CALL FOR NOMINATIONS

European Good Practice Awards

Management Leadership and Worker Participation in Occupational Safety and Health
Working together for risk prevention

The ultimate responsibility for managing occupational risk lies with employers and top management, but their efforts are bound to fail without active worker involvement. For these reasons, this campaign places special emphasis on the importance of leadership from top management working in tandem with active worker participation.

To help promote these core themes the Healthy Workplaces Campaign 2012–13 has the following strategic objectives:

- the promotion of the core message that workers and managers must work together to prevent risks for ethical, practical, legal, and economic reasons;
- the provision of clear and simple guidance for employers to manage specific work-related risks in partnership with workers and their representatives;
- the provision of practical guidance, information and tools to promote a risk prevention culture particularly within small and medium enterprises;
- fostering the inclusion of occupational safety and health management in organisations’ corporate social responsibility policies;
- laying the foundations for a more sustainable risk prevention culture in Europe.

More information about the campaign can be found at [www.healthy-workplaces.eu](http://www.healthy-workplaces.eu)
European Good Practice Awards

The European Good Practice Awards is one of the main elements of the Healthy Workplaces Campaign and is designed to highlight the best examples of managers and employees working together for risk prevention. It is organised by EU-OSHA in cooperation with the Member States and the incumbent Council Presidencies of the European Union.

The awards aim to demonstrate the benefits of following good safety and health practices. Winners will be expected to show strong management leadership and active worker participation in safety and health. Judges will be looking for the best examples of mutual collaboration and benefit. Entries are welcome from all European employers, workers, and such intermediaries as social partners, safety and health professionals and practitioners, and those providing assistance and information at the workplace level.

Winners will receive their awards at a ceremony in spring 2013. It is expected that both a manager and a workers’ representative will each be presented with an award. In addition, the details of their outstanding joint contribution will be marked with a special publication that will be widely distributed across Europe and promoted through the EU-OSHA website.

The awards will be given in two categories: for organisations employing fewer than 100 workers, and those with 100 or more.
What types of good practice can be entered?
Judges will only consider working examples of good practices that promote occupational safety and health through managers and employees working together. Hypothetical examples will not be considered. Applicants should provide clear evidence of how managers and employees worked together for the benefit of all.

Practical examples of occupational safety and health leadership may include:
• board-level and senior management commitment to safety and health that demonstrates to workers that this issue is of key importance to the organisation;
• great leadership behaviour that demonstrates that managers are implementing the policy fairly and consistently;
• demonstrating that employees are valued. Research has shown that safety performance is influenced by the way managers treat their subordinates and whether their safety representatives and managers genuinely care for them;
• making available money and time by, for example, allocating budgets for training, equipment, or safety and health specialists, and committing management time to them.

Worker participation in practice means employees and managers working together to identify joint solutions to problems. This may include:
• consultation on safety and health policies and practices;
• participation of employees in the promotion and achievement of safe and healthy working conditions;
• effective and open communication between all stakeholders;
• workers fully cooperating with employers to improve workplace safety, health and wellbeing.
What should an entry demonstrate?
Judges will be looking for examples of:

• genuine and effective leadership and worker participation that promotes the campaign theme of ‘Working together for risk prevention’;

• effective participation of the workforce and their representatives;

• full support of senior management;

• interventions aimed at the workplace;

• successful implementation;

• real and demonstrable improvements in safety and health;

• account being taken of workforce diversity;

• sustainability over time;

• transferability to other workplaces (including those in other Member States and to small and medium-sized enterprises);

• timeliness (the intervention should be either recent or not widely publicised).

In addition, the intervention should meet the relevant legislative requirements of the Member State in which it has been implemented and, ideally, exceed these minimum standards.

Good practice examples should not have been developed solely for commercial gain. This relates to products, tools or services that are or could be marketed. Examples focused on the individual, such as training, should also demonstrate how they are a part of the wider approach of ‘working together’. Examples of awarded good practice from previous years are shown on the website at: http://osha.europa.eu/en/about/competitions
**Who can take part?**
Good practice entries are welcomed from enterprises or organisations in EU Member States, countries of the European Economic Area (Norway, Iceland, Liechtenstein), the western Balkans and Turkey. These include:

- individual enterprises (which are particularly welcomed);
- enterprises or organisations within the product, equipment or personnel supply chain;
- training providers and the education community;
- employer organisations, trade associations, trade unions, and non-governmental organisations;
- regional or local occupational health and safety prevention services, insurance services, and other intermediary organisations.

**How to participate**
The Good Practice Awards are coordinated at the national level by the Agency’s network of focal points (www.healthy-workplaces.eu/fops). Each country will identify two national winners. These will then be nominated to take part in the pan-European competition. Details of how to enter the Good Practice Awards are available from the network partner in your country.
The European Agency for Safety and Health at Work (EU-OSHA) invites nominations for the 11th European Good Practice Awards in occupational safety and health. Part of the Healthy Workplaces Campaign 2012–13, the awards will recognise companies or organisations that have made outstanding and innovative contributions towards encouraging managers and employees to actively work together to enhance workplace safety and health.
The European Agency for Safety and Health at Work (EU-OSHA) contributes to making Europe a safer, healthier and more productive place to work. The Agency researches, develops, and distributes reliable, balanced, and impartial safety and health information and organises pan-European awareness raising campaigns. Set up by the European Union in 1996 and based in Bilbao, Spain, the Agency brings together representatives from the European Commission, Member State governments, employers’ and workers’ organisations, as well as leading experts in each of the EU-27 Member States and beyond.

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Closing date for Ireland entries:
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14 September 2012

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Closing date for United Kingdom entries:
3 October 2012