

Annex B

EVALUATION CRITERIA

Healthy Workplaces Good Practice Awards Competition 2023-25

Any real-life examples of innovative and effective management practices for the prevention of OSH risks related to the use of digital technologies in the workplace or any real-life examples of innovative and effective management practices relying on and made possible by the introduction of digital technologies for the prevention of OSH risks at work can be submitted.

Entries should clearly describe how the good management practices were implemented in the workplace, what type of digital technologies were used, what their role or contribution was and what was achieved, including aspects such as:

- how risk assessment was organized for all groups of workers;
- how the hierarchy of prevention was followed considering the specific risks related to digitalisation of the workplace (the STOP principle: substitution, technological measures, organisational measures, personal protection measures);
- how the measures eliminated or significantly reduced the exposure of workers to risks;
- how OSH risks were considered from design to deployment of the digital system in the workplace;
- how awareness was increased and a risk prevention culture encouraged;
- how workers were trained to safely work and interact with the digital technologies.

The tripartite jury will be looking for evidence of the following criteria:

- **Relevance:** the information is directly relevant to good practice to eliminate or reduce risks at work.
- **Focus:** the example is from the workplace or involves interventions aimed at work.
- **Coverage of measures:** the example shows the prioritisation of collective measures over interventions focusing on the individual.
- **Commitment of management:** the board/senior managers are fully committed to OSH and this is demonstrated in the example.
- **Worker participation:** the example demonstrates effective participation, including the involvement of employees/workers and their representatives.
- **Implementation:** the measures have been successfully implemented in practice.
- **Improvements/results achieved:** the intervention shows evidence of real and demonstrable improvements in safety and health in relation to the prevention and management of risks related to the use of digital technologies at work.
- **Consultation:** the example shows evidence of good consultation between management and trade unions/workers.
- **Sustainability:** the example shows evidence of the sustainability of the intervention over time.
- **Legislation:** the measures comply with the relevant legislative requirements of the Member State, and preferably even go beyond minimum requirements.
- **Transferability:** the intervention is transferable to other workplaces (including those in other Member States and to small and medium-sized enterprises).
- **Innovation:** the example is current/innovative. Preferably, it should add value to existing practices in the Member State providing the example.
- **Detail of information:** the information is provided in sufficient detail.
- **Clarity:** the example is clearly and simply described.
- **Timeliness:** the intervention should be recent.
- **Consensus:** the example is acceptable to all national network partners.

Reports giving details of previous European Good Practice Awards winners can be found:

<https://healthy-workplaces.eu/en/get-involved/good-practice-awards>