

Achievement Award



Entrants will be required to

- Answer Ten Key Performance Questions
 1. How do your directors and senior managers lead health and safety in your organisation, including identifying priorities, setting key performance indicators and targets, monitoring progress and providing clear and effective leadership at all levels?
 2. How does your organisation ensure that it has access to competent advice and services, including in relation to occupational health?
 3. How does your organisation engage the workforce and their representatives in occupational health and safety, and what have been the benefits?
 4. How does your organisation ensure that all its employees and contractors are competent to fulfil their roles in occupational health and safety? Describe the approach taken in the selection and monitoring of contractors.
 5. How does your organisation use risk assessment to identify appropriate control measures for significant risks to health and safety and ensure that results are integrated effectively into business processes?
 6. How does your organisation ensure that occupational health and safety information is communicated effectively within and beyond the organisation?
 7. Describe your organisation's approach to active monitoring of its safety and health performance and how this continues to evolve.
 8. How does your organisation ensure that it investigates occupational health and safety problems and implements lessons learned? How does it manage sickness absence?
 9. How does your organisation review its occupational health and safety performance periodically to assess progress against targets, set new priorities and report to internal and external stakeholders? Describe how the results of reviews inform business planning.
 10. Influential leadership – How is your organisation leading on safety in the workplace, in the community, and with young workers? ONE RECENT example should be given for each theme where possible.

- Provide accident, ill health and enforcement data
- Supply hyperlinked evidence to support your entry

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How the entries are judged

Awards are made as a result of professional, administrative adjudication under supervision of an independent, expert Adjudication Panel, which is a sub-committee of the RoSPA National Occupational Safety and Health Committee (NOSHC).

The panel consists of highly experienced health and safety professionals, including representation from:

- The Health and Safety Executive
- Institution of Occupational Safety and Health
- National Examination Board in Occupational Safety & Health
- Electrical Contractors Association
- Trades Union Congress
- Skills Funding Agency
- Engineering Construction Industry Association
- CBI
- Energy Networks Association

The judging process for achievement awards is undertaken by the RoSPA Awards team and consultants.

RoSPA adjudicators make reference to Health and Safety Executive databases and other sources to verify information on prosecutions and enforcement notices. Entrants may receive random telephone follow-up or a verification visit at any stage in the year, either before or after the closing date.

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Judging criteria

In deciding the achievement award level merited, RoSPA takes account of a range of performance indicators. These include:

- Measure of occupational health and safety management 'input' such as the level of development of systems and culture
- Measures of health and safety management 'output' such as consistent application of risk control measures; and measures of 'outcome' such as reductions in near misses, notifiable injuries, the number of days lost, accident and ill health costs etc.
- Account is also taken of an entrant's enforcement record.
- More attention is paid to other Key Performance Indicators (KPIs) than to lost time accident rates due to the limitations often associated with statistical data. Nevertheless, decisions about Awards at higher levels will be influenced by whether or not organisations have experienced significant enforcement action and/or fatal or major injuries for which they were culpable.

Gold Award – would typically involve entrants demonstrating

- Excellent occupational health and safety management systems (e.g. strong audit results – system used and level achieved e.g. OHSAS 18001 or equivalent) and culture (as demonstrated by answers to the Key Performance Questions)
- A rigorous approach to occupational health
- High levels of compliance with control measures (evidence from active monitoring of performance) for principal risks
- Low/reducing rates of error (e.g. near misses), harm (accidents and work related ill health) and loss (e.g. accident and ill health costs)
- No fatal or major injuries due to employer negligence
- No significant enforcement issues (notices/prosecutions)

Silver Award – would typically involve entrants demonstrating

- Satisfactory occupational health and safety management systems and culture (as demonstrated by answers to the Key Performance Questions)
- Improving compliance with control measures for principal risks and action on health issues
- Reducing accident rates
- No fatal or major injuries due to employer negligence
- Few significant enforcement issues (notices/prosecutions)

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Bronze Award – would typically involve entrants demonstrating

- Essential occupational health and safety management systems elements were in place (as demonstrated by answers to the Key Performance Questions) but still requiring significant development
- Implementation of control measures for principal risks was proceeding (evidence from performance monitoring)
- Their accident rate was stable or reducing
- They had no fatal or major injuries (or very few, having regard to the circumstances in which they occurred)
- Evidence of learning from any enforcement experience

Merit Award – would typically involve entrants demonstrating

- Evidence of commitment to developing a health and safety management system
- An action plan to deal with principal risks
- Analysis made of accident performance
- Few fatal or major injuries (having regard to the circumstances in which they occurred)