



Australian Government
Comcare



Comcare
National Work Health and
Safety Awards 2025

Award Nominations

About Comcare

Comcare's purpose is to promote and enable safe and healthy work.

Comcare is the national authority for work health and safety, and workers' compensation. We have several important core roles as a regulator, scheme manager, insurer and claims manager.

Through our roles, we work with employees and other workers, employers, service providers and other organisations to:

- prevent physical and psychological injuries
- support early intervention
- improve recovery at and return to work.

We collaborate and partner with our stakeholders to drive better practice approaches to health and safety.

About the Awards

The 2025 Comcare National Work Health and Safety Awards recognise and reward excellence in workplace health and safety, recovery at and return to work achieved by employers and individuals operating across Comcare's scheme.

In 2025, Comcare is celebrating our 20th anniversary of the Work Health and Safety Awards which will be presented during a dinner event on Thursday 13 November 2025 at The Marion Canberra.

Award categories

The Award categories and criteria for 2025 have been updated to reflect current priority areas and emerging issues within workplace health and safety, and recovery at and return to work.

Category 1 – Prevention Award

Category 2 – Recovery at and Return to Work Award

Category 3 – Impact and Contribution Award

- a. Outstanding contribution by an individual
- b. Outstanding contribution by a team

Category 4 – Health and Safety Representative (HSR) Award

Category 5 – Judge's Choice Award (closed category)

Who should enter

Entry for the 2025 Comcare National Work Health and Safety Awards is open to employers and individuals operating across Comcare's scheme.

Why enter

Recognition

Receive public acknowledgement for your commitment to and excellence in workplace health and safety, or recovery at and return to work.

Reputation

Be recognised as a leader who embraces innovative practices in workplace health and safety, or recovery at and return to work.

Raise awareness

Showcase your achievements in workplace health and safety, or recovery at and return to work.

Celebration

Celebrate your success with colleagues and industry peers at a formal presentation.

What we are looking for

Comcare is seeking nominations that highlight outstanding success in workplace health and safety, recovery at and return to work.

Best Practice

Your nomination should reflect activities above and beyond existing better practices against the relevant award category.

Innovation

Nominations should demonstrate new or novel programs, systems and evidence-based approaches used to prevent and manage harm in your workplace.

Impact

Your nomination should include results and data which showcase the significant ongoing impact it has had in enabling safe and healthy work in your organisation.

Judging process and key dates

Nominations for the 2025 Comcare National Work Health and Safety Awards open online at 9.00am on Monday 3 March 2025.

Nominations, and all supporting material, must be submitted by **11.59pm Wednesday 30 April 2025**. Nominations will then be assessed by a judging panel.

If your nomination is shortlisted, you will be contacted by Comcare staff and invited to an interview which will take place online between late June and early July 2025.

Following the interviews, the judging panel will make its recommendations to the Awards Steering Committee for final endorsement. Finalists will be informed and promoted as part of Comcare marketing activities.

Winners will be announced during a dinner event celebrating the 20th anniversary of the Comcare National Work Health and Safety Awards on **Thursday 13 November 2025** at The Marion in Canberra. More details on the dinner event will be made available throughout the year.

Award categories

Category 1 – Prevention

This award recognises excellence in enhancing workplace health and safety by addressing psychological or physical risk factors to prevent incidents through innovation or applying new technology.

Nominations should address the following criteria:

- Collaboration with employees, management, and stakeholders to prevent psychological or physical harm, injury, and hazards.
- A focus on innovation and new technology to meet an identified need, delivering measurable outcomes.
- A new standard of best practice with a sustainable commitment to injury prevention in the workplace.

Category 2 – Recovery at and Return to Work

This award recognises excellence in providing early, proactive support to employees with an injury or illness, facilitating their recovery at and return to work.

Nominations should address the following criteria:

- Collaboration with employees, management, and stakeholders to promote recovery at and return to work for employees following illness or injury.
- A focus on innovation and new technology to meet an identified need, delivering measurable outcomes.
- A new standard of best practice with a sustainable commitment to recovery at and return to work programs.

Category 3 – Impact and Contribution

This award, with two sub-categories, recognises individuals and teams whose contributions have exceeded normal duties, significantly impacting health and safety in their workplace.

3.A Outstanding Contribution by an Individual

This award recognises individuals who have developed and implemented health and safety initiatives and solutions, resulting in significant improvements in their organisation.

Nominations should address the following criteria:

- Demonstrated leadership and collaboration with colleagues and stakeholders, fostering a positive safety culture supported by actions and decision-making.
- Innovative approaches to work health and safety or recovery at and return to work.
- A significant impact on health and safety, with both short- and long-term outcomes, setting a new best practice standard.

3.B Outstanding Contribution by a Team

This award recognises teams that have developed and implemented health and safety initiatives and solutions, resulting in significant improvements in their organisation.

Nominations should address the following criteria:

- The team must demonstrate a collaborative approach that drives positive change.
- A focus on innovation and/or the use of new technologies to improve work health and safety or recovery and return to work.
- A significant impact on health and safety, with both short- and long-term outcomes, setting a new best practice standard.

Category 4 – Health and Safety Representative (HSR)

This award recognises Health and Safety Representatives (HSRs) who have made a positive and ongoing contribution to workplace health and safety.

Nominations should address the following criteria:

- Demonstrated collaboration with colleagues, supervisors, management, and stakeholders in addressing health and safety.
- An innovative approach to work health and safety that exceeds the expectations of their role.

Category 5 – Judges’ Choice Award (closed category)

Nominations for this award will be chosen at the judging panel’s discretion, with separate awards for regional and metropolitan nominees.

The criteria include:

- An outstanding response from an organisation to manage a health and safety issue or incident, or recovery at and return to work, with long-term measurable benefits.
- Implementation of innovative or best practice risk controls.
- Evidence of consultation with employees, Health and Safety Representatives (HSRs) and other stakeholders.

Nomination information

Requirements

Your nomination must include the following key aspects:

- Description of the organisation and/or individuals nominated (maximum 200 words)
- Details of the problem and/or challenge (maximum 250 words)
- An outline of the approach taken (maximum 250 words)
- The outcome and key achievements (maximum 250 words).

When preparing your nomination, consider the individual assessment criteria for each category or sub-category.

As part of your nomination, you are encouraged to provide relevant supporting material such as data, evaluation and audit reports, staff surveys, imagery, and other information demonstrating the ongoing impact and benefits of the program or initiative.

Category Three and Four nominations

Supporting testimonials from management, co-workers and/or external stakeholders should be included with the nomination.

Both the nominated individual/s plus supporting colleagues and managers will be required to attend the interview should the nomination proceed to this stage.

How to enter

Nominations must be submitted using the online portal available at www.comcare.gov.au/whs-awards. Please note that hardcopy nominations will not be accepted.

- The online nomination portal will open at **9.00am on Monday 3 March 2025**.
- Nominations must be supported by senior management. As part of the online process, entrants will be required to send their finalised nomination electronically to a Senior Manager for endorsement and approval before completing their nomination.
- Attachments must not exceed 3MB each and need to be in JPEG, Word, Excel or PDF format.
- To submit PowerPoint files as attachments please convert them into PDF format.

Conditions of entry

1. There are five categories in the 2025 Comcare National Work Health and Safety Awards with two Awards split into sub-categories:

Category 1 – Prevention

Category 2 – Recovery at and Return to Work

Category 3 – Impact and Contribution

- a. Outstanding contribution by an individual
- b. Outstanding contribution by a team

Category 4 – Health and Safety Representative (HSR)

Category 5 – Judges' Choice Award (closed category)

2. This document, including the instructions on how to enter the awards, the online portal and any other details in promotional material about the Comcare National Work Health and Safety Awards, all form part of the terms and conditions of entry. The terms and conditions of entry apply to all entrants in all categories for the Comcare National Work Health and Safety Awards.
3. The Comcare National Work Health and Safety Awards 2025 will be administered by Comcare.
4. Entry for the Comcare National Work Health and Safety Awards 2025 is open to employers and individuals operating within the Commonwealth work health and safety and/or workers' compensation jurisdiction.
5. Comcare reserves the right to either allow or disallow any nomination for any reason at its complete discretion.
6. Comcare has complete discretion in assessing nominations, applying the judging criteria, conditions of entry and determining the awards.
7. Comcare reserves the right to move nominations into an alternate category or sub-category (including the Judges' Choice Award) other than that entered if it is deemed more appropriate. Entrants will be advised if this occurs.
8. Nominations must be received by **11.59 pm Wednesday 30 April 2025**. Extensions of this deadline for any nomination will only be considered if a written request has been received by Comcare by 5:00 pm Friday 18 April 2025.
9. Nominations must be provided electronically through the online portal unless otherwise arranged with Comcare and must include an entry form with up-to-date contact details.

10. Subject to the terms and conditions of entry, the decision of Comcare on category awards is final.
11. The assessment, conduct and results of the awards will not create any legal obligations between entrants and Comcare or the Commonwealth.
12. Comcare reserves the right not to allocate an award in a particular category where, in its opinion, there are no entries of sufficient merit.
13. If a nomination that is judged to have won a category is found to have failed to satisfy or abide by the terms and conditions of the Comcare National Work Health and Safety Awards, Comcare may determine that the entrant shall not be entitled to the relevant award. Comcare may, at its absolute discretion, award the relevant award to another nomination or choose not to award a winner for that category at all.
14. Nominations and supporting material will not be returned to organisations.
15. Each entrant warrants that its nomination, including any designs and/or inventions, is their original work, that any intellectual property rights arising in connection with that nomination rest with the entrant and that the nomination does not interfere with any third-party rights.
16. Previous Comcare National Work Health and Safety Awards and Annual Safe Work Australia Award winners are ineligible to enter this year's awards with the same initiative/solution/contribution.
17. By entering the Comcare National Work Health and Safety Awards 2025 each entrant warrants that all information in their nomination is true, accurate and complete.
18. Entrants may be requested to provide further evidence to substantiate their nomination/s and, if so requested, such evidence must be provided within any timeframes stipulated by Comcare in relation to the request.
19. All entrants agree to allow representatives of Comcare to enter and inspect work premises and permit information gathering and video production by Comcare representatives, for the purpose of verifying or assessing the nomination.
20. Comcare will ensure that there is no disclosure to any third party of any information provided by an entrant marked 'confidential', except with the prior consent of that entrant or where such a disclosure is authorised or required by law.

21. All entrants authorise Comcare to use the information contained in nominations (other than personal information or confidential information) for any purpose including, but not limited to, promotional purposes.
22. Without limiting the generality of clause 20, and subject to notice by Comcare to the relevant entrant, all entrants authorise Comcare to publish details of their nomination, including but not limited to contact names, phone numbers, email addresses and photos. Comcare will only use the personal information of entrants for purposes unrelated to the Comcare National Work Health and Safety Awards with prior consent of the entrant, or unless authorised or required to do so by law. For further information about Comcare's information handling practices, please see the Privacy Notice on the Comcare Awards [website](#).
23. Entrants acknowledge that they may be required for presentations and media interviews in respect of their nomination and agree to take all reasonable steps to make themselves available for, and actively participate in, such presentations or media interviews. Should your nomination reach the finalist stage or further, you may also be contacted to share your experiences at future Comcare events.
24. All entrants authorise Comcare to recommend that the product, method or service comprising their nomination be adopted for use by any other individual or organisation.
25. Winning an award does not signify endorsement of a particular product or a particular work health and safety practice by Comcare.
26. Ticket sales for the Comcare National Work Health and Safety Awards 20th anniversary celebration dinner on Thursday 13 November 2025 will be on sale from September 2025. Finalist organisations will receive two complimentary tickets. Additional tickets will be available for purchase.
27. Comcare, the Commonwealth and the officers, workers and agents of 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 Comcare National Work Health and Safety Awards 2025 except for any liability that cannot, by law, be excluded.
28. Entrants who breach any of these 'conditions of entry' are subject to disqualification.
29. By submitting a nomination, entrants shall be taken to have acknowledged and accepted these terms and conditions and to have agreed to be bound by them.

Contacts

For further information about the Comcare National Work Health and Safety Awards, contact:

 awards@comcare.gov.au

 comcare.gov.au/whs-awards

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