Department of **Local Government, Industry Regulation and Safety**

GOVERNMENT OF WESTERN AUSTRALIA

WorkSafe Western Australia

Work Health and Safety EXCELLENCE AWARDS **2026**

Awards ceremony

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

Highlighting **excellence**

Acknowledgement of Country

The Department of Local Government, Industry Regulation and Safety (LGIRS) respectfully acknowledges Aboriginal peoples as being the traditional custodians of Australia. We acknowledge the enduring connection Aboriginal people continue to share with the land, sea and sky through both their ancestral ties and custodianship to Country. We pay our respect to Elders both past and present, and acknowledge the value brought to our department through the collective contribution of Aboriginal and Torres Strait Islander peoples across Western Australia.

Message from the Minister

Welcome to the 2026 Work Health and Safety Excellence Awards.

These Awards acknowledge and showcase the individuals and organisations that continue to make a valuable contribution to safer workplaces across our State.

The health and safety of all Western Australian workers is a high priority for the Cook Government, and that's why we now have very strong work health and safety legislation.

Congratulations to all the finalists and winners in this year's Work Health and Safety Excellence Awards and thank you all for your ongoing commitment to workplace health and safety.

I can assure you that your contributions to ensuring all Western Australian workers return home safe and healthy do not go unrecognised.

Hon Simone McGurk MLA
Minister for Industrial Relations

Message from the Commissioner

Welcome to the 2026 Work Health and Safety Excellence Awards.

The theme for this year's Safe Work Month is 'Safe work is for life' – a reminder that work health and safety extends beyond today and is about protecting lives and futures.

The Awards recognise and celebrate the companies and individuals that are making a positive difference to workplace health and safety in WA.

This year we've received 85 submissions for the Awards. The submissions came from a diverse range of industries and individuals, and the judging panel has selected 29 finalists judged to be the best in a high-quality field.

This year's Awards again consist of five categories, with three of these including two Awards – one for workplaces with 199 employees or less and another for workplaces with 200 or more employees.

The Work Health and Safety Excellence Awards are the major highlight of Safe Work Month.

The month has provided some other excellent opportunities to learn more about health and safety in workplaces including three very successful webinars.

The first was Critical Risk Management on October 14, followed by Workplace Exposure Limits on October 15 and the October 22 Lunch and Learn for health and safety representatives on Musculoskeletal Disorders.

I sincerely congratulate all the nominees and finalists in this year's Work Health and Safety Excellence Awards – you can all be very proud of your achievements. Special congratulations to the Award winners and thank you for your commitment to making workplaces safer for all Western Australian workers.

Sally North
WorkSafe Commissioner

Award categories

Work Health and Safety
EXCELLENCE AWARDS **2026**

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

Award categories

- Work health and safety invention of the year
- Best solution to a work health and safety risk
- Best intervention to address a psychosocial hazard in a workplace
- Leadership excellence award
- Health and safety representative of the year

Note: This booklet contains images and details of innovations and strategies developed by third parties. In some cases the information is protected by copyright and may not be reproduced without the permission of the copyright owner. If in doubt, contact the organisation concerned and seek permission to use their material.

Work health and safety invention of the year

199 employees or less

Heat Trap Solutions Pty Ltd

Complete emergency safety shower solution

Heat Trap Solutions manufactures water chilling systems designed to improve the safety and effectiveness of emergency eyewash and safety shower facilities in hot industrial and mining environments. The organisation identified that high ambient temperatures and hot incoming water supplies could result in scalding water being delivered through emergency safety equipment, creating a risk for workers requiring immediate decontamination or first aid treatment.

To address this issue, Heat Trap Solutions worked with a manufacturing partner to develop a heat pump chiller system capable of cooling incoming water temperatures of up to 50°C and delivering cool, tepid water to emergency eyewash and safety shower units. The solution was designed as a simple, pre-engineered system that can be installed by onsite maintenance personnel with minimal disruption to operations.

The heat pump chiller has been integrated with Heat Trap's Flo-Thru fully flushed, self-draining, WaterMark-compliant eye and face wash safety shower to provide a complete safety solution. In addition to supporting emergency decontamination requirements, the system can provide cool water for burns treatment, heat-affected patients, ablution facilities and accommodation units in remote mining operations. The initiative offers a practical and cost-effective approach to reducing the risks associated with hot water exposure in high-temperature workplaces.

Work health and safety invention of the year

199 employees or less

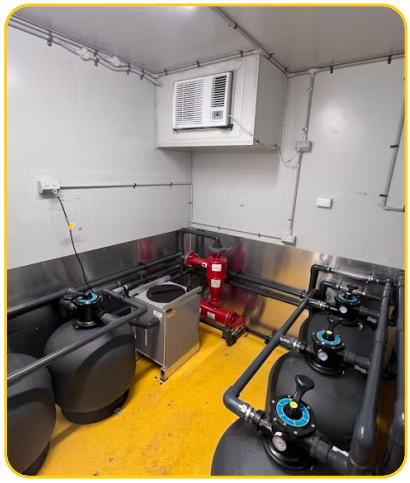
MDR Certification Engineers Pty Ltd

Project Remora - MDR mobile ROV water tank inspection and cleaning unit — a purpose-built zero-entry alternative to confined space access

MDR Certification Engineers developed the Remora system to address the risks traditionally associated with inspecting and cleaning potable water tanks. Conventional maintenance methods often require confined space entry, exposing workers to hazards such as falls, oxygen variability, biological contamination and complex rescue scenarios.

The Remora system is an integrated in-service inspection and cleaning solution that enables maintenance to be completed without draining the tank or removing it from operation. The system combines a purpose-built robotic cleaning and inspection unit, a compact remotely operated vehicle (ROV), a sediment removal module, closed-loop multi-stage filtration and a mobile control station operated entirely from outside the tank.

By eliminating the need for confined space entry, the system significantly reduces worker exposure to high-risk environments while maintaining water supply and operational continuity. Across more than 50 deployments, the Remora system has achieved zero confined space entries and zero reportable incidents while maintaining water quality and service reliability. The initiative demonstrates an innovative approach to water tank maintenance and provides a safer alternative to traditional inspection and cleaning practices.



Work health and safety invention of the year

200 employees or more

Linkforce

Hydraulic torque wrench retaining plate

This initiative was developed to eliminate hand exposure to pinch point and crush hazards during high-frequency bolting and maintenance activities involving Hytorc equipment. The risk was identified through audits, inspections and consultation with frontline workers, which highlighted the potential for injury when manually positioning tools and placing hands within line-of-fire areas.

Recognising the limitations of relying solely on administrative controls and personal protective equipment, the organisation adopted a hands-free approach focused on hazard elimination. The solution was developed collaboratively with workshop personnel and equipment operators to ensure it was practical, effective and suitable for use in real working conditions. Prototypes were trialled during operational tasks and refined based on user feedback.

The final design removes the need for direct hand contact near hazardous interfaces, significantly reducing the risk of pinch point and crush injuries. Following successful implementation, the solution has been introduced across multiple sites and incorporated into standard tooling, work practices and training programs. Post-implementation reviews identified no new significant hazards, demonstrating how practical engineering solutions can reduce high-consequence risks and support continual safety improvement.

Work health and safety invention of the year

200 employees or more

Monadelphous

Lifting beam

Monadelphous developed an innovative lifting solution to address the risks associated with installing 64 heavy beams beneath pipework within a bridge structure. The original installation method required workers to enter a restricted access area and manually transfer beams from a crane onto chain blocks, creating exposure to crush injuries, falling objects, line-of-fire hazards and manual handling risks.

To reduce worker exposure and support its commitment to hands-off lifting practices, Monadelphous designed a custom lifting beam and counterweight system that enabled the task to be completed using a fully hands-off methodology. The beams were specifically engineered to integrate with hands-off lifting tools and incorporated load handles that allowed workers to use magnetic push-pull poles to position loads safely from a distance.

The solution significantly reduced manual handling requirements and improved safety by minimising worker interaction with suspended loads. In addition to reducing exposure to workplace hazards, the initiative improved crew morale and job satisfaction through reduced physical demands and safer working conditions. The innovation also delivered substantial productivity benefits, reducing installation times from four hours per beam to one hour and contributing to a 16-day reduction in the overall project schedule, with an estimated saving of $240,000 in indirect costs.

Best solution to a work health and safety risk

199 employees or less

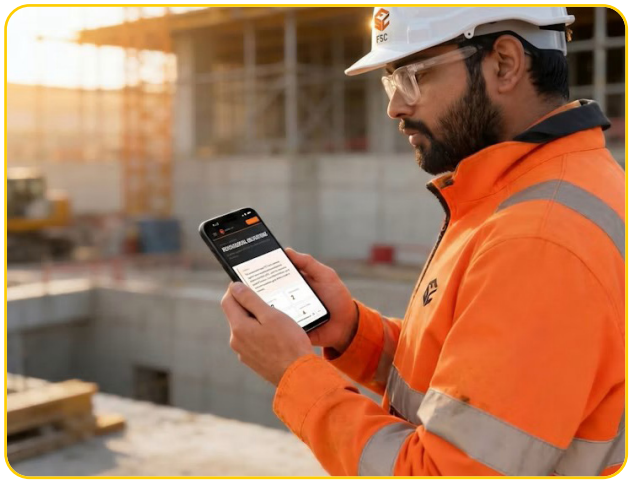
FSC Civils

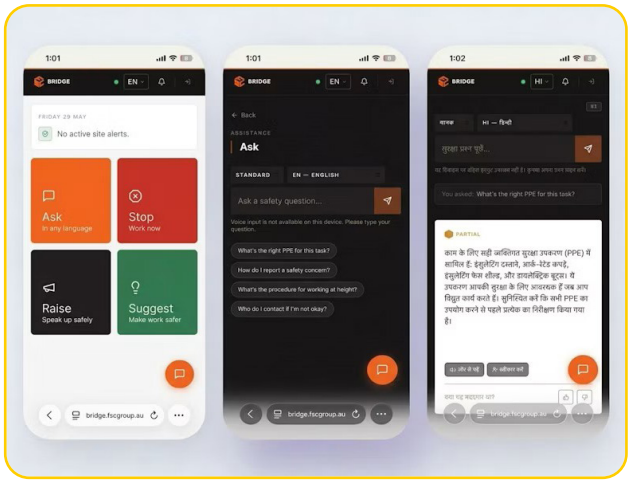
Bridge application

FSC Civils developed Bridge, a mobile-first safety platform designed to improve access to critical safety information for a multilingual and geographically dispersed workforce. The organisation identified that while safety procedures were available through traditional systems, such as SharePoint and site office records, access at the point of work could be difficult for workers operating in dynamic construction environments.

Built in-house, Bridge provides workers with direct access to approved safety procedures on their mobile devices in 16 languages, both online and offline, without requiring a login. The platform enables workers to ask questions, stop work, raise concerns anonymously and suggest improvements. It also incorporates an AI-powered assistant that draws information exclusively from organisation-controlled documents and directs users to seek human support where further guidance is required.

The system includes built-in anonymous reporting functions and directs workers seeking wellbeing support to appropriate services. By making safety information more accessible and easier to use, Bridge has strengthened worker engagement and improved access to critical safety resources in the field. In April 2026, the platform was recognised by an independent certification body as a leading practice initiative within the construction sector during ISO 9001, ISO 14001 and ISO 45001 certification audits.





Best solution to a work health and safety risk

199 employees or less

Geographe Australia

Ball stud bearing installation and removal tool

Geographe developed the ball stud bearing installation and removal tool (BSBIRT) to address the significant risks associated with maintaining steering components on Caterpillar 785, 789 and 793 haul trucks. Traditional bearing removal and installation methods often relied on hammering, heating, jacking and other manual techniques, exposing maintenance personnel to pinch point, crush injury, projectile, heat exposure, noise and manual handling hazards, while also increasing the potential for damage to critical steering components.

The patented BSBIRT replaces these high-risk methods with a purpose-built hydraulic system that provides a controlled and repeatable method for bearing removal, positioning and installation. Developed in consultation with frontline maintenance crews, reliability specialists and mining companies, the tool was designed to eliminate hazardous manual tasks and incorporate safety controls directly into the maintenance activity.

Field trials conducted with maintenance teams in operational mining environments demonstrated that the tool could be safely and effectively used under real site conditions. By replacing hazardous manual methods with a controlled hydraulic system, the innovation improves task consistency, reduces worker exposure to risk and provides a safer, more efficient and reliable approach to steering component maintenance.

Best solution to a work health and safety risk

199 employees or less

Premier People

Conveyor maintenance safety training program

Premier People developed the conveyor maintenance safety training program to improve safety outcomes in one of the highest-risk areas of mining and shutdown operations. Conveyor and fixed plant maintenance activities can expose workers to hazards including stored energy, entanglement, manual handling, confined spaces, working at heights and line-of-fire risks. The organisation identified inconsistencies in task-specific competency among workers entering these environments and recognised the need for a more structured approach to workforce preparation.

In response, Premier People implemented a pre-deployment work health and safety system that integrates recruitment, assessment, training, competency verification and mobilisation processes. Candidates undertake structured assessments, behavioural evaluations, compliance checks and practical task-specific training in a controlled environment before being approved for site deployment. Experienced workers are required to complete a formal verification of competency process to demonstrate their capability.

The program has delivered measurable improvements in workforce readiness and safety performance. Reported injuries reduced from 20 between 2019 and 2023 to six from 2023 onwards, representing a 71.4 per cent reduction. Of the 488 candidates who completed the training program, only 15 were unsuccessful in competency assessments, supporting the development of a more consistent, competent and site-ready workforce.

Best solution to a work health and safety risk

200 employees or more

Alcoa

Critical risk challenge

The Critical risk challenge was developed to improve frontline understanding and application of critical risk management. The initiative was introduced after incident data identified that critical controls were not always consistently understood or applied, highlighting the need for a more engaging and practical approach to safety learning.

The program uses a gamified format comprising six practical, scenario-based challenges aligned to real operational hazards. Workers participate in team-based activities that test their knowledge of critical risks and controls, creating an interactive learning environment that encourages discussion, collaboration and practical problem-solving.

Delivered using internal resources, the initiative achieved full workforce participation and provided a cost-effective method of strengthening safety knowledge and awareness. By incorporating physical, visual and experiential learning techniques, the program improved engagement across a diverse workforce and enhanced knowledge retention. The challenge also promoted greater team cohesion and increased safety conversations on site. Outcomes included a reduction in serious incidents and an increase in serious/fatality potential hazard reporting, reflecting a more proactive approach to risk identification and management. The adaptable nature of the program allows it to be readily implemented across different sites, industries and risk environments.

Best solution to a work health and safety risk

200 employees or more

Alcoa of Australia

Scale mill pump ergonomic improvement project

The Scale mill pump ergonomic improvement project was developed to address a longstanding manual handling task associated with the removal and cleaning of underflow pump screen boxes. Operators identified that the task involved repetitive handling of heavy components, the use of high-force tooling and awkward postures in confined spaces, creating risks associated with musculoskeletal injury, line-of-fire exposure and potential chemical contact.

Supported by ergonomic assessments and a multidisciplinary review process, the organisation adopted an elimination-focused approach to reduce worker exposure to these hazards. The resulting solution involved an engineering redesign that replaced the existing system with scale mill pumps, eliminating the need for screen boxes and the associated maintenance activities.

By removing the hazardous task altogether, the initiative significantly reduced manual handling and exposure to workplace risks. In addition to the safety benefits, the project delivered operational improvements through reduced pump wear, lower maintenance requirements and fewer unplanned operational disruptions. The initiative demonstrates the value of frontline worker involvement and engineering controls in achieving sustainable safety outcomes.

Best solution to a work health and safety risk

200 employees or more

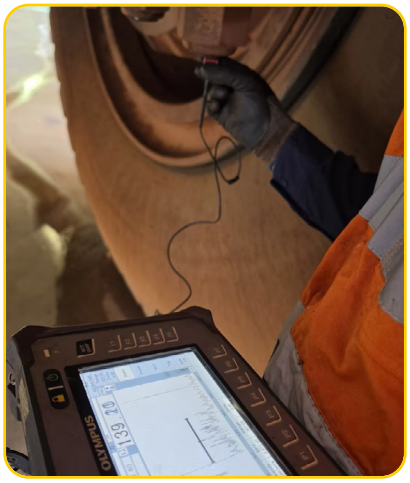
BHP

Ball stud maintenance

This initiative was developed to address recurring ball stud failures identified across a fleet of Caterpillar 793 haul trucks. Over a 12-month period, 213 failures were recorded, including an incident involving steering loss, highlighting the potential risk of uncontrolled vehicle movement, rollover and serious injury to operators.

To reduce these risks, a comprehensive solution was implemented across inspection, maintenance and component management processes. A key innovation was the introduction of an enhanced non-destructive testing (NDT) method using a 5-degree angle shoe, which enabled earlier and more accurate detection of cracks in previously difficult-to-inspect areas. Additional controls included increased inspection and replacement frequencies, installation of bore sleeves at mid-life, improved wear monitoring techniques, and updates to maintenance standards and work instructions.

Developed through collaboration between operational teams, regulators and specialist vendors, the initiative has strengthened defect detection and reduced the risk of steering-related incidents without increasing component replacement rates. The solution has improved operator safety, enhanced maintenance practices and is being considered for broader adoption across other operations and industry applications.



Best solution to a work health and safety risk

200 employees or more

BHP WAIO

Remote e-stop for HEM

A remote emergency stop (e-stop) system was developed to address the risks associated with operators of heavy earthmoving machinery becoming incapacitated due to fatigue or medical events. The existing emergency response process required personnel to physically approach and access machinery to activate an onboard emergency stop, exposing workers and emergency responders to hazards including line-of-fire risks, crush and pinch points, uneven ground and reduced visibility.

To eliminate the need for responders to approach operating equipment, the organisation designed and implemented a remote isolation system that allows machinery to be safely shut down from a distance. The initiative combined engineering controls, documented procedures, training and emergency response protocols to create a simple and effective process that improves both operator and responder safety. The system was developed in consultation with operators, emergency response personnel, maintenance teams and equipment manufacturers, and was extensively trialled under realistic operating conditions.

The remote emergency stop system has improved emergency response capability by reducing responder exposure to hazardous areas, enabling faster access to potentially incapacitated operators and increasing confidence during emergency situations. The solution has been integrated into training, drills and operational procedures and has the potential to be applied across a range of heavy machinery and industries, including mining, construction, quarrying, waste management and agriculture.

Best solution to a work health and safety risk

200 employees or more

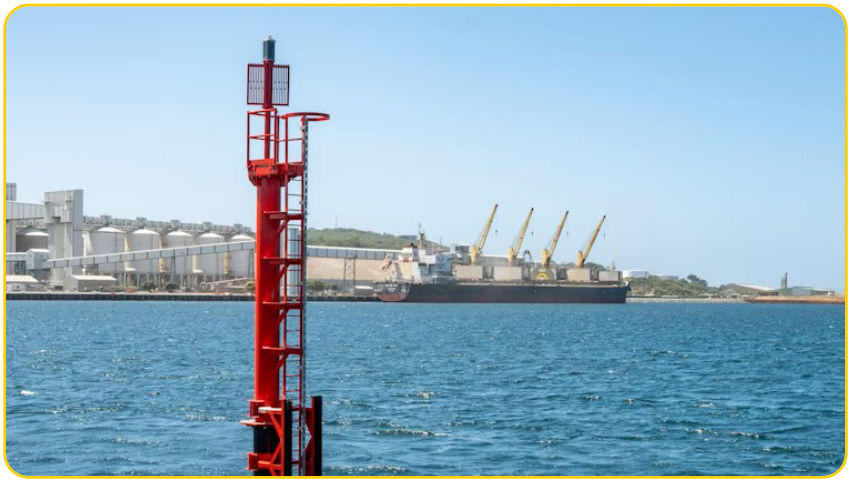
Southern Ports Authority

The renewal and upgrade of navigational aids at the Port of Albany

The Port of Albany undertook a project to address ageing navigational aids that were becoming increasingly difficult and hazardous to inspect and maintain. The existing infrastructure presented a range of safety risks, including falls from height, slips, crushing hazards and fatigue associated with offshore access and maintenance activities.

To improve safety and asset management, the port implemented an innovative solution that combined critical marine infrastructure upgrades with modern remote monitoring technology. The project included the installation of compliant ladder systems, access platforms and fall-arrest systems, reducing the need for high-risk access activities and improving the safety of inspection and maintenance work.

The initiative has significantly reduced workforce exposure to offshore and working-at-height hazards while enhancing confidence in asset performance, monitoring and operational oversight. In addition to improving safety outcomes, the project established a benchmark for future navigational aid upgrades across the Ports of Albany, Bunbury and Esperance. The approach, design and implementation provide a transferable model for managing ageing marine infrastructure and improving safety in similar operational environments.



Best intervention to address a psychosocial hazard in a workplace

Chevron Australia
Better leader series

Chevron Australia developed the Safe, respectful and inclusive behaviours (SRIB) better leader series to strengthen leadership capability in preventing and responding to bullying, harassment and discrimination in the workplace. Implemented during 2024-25, the program was designed to help leaders identify, assess and manage psychosocial risks while fostering a workplace culture where employees feel safe, respected and included.

The Better leader series consisted of three core learning modules focused on role modelling behaviours that support psychological safety, leading confidently to address inappropriate workplace behaviours, and strengthening accountability for maintaining a safe, respectful and inclusive culture. The program was informed by findings from Chevron Australia's independent safe, respectful and inclusive workplace review and incorporated guidance from contemporary psychosocial risk management practices.

The initiative built on a broader workforce learning program that established a common understanding of expected workplace behaviours and standards across the organisation. By equipping leaders with practical skills and knowledge, the Better leader series has strengthened the organisation's approach to psychosocial risk management and supported the ongoing development of a positive, respectful and inclusive workplace culture.

Best intervention to address a psychosocial hazard in a workplace

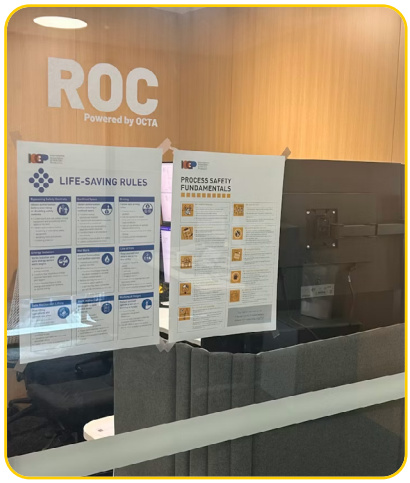
Clean Energy Fuels Australia

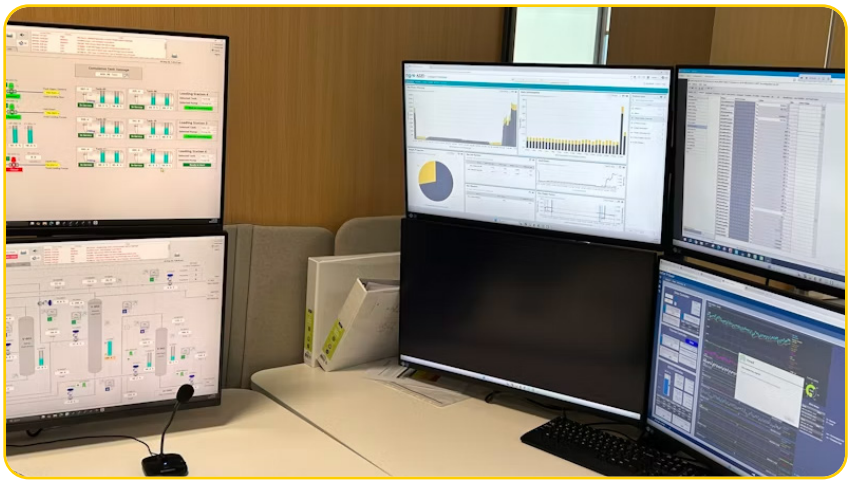
Remote Operations Centre: Reducing fatigue and psychosocial risk in regional LNG operations

Clean Energy Fuels Australia developed a Remote Operations Centre (ROC) to enhance the safety, wellbeing and operational support of workers managing regional LNG and hybrid power assets across Western Australia. The initiative was designed to address psychosocial and operational risks associated with remote hazardous facility operations, including fatigue, lone and isolated work, after-hours callouts, cognitive workload and the challenges of responding to emergencies in remote locations.

The ROC provides centralised monitoring, defined escalation pathways, improved alarm visibility and clear communication processes between field personnel and the operations centre. The system enables operators to remotely support site-based teams, identify abnormal plant conditions earlier and coordinate responses without unnecessary travel or unplanned after-hours attendance at site.

Supported by workforce consultation, procedure development, competency-based training and human factors considerations, the initiative has strengthened the organisation's safety management system by integrating people, processes and technology within a single operating model. The Remote Operations Centre has improved worker support, reduced exposure to fatigue-related risks, enhanced emergency response coordination and provides a transferable approach for other LNG, gas, power generation and major hazard facility operations.





Best intervention to address a psychosocial hazard in a workplace

Fortescue Ltd
Psychosocial risk intervention system

Fortescue's Approvals, Communities and Services (ACS) division developed a psychosocial risk management system to strengthen the identification, assessment, control and review of psychosocial hazards across a diverse workforce supporting aerodromes, villages, housing, approvals, heritage, environment, drilling and capital projects.

The system extends the organisation's existing Identify Then Rectify (ITR) process into psychosocial risk management, providing leaders and workers with a familiar and practical framework for identifying psychosocial hazards and implementing appropriate controls. Bespoke psychosocial risk profiles are developed for individual work groups and linked to ITR actions, enabling greater visibility of hazards, residual risks and the effectiveness of control measures.

Since implementation, 272 psychosocial ITRs have been identified and addressed. Approximately 79 per cent of implemented actions have been classified as engineering controls, reflecting a strong focus on improving work environments, work design, infrastructure and systems rather than relying solely on administrative controls or reactive support measures. By embedding psychosocial risk management into routine operational processes, the initiative has established a scalable, preventative and measurable approach that strengthens accountability, workforce participation and continuous improvement.

Psychosocial Initiative | Safety Share

Japal Village

ITR-0027678

What was the initiative and why?

- There have been some incidents where workers have misplaced the room master keys during maintenance/room servicing. These events expose workers to psychosocial risks such as work demand pressures and stress. Security and privacy risks can also be present.

What actions were taken?

- The air tag allows workers to retrieve keys efficiently and with minimal stress. It also helps ensure the keys are secure to prevent unlawful use.
- All 32 sets of keys are attached to one phone, which is turned off and kept in Village Supervisor's office unless needed.

FORTESCUE | 1

ITR-0027655 Psychosocial Risk Factors?

What psychosocial risk factors were targeted?

Risk Factor (Select from Notes)	Justification (How was the risk factor impacted?
Work demands and burnout	Removes excessive physical and mental effort required awaiting responses from SSE and other departments
Low levels of control	Allowing aerodromes team to prescribe how they do their work and allows them to make decisions that affect them
Inadequate support and poor organisational justice and culture	Visible leadership support to the team by rectifying procedures. Removes uncertainty about changes in the work
Poor or no policies and procedures	Rectifying procedure that cannot be applied as written and does not have the flexibility to accommodate to the team
Trauma / Vicarious Trauma / Secondary Trauma	Reducing workers from exposed to near misses and/or serious injuries from being overworked
Fatigue	Reduces the likelihood of mental and physical exhaustion from overworking
Poor physical health	Reduces chances of poor physical health from sleep deprivation and exertion

FORTESCUE | 2

Best intervention to address a psychosocial hazard in a workplace

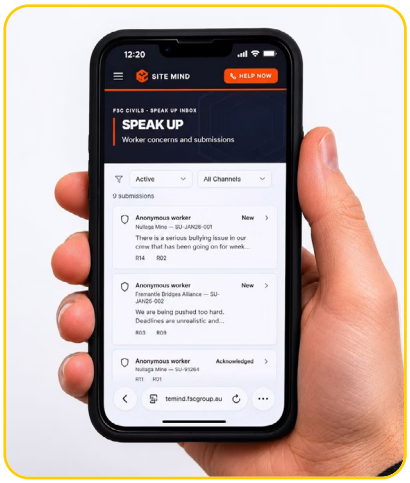
FSC Civils
Safe for everyone

FSC Civils built Safe for everyone on the principle that a safety system should be effective for every worker, regardless of language, literacy level or experience. Rather than treating inclusion as a separate initiative, FSC integrated it into its workplace safety framework as a critical control.

To support this approach, FSC developed three proprietary digital systems: Bridge by FSC, which provides worker safety information in 16 languages and enables voice and anonymous reporting; Safe assign, a risk-matched deployment tool; and Site mind, a supervisor-led psychosocial governance system. These systems are supported by HammerTech compliance oversight and are embedded within a documented design standard to ensure the approach is repeatable and auditable.

The initiative has delivered measurable results: zero total recordable injuries over a 16-month period, a 53 per cent reduction in the all injury frequency rate, 94 per cent employee satisfaction in culture surveys and zero non-conformances at ISO recertification.

FSC's psychosocial risk management approach was recognised by auditors as leading practice and has received industry recognition through the CCF WA Safety Professional of the Year 2025 and a NAWIC Health, Safety and Social Responsibility Award.



Best intervention to address a psychosocial hazard in a workplace

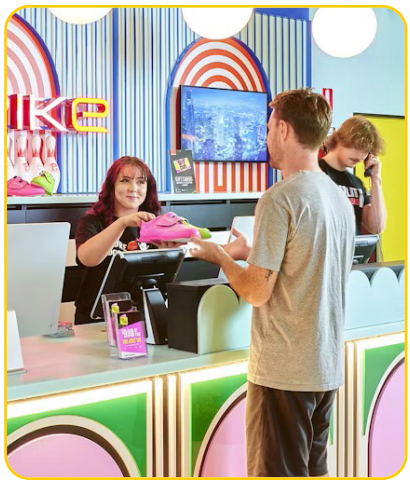
Funlab Pty Ltd

QR code psychosocial issue reporting

Funlab developed a QR code-based psychosocial hazard reporting initiative to improve the identification and management of psychosocial hazards across its venues and Support Office. The initiative was designed to provide team members with a simple, accessible and psychologically safe way to report workplace concerns in real time, without relying solely on traditional reporting channels.

Prior to implementation, psychosocial hazards were often identified only after escalating through performance discussions, formal complaints or employee exit processes. The QR code system was introduced to support earlier identification and intervention by enabling workers to discreetly report psychosocial risks as they arise. The initiative addresses a range of workplace factors, including exposure to challenging behaviours, role ambiguity, interpersonal conflict and barriers to speaking up, particularly for younger workers and those from under-represented groups.

Reports are linked to appropriate support pathways, mental health resources and follow-up processes to encourage early intervention and reduce the potential for psychological harm. By integrating psychosocial hazard reporting into routine safety practices, the initiative has strengthened organisational capability to identify emerging risks, support worker wellbeing and foster a positive reporting culture. Its scalable design provides a practical model that can be readily adapted across a range of industries with diverse, frontline or geographically dispersed workforces.



Best intervention to address a psychosocial hazard in a workplace

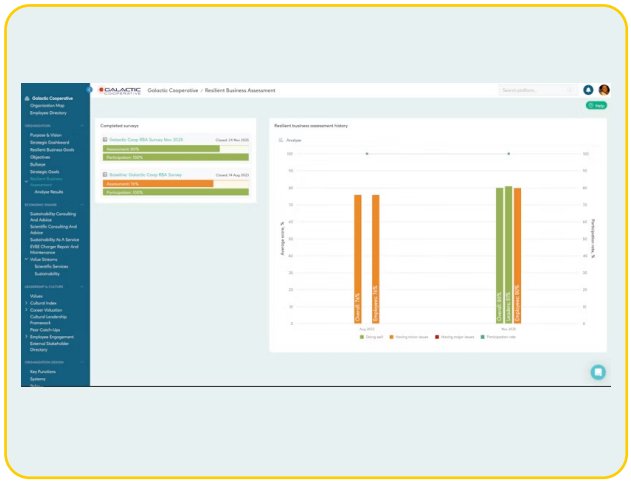
Galactic Cooperative

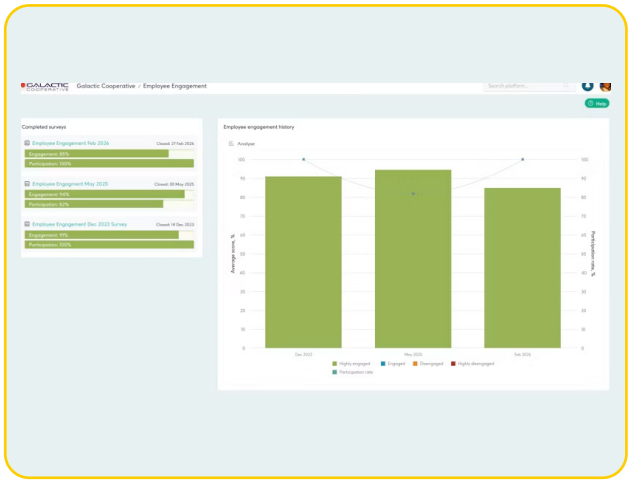
Worker-led psychosocial safety framework

Galactic Cooperative developed an integrated psychosocial safety and work design system to proactively identify and manage psychosocial hazards within its workplace. Operating as a worker-owned organisation with a high-autonomy, non-hierarchical structure, the organisation identified risks associated with workload imbalance, role ambiguity, social isolation and the delayed recognition of work-related stress.

The system combines four key elements: worker-led work allocation, real-time psychosocial monitoring through the Adapt-by-Design platform, structured peer connection mechanisms, and individual development plans supported by career valuation processes. Together, these components create an ongoing feedback process that enables psychosocial risks to be identified and addressed before they result in harm.

Rather than focusing solely on supporting individuals to manage workplace stress, the initiative seeks to improve the design of work itself by embedding psychosocial risk management into everyday operations. Since implementation, organisational health scores have increased from 76 per cent to 80 per cent, with overall workforce wellbeing improving from “having minor issues” to “doing well”. Employee engagement has remained consistently high, reaching 94 per cent with full staff participation, demonstrating sustained improvements in workforce wellbeing and organisational performance.





Leadership excellence award

199 employees or less

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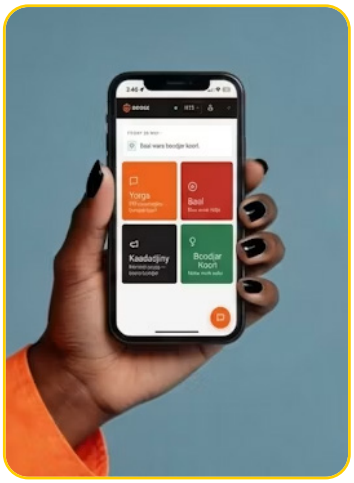

Leadership excellence award

199 employees or less

Williams Services Group

Practical safety initiative

Williams Services Group developed the Practical safety initiative to address the gap between written safety systems and their practical application in the workplace. The organisation identified that overly complex procedures could lead to employee disengagement and inconsistent implementation, and sought to create a more practical, employee-driven approach to health and safety.

Practical safety involves employees in defining how safety principles apply to their day-to-day tasks, ensuring systems are clear, relevant and achievable in operational environments. The initiative is embedded across the organisation through structured consultation processes, including toolbox talks, digital communication channels and interactive mock trial sessions that highlight real-world consequences and personal responsibility.

The program has strengthened communication, increased employee participation and fostered shared ownership of safety outcomes across the workforce. As a result, Williams Services Group has reported improvements in hazard reporting, incident prevention and employee engagement in safety processes. Practical safety is now embedded within operational practices and organisational strategy, providing a scalable and transferable model for improving workplace safety through collaboration, clear communication and behavioural change.

Leadership excellence award

200 employees or more

City of Kwinana

Safety expo

The City of Kwinana developed the Safety expo to enhance employee understanding of health, safety and wellbeing through an engaging and interactive workplace initiative. Delivered annually during National Safe Work Month, the expo was designed to move beyond traditional compliance-based approaches and encourage employees to take an active role in their safety and wellbeing.

The initiative brings together physical safety, mental wellbeing and personal responsibility through a range of interactive activities, expert presentations and staff-led contributions. Participation is encouraged across all work areas and locations, helping to build awareness, capability and connection throughout the organisation. Activities such as a PPE fashion parade, team mascot activities, safety olympics and a workplace pub(less) quiz have helped transform key safety messages into memorable and engaging experiences.

The expo has contributed to increased employee engagement, stronger collaboration across teams and greater advocacy for safe work practices. By embedding safety into everyday work activities and aligning it with organisational values, the City of Kwinana has established a sustainable and adaptable model that can be applied across a range of organisations and industries.

Leadership excellence award

200 employees or more

St John WA

Behind the green line – Leading WHS excellence in event medical operations

St John WA Event Health Services delivers frontline medical care at events across Western Australia, ranging from community gatherings to large-scale concerts and mass participation events. Operating in dynamic and high-risk environments, the service identified a need for a work health and safety approach that could effectively support rapid decision-making and real-time risk management.

In response, St John WA developed the Behind the green line – event ready model, embedding work health and safety into every stage of event delivery. The framework integrates planning, operations and risk management processes, ensuring safety considerations are incorporated into day-to-day activities rather than treated as a separate compliance function.

The model empowers volunteer personnel to identify hazards, manage risks and make informed decisions in the field through structured leadership, clear communication and consistent systems. The initiative has contributed to improvements in workforce engagement, reporting culture, operational coordination and safety outcomes. By integrating work health and safety into event operations, St John WA has established a scalable and transferable model for managing safety in complex and fast-paced environments.

Leadership excellence award

200 employees or more

St John WA

St John WA Integrated psychosocial safety management system

St John WA transformed its Psychology and Wellbeing Services into an integrated psychosocial safety management system, embedding mental health protection directly into ambulance operations. The initiative shifts the focus from reactive, post-incident support to prevention, early detection and system-level risk management aligned with the requirements of the WA *Work Health and Safety Act 2020*.

The model is built around four key pillars: education and training, clinical support and early intervention, psychosocial safety, and post-service aftercare. Developed in collaboration with frontline and regional teams, the framework was designed to ensure relevance, accessibility and cultural suitability across the workforce.

Key elements of the initiative include organisation-wide psychosocial hazard identification, a confidential reporting pathway, real-time wellbeing oversight through wellbeing operations Support Officers in the State Control Centre, expanded specialist clinical support, and data-driven dashboards to monitor cumulative trauma exposure. The program has delivered improvements in reporting, leadership capability, early intervention and workforce trust, particularly among regional and volunteer personnel. St John WA's approach demonstrates how psychosocial safety can be embedded as a core operational control in high-risk environments and provides a scalable model for emergency services and other industries.

Health and safety representative of the year

Brett Norman
Public Transport Authority

Brett Norman is a proactive and innovative health and safety representative who has made a significant contribution to rail safety across the WA metropolitan network. Drawing on his information technology expertise, he independently developed iRAM, a digital version of the Rail access manual that provides workers with accessible, real-time information on access, egress and critical rail infrastructure. The initiative has improved the availability of critical safety information and received recognition at an executive level.

Beyond this innovation, Brett actively contributes to equipment trials, supports the safe opening of new stations and serves as an important link between workers and management. Through his commitment to continuous improvement and practical safety solutions, he has helped strengthen communication, improve hazard management and reduce risk across the rail network.

Health and safety representative of the year

George Cook
Southern Ports

George Cook is a highly respected health and safety representative who has demonstrated an unwavering commitment to improving the safety and wellbeing of workers at the Port of Esperance. Known for his practical, solutions-focused approach, George works collaboratively with both colleagues and management to identify risks, advocate for improvements and promote safer work practices across port operations.

One of George's most significant contributions was leading a forklift chain investigation following the failure of lift chains during container handling operations. Drawing on his extensive operational experience, George's investigation and advocacy resulted in major berth infrastructure upgrades and improvements to maintenance and inspection processes. He has also championed initiatives to reduce the risks associated with lime handling and supported the installation of controls to prevent injuries from snagged mooring lines releasing under tension.

Through his strong communication skills, thorough research and commitment to continuous improvement, George has helped deliver practical and cost-effective safety solutions that reduce risk and protect workers. His efforts have earned the trust and respect of the workforce and management alike, contributing to a strong and positive safety culture at the Port of Esperance.

Health and safety representative of the year

Manny Nwogu
Fortescue

Manny Nwogu is a dedicated and highly regarded health and safety representative within the Christmas Creek Mining department, recognised by his peers for his proactive approach to safety, strong communication skills and commitment to addressing workplace concerns.

Manny plays an active role in strengthening safety and wellbeing awareness across his workgroup by delivering practical and engaging presentations on key health and safety initiatives. His ability to translate important safety information into relevant operational discussions has increased awareness of workplace hazards, controls and safe work practices.

Known for his approachable and supportive manner, Manny encourages workers to raise concerns and actively contributes to resolving issues through consultation and follow-up. He serves as a trusted link between the workforce and leadership, ensuring concerns are effectively communicated and outcomes are shared with employees. His contribution to improving communication, consultation and workforce engagement has helped foster a more proactive safety culture, earning recognition from his peers as the site's best health and safety representative.

Health and safety representative of the year

Claire Dadd
St John WA

Claire Dadd is a dedicated and influential health and safety representative who has made a significant contribution to improving workplace health and safety across St John WA's Wheatbelt region. Since being appointed as the Wheatbelt health and safety representative in 2023, Claire has consistently advocated for the safety and wellbeing of regional staff and volunteers, ensuring their concerns are represented and addressed through organisational safety processes.

Claire actively participates in a range of safety committees and working groups, contributing to initiatives focused on fatigue management, journey management, allergic reactions, workplace violence and aggression, and broader organisational risk management. Despite balancing demanding operational responsibilities, she remains committed to her representative role and regularly travels long distances to participate in safety governance activities and consultation forums.

A strong advocate for rural and remote worker safety, Claire promotes practical solutions to complex workplace risks and encourages open communication across all levels of the organisation. Her approachable and collaborative style has helped build trust, strengthen consultation and improve workforce engagement in health and safety matters. Through her leadership, advocacy and commitment to continuous improvement, Claire has made a lasting contribution to safety culture and worker wellbeing across the organisation.

Health and safety representative of the year

Samuel Bodycoat
On Tap Services

Samuel Bodycoat is a proactive and highly respected health and safety representative at On Tap Services who has demonstrated a strong commitment to improving workplace health and safety outcomes across the organisation. Through his practical approach and active engagement with field workers, Samuel has helped strengthen communication between employees, management and the HSEQ team, fostering a more open and proactive safety culture.

Samuel actively supports workers in raising safety concerns, encourages consultation before high-risk work activities and promotes safe work practices through regular site engagement and safety inspections. He is widely recognised for his approachable leadership style and commitment to ensuring workers are involved in identifying and managing workplace risks.

In addition to his representative duties, Samuel has contributed to a number of safety improvement initiatives, including the development of the OTS safety hotline pilot concept and the rollout of Lock Out Tag Out (LOTO) competency training for plumbing personnel. His focus on practical risk management, worker consultation and continuous improvement has helped strengthen workforce engagement and promote safer work practices throughout the business. Through his dedication and leadership, Samuel has made a valuable contribution to protecting the health and safety of his colleagues.

Health and safety representative of the year

Tom Mackey
WesTrac

Tom Mackey is an elected health and safety representative at WesTrac, based in Port Hedland within the Field Service team. In approximately 12 months in the role, Tom has quickly established himself as a highly proactive and influential safety representative.

Tom is recognised by his peers for his commitment to workplace health and safety, his innovative approach and his genuine care for the safety and wellbeing of others. His nomination is strongly supported by multiple colleagues who value his contribution and advocacy within the workplace.

Through his dedication, innovative thinking and genuine concern for those around him, Tom has earned the respect of his peers and demonstrated a strong commitment to improving workplace health and safety outcomes.