date when entrants will be notified whether they have won an award.

13 October 2023

NISO Conference and NISO/NISG Awards Ceremony Dinner - Killarney.

Finally

It will be the responsibility of Northern Ireland organisations to make arrangements to collect their awards submission from NISG after the awards ceremony.

NISO will return submissions by courier / recorded delivery in early November 2023. The fee for this is included in the entry fee [applies to ROI entries only] or alternatively you may make arrangements to have your submission collected from NISO's offices (notice required).

NISO and NISG will not be responsible for misplaced submissions. We recommend that you make a copy of your submission.

An official application form is available to download from <https://safetyawards.ie>

Entries for the Safety Awards should be sent to the respective organisation depending on where you are based and mark all correspondences "Safety Awards".

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