



Psychosocial Safety and Leadership Institute

Awards 2026

Awards Entry Guide

Entries Open:

Monday 2 March 2026

Entries Close:

Friday 29 May 2026

Awards Ceremony:

Thursday 10 September 2026, Twin Towns, Tweed Heads

About the Awards



The Psychosocial Safety and Leadership Awards celebrate Australian organisations, leaders and teams driving genuine change in workplace psychosocial safety through evidence-based practice and system-level controls.

Hosted by the Psychosocial Safety and Leadership Institute, Australia's peak body for psychosocial safety, these Awards recognise those who demonstrate commitment to reducing psychosocial risks through proper application of the hierarchy of controls, meaningful worker consultation and measurable outcomes.



Who Can Enter

These Awards are open to Australian workplaces.

All submissions must demonstrate:

- Evidence of psychosocial risk assessment process
- Documentation of worker and HSR consultation
- Application of the hierarchy of controls
- Review and monitoring data showing control effectiveness



What We're Looking For

We want to see evidence-based approaches that prioritise system-level solutions over individual responsibility.

This means:

- ✓ Elimination and substitution of psychosocial hazards where possible
- ✓ Engineering and administrative controls before training
- ✓ Genuine consultation with workers and HSRs
- ✓ Systematic risk assessment using validated methods
- ✓ Measurable improvements in psychosocial safety

Submissions will be marked down or excluded if they:

- ✗ Rely primarily on awareness training, resilience training or coping strategies without system-level controls
- ✗ Cannot demonstrate application of hierarchy of controls
- ✗ Show no evidence of worker consultation
- ✗ Focus on individual responsibility rather than organisational controls
- ✗ Cannot demonstrate systematic risk assessment
- ✗ Are from organisations outside Australia
- ✗ Are submitted after the deadline

Important: Culture surveys, engagement surveys and NPS are not validated psychosocial risk assessment metrics.

Award Category

Outstanding Leadership in Psychosocial Safety

This Award celebrates a leader who has demonstrated exceptional commitment to creating a psychologically safe and supportive work environment through evidence-based practice and system-level change.

What to Include in Your Submission:

A brief written submission outlining the leader's contributions, supported by:

- Testimonials from team members or colleagues
- Documentation of initiatives led by the nominee
- Metrics or data showing impact on workplace culture or psychosocial safety
- Evidence of risk identification and assessment processes
- Documentation showing application of hierarchy of controls
- Evidence of worker and HSR consultation

Questions Your Submission Should Answer:

- How did you identify which psychosocial hazards to prioritise?
- What elimination strategies did you attempt before implementing other controls?
- How were workers and HSRs consulted throughout the process?
- What controls sit at each level of the hierarchy of controls in your approach?

Tips for a Strong Submission:

- Focus on specific examples of the leader's contributions and their outcomes
- Use clear and concise language to tell the story of their leadership journey
- Include measurable results or quotes from employees to strengthen your case
- Demonstrate systematic approach to psychosocial risk management
- Show evidence of higher-order controls, not just training programs.
- **Include supporting evidence** such as risk assessment records, worker and HSR consultation, outcome data and any other materials that support your submission.

Judging Criteria

Outstanding Leadership in Psychosocial Safety

Criteria	Description	Examples of Evidence	Weight
Commitment to Psychosocial Safety	Demonstrates clear and ongoing dedication to creating a safe and supportive workplace.	Leadership statements, implemented initiatives.	20%
Leading by Example	Sets the standard for open communication, trust and psychological safety within the organisation.	Testimonials, employee surveys, observable actions.	20%
Impact of Leadership	Shows measurable improvements in workplace culture, safety and employee wellbeing.	Pre- and post-initiative metrics, case studies.	25%
Application of Hierarchy of Controls	Demonstrates prioritisation of elimination and higher-order controls over training/awareness	Documentation showing elimination attempts before lower-order controls, evidence of job redesign, flexible work implementation	20%
Worker Consultation	Evidence of genuine consultation with workers and HSRs in identifying hazards and implementing controls	Consultation records, HSR involvement documentation, worker feedback mechanisms	15%

Criteria Questions

Outstanding Leadership in Psychosocial Safety

Question 1 - Commitment to Psychosocial Safety (20%)

How has this leader demonstrated an ongoing commitment to psychosocial safety in the workplace? Describe specific initiatives they have led or championed, including how they identified psychosocial hazards and what actions they took to address them at a system level.

Question 2 - Leading by Example (20%)

How does this leader model psychologically safe behaviours in their day-to-day role? Provide specific examples of how they have built trust, encouraged open communication and created an environment where workers feel safe to raise concerns.

Question 3 - Impact of Leadership (25%)

What measurable improvements in psychosocial safety can be directly attributed to this leader's actions? Provide data, metrics or documented outcomes that demonstrate the impact of their leadership - not just engagement survey results or culture scores.

Question 4 - Application of Hierarchy of Controls (20%)

Describe how this leader has applied the hierarchy of controls to manage psychosocial hazards. What elimination or substitution strategies were attempted first? What evidence exists that higher-order controls were prioritised over training or awareness programs?

Question 5 - Worker Consultation (15%)

How were workers and Health and Safety Representatives (HSRs) genuinely consulted throughout the process of identifying hazards and implementing controls? Provide evidence of formal consultation mechanisms used and how worker feedback influenced the controls implemented.

[SUBMIT YOUR ENTRY HERE](#)

Award Category

Best Team Collaboration for Psychosocial Safety

This Award honours a cross-functional team that has collaborated across key areas of the organisation – such as HR, WHS and leadership – to design, implement and champion psychosocial safety strategies in the workplace. Your combined efforts must demonstrate how working together across departments has driven positive change and improved outcomes for the broader organisation.

What to Include in Your Submission:

A team-focused submission (maximum 500 words) that clearly outlines how different functions collaborated in the development and execution of psychosocial safety strategies, supported by:

- Evidence of cross-functional initiatives
- Testimonials or feedback from staff or collaborators
- Metrics or outcomes demonstrating measurable impact
- Risk assessment documentation
- Evidence of controls at different levels of the hierarchy

Questions Your Submission Should Answer:

- How did your cross-functional team identify psychosocial hazards?
- What evidence demonstrates you assessed risks before implementing controls?
- Which controls sit at elimination/substitution level versus administrative/PPE level?
- How did you involve workers in the risk assessment and control selection process?
- How do you review the effectiveness of your controls?

Tips for a Strong Submission:

- Clearly highlight collaboration between different functions
- Include measurable outcomes to showcase the success of the team's efforts
- Use testimonials to reflect the positive organisational impact
- Demonstrate systematic risk management approach
- Show how the team worked together to implement higher-order controls
- **Include supporting evidence** such as risk assessment records, worker and HSR consultation, outcome data and any other materials that support your submission.

Judging Criteria

Best Team Collaboration for Psychosocial Safety

Criteria	Description	Examples of Evidence	Weight
Teamwork and Collaboration	Demonstrates effective cross-functional collaboration between HR, WHS, leadership and/or other teams to address psychosocial risks.	Project plans, meeting notes, collaborative frameworks.	30%
Implementation and Innovation	Successfully implements creative strategies to improve workplace psychosocial safety.	Program materials, innovative approaches, case studies	15%
Outcomes and Impact	Shows measurable outcomes and improvements in workplace safety, culture and employee wellbeing as a result of cross-team efforts.	Surveys, metrics, testimonials	25%
Risk Management Process	Demonstrates systematic approach to identifying, assessing, controlling and reviewing psychosocial risks	Risk registers, hazard identification processes, risk assessment documentation	15%
Application of Hierarchy of Controls	Shows cross-functional approach to implementing higher-order controls	Evidence of system-level changes, job redesign, elimination strategies	15%

Criteria Questions

Best Team Collaboration for Psychosocial Safety

Question 1 - Teamwork and Collaboration (30%)

How did the cross-functional team work together to address psychosocial risks? Describe which functions were involved (for example HR, WHS, leadership), how responsibilities were shared and what structures or processes enabled effective collaboration.

Question 2 - Implementation and Innovation (15%)

What specific strategies or approaches did the team implement to improve psychosocial safety? Describe what made the approach creative or different, and how it was rolled out across the organisation.

Question 3 - Outcomes and Impact (25%)

What measurable outcomes can be directly attributed to the team's efforts? Provide data, metrics or documented evidence of improvements in psychosocial safety, workplace culture or employee wellbeing - not just engagement survey results or culture scores.

Question 4 - Risk Management Process (15%)

How did the team identify, assess, control and review psychosocial risks? Describe the systematic approach used, including any risk registers, hazard identification processes or risk assessment documentation.

Question 5 - Application of Hierarchy of Controls (15%)

How did the team implement higher-order controls to address psychosocial hazards? Provide evidence of system-level changes, job redesign or elimination strategies that were prioritised before training or awareness programs.

[SUBMIT YOUR ENTRY HERE](#)

Award Category

Innovation in Psychosocial Risk Management

This Award recognises a standout initiative, approach or solution that has brought about meaningful improvements in psychosocial safety through innovation. It shines a light on bold ideas and new ways of thinking that challenge the status quo and inspire real change in how psychosocial hazards are understood, managed and minimised.

What to Include in Your Submission:

A description of the initiative or innovation (maximum 500 words), supported by:

- Clear explanation of what makes the approach unique
- Evidence of how the innovation was developed and rolled out
- Metrics or feedback showing effectiveness or potential impact
- Alignment with psychosocial risk management principles
- Evidence of where it sits in the hierarchy of controls

Questions Your Submission Should Answer:

- Where does your innovation sit in the hierarchy of controls?
- How does your approach align with the Legislation and Regulations?
- What evidence informed your innovative approach?
- Did you attempt elimination before developing this innovation?
- How did you assess the psychosocial risks this innovation addresses?

Tips for a Strong Submission:

- Emphasise what makes the idea or approach different
- Share how it's being used and the results so far
- Highlight how others could learn from or adopt the concept
- Focus on how the initiative addresses specific psychosocial risks
- Include quantitative and qualitative evidence
- Share employee testimonials or feedback
- **Include supporting evidence** such as risk assessment records, worker and HSR consultation, outcome data and any other materials that support your submission

Judging Criteria

Innovation in Psychosocial Risk Management

Criteria	Description	Examples of Evidence	Weight
Innovation and Originality	Demonstrates a fresh, creative or unique approach to managing psychosocial safety.	New tools, pilot programs, design thinking, testimonials.	30%
Implementation and Scalability	Successfully applies the idea and shows potential to scale or be adapted by others.	Rollout plans, early adoption feedback, practical application.	15%
Impact and Learning	Demonstrates early outcomes, valuable lessons or cultural shifts as a result of the innovation.	Metrics, insights, behaviour change examples.	20%
Evidence-Based Approach	Innovation is grounded in psychosocial risk management principles and evidence	Reference to Code of Practice, research, systematic approach	15%
Hierarchy of Controls Alignment	Innovation focuses on elimination/substitution/engineering controls rather than just awareness/training	Clear demonstration of control level, comparison to traditional lower-order approaches	20%

Criteria Questions

Innovation in Psychosocial Risk Management

Question 1 - Innovation and Originality (30%)

What makes this approach, initiative or solution unique in how it addresses psychosocial safety? Describe the problem it was designed to solve, what inspired the innovation and how it differs from traditional approaches to managing psychosocial hazards.

Question 2 - Implementation and Scalability (15%)

How was the innovation developed and rolled out? Describe the implementation process, any challenges encountered and how the approach could be adopted or adapted by other organisations or industries.

Question 3 - Impact and Learning (20%)

What outcomes, insights or cultural shifts have resulted from this innovation? Provide early metrics, qualitative evidence or documented behaviour changes that demonstrate its effectiveness or potential impact.

Question 4 - Evidence-Based Approach (15%)

What evidence or research informed the development of this innovation? Describe how it aligns with the relevant legislation, regulations or Code of Practice on Managing Psychosocial Hazards, and how psychosocial risks were assessed before the innovation was developed.

Question 5 - Hierarchy of Controls Alignment (20%)

Where does this innovation sit in the hierarchy of controls? Describe how it prioritises elimination, substitution or engineering controls over training or awareness programs, and provide evidence of any elimination strategies that were considered before this approach was developed.

[SUBMIT YOUR ENTRY HERE](#)

Timeline and Process

Monday 2 March 2026 – **Entries open**

Friday 29 May 2026 – **Entries close**

Monday 1 June – Friday 12 June 2026 – Eligibility and integrity review

- All entries reviewed against evidence criteria
- Non-compliant entries excluded
- Clarifications requested where needed

Monday 15 June – Friday 3 July 2026 – **Judging**

- Judges assess eligible entries
- Scoring and moderation completed

Tuesday 7 July 2026 – Finalists advised privately

Thursday 9 July 2026 – **Finalists publicly announced**

Thursday 10 September 2026 – **Awards Ceremony, Tweed Heads**

After the Awards

Winners and finalists can expect:

- Case study development for publication
- Promotion in the Institute's magazine and social media channels
- Media release drafted for distribution
- Winners receive an invitation to 2027 Workshop panel to share learnings and insights.

How to Submit Your Entry:

- [Register an account with our online Awards platform](#)
- Start your entry (you can save it and come back at anytime before 29 May)
- Submit your entry and shout it from the rooftops!

Event Details

Date: Thursday 10 September 2026

Time: 2pm – 6pm

Location: Twin Towns, Tweed Heads, NSW

Dress Code: Semi-formal

Ticket Pricing:

- \$99 – Institute members and finalists
- \$149 – Early Bird General admission
- \$189 – General admission price from 1 July
- \$299 – General admission price from 1 September

[GET YOUR TICKET TODAY](#)

Questions?

For any questions about the Awards or your entry, contact:

connect@psli.com.au

www.psychosocalsafety.institute

Your work matters. We're looking forward to celebrating it with you in September!



Psychosocial Safety and Leadership Awards 2026

About the Institute

The Psychosocial Safety and Leadership Institute is Australia's peak body for psychosocial safety in the workplace. We're the place leaders, practitioners and organisations turn to for expert support, practical tools and evidence-based resources to address psychosocial risk and create healthier work environments.

Through leadership training, best practice research, collaborative programs and a professional network driving real change, we're leading the advancement of psychosocial safety across every industry.

[FIND OUT MORE ABOUT THE INSTITUTE AND JOIN US TODAY](#)

