

OSPAS AWARDS NOMINATIONS CRITERIA

Recognising excellence, achievement
and innovation in the Australian security industry

Award presentations: 24th October 2024 **Venue:** Park Hyatt, Melbourne

For information on award categories, criteria and how to nominate visit
www.asial.com.au/Awards24

AUSTRALIAN
SECURITY
INDUSTRY
AWARDS 2024

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ASSOCIATION LIMITED



**Outstanding Security
Performance Awards**

Recognising and rewarding outstanding performance

The Outstanding Security Performance Awards (OSPAs) recognise and reward companies, teams, initiatives and products across the security sector.

The OSPAs are designed to be both independent and inclusive, providing an opportunity for outstanding performers, whether buyers or suppliers, to be recognised and their success to be celebrated.

The criteria for these awards are based on extensive research on key factors that contribute to and characterise outstanding performance (Aspiring to Excellence – Perpetuity Research).

In 2024 the winners of different categories at Australia OSPAs will automatically be entered into the Global OSPAs.

The OSPAs are delighted to be working with the Australian Security Industry Association Limited (ASIAL) in the development of the 2024 Australian OSPAs.

Key Dates

Nominations open: 1st March 2024

Nominations close: 9th August 2024

Award Ceremony: 24th October 2024 at Park Hyatt, Melbourne

The benefits of entering the OSPAs award scheme

Credibility - you will become part of an evidence based scheme which understands what 'outstanding performance' really means, and recognises it.

Gain Recognition and Brand Exposure - by joining the OSPAs you will become part of an international scheme recognised across the industry.

Value - by entering the OSPAs you will show people that you recognise the value of the security work carried out by your business.

Industry Benchmarking - you will be able to set yourself apart from the competition by committing to a scheme that rewards evidence-based achievement and is committed to openness and credibility.

Business and Networking Opportunities - The OSPAs will bring together people from all over the industry, you'll

have the chance to meet new people and make important industry contacts.

The Awards Night - you will be a part of a brilliant and enjoyable event that will be one of the premier nights on the security calendar.

Winners - we are proud of our judging process and who we award OSPAs to, and therefore we take great pride in promoting our winners on both the national and international stage.

Information

This document provides you with all of the information you require to enter an OSPA category. Once you have read and agreed with the conditions of entry contained within this document, please submit your entry through the ASIAL website <http://www.asial.com.au/>. Further information about the Australian OSPAs is hosted on the [Australian OSPAs](#) website.

The OSPAs recognise and reward companies and individuals across the security sector. The OSPAs are designed to be both independent and inclusive, providing an opportunity for outstanding performers, whether buyers or suppliers, to be recognised and their success to be celebrated. Any company or individual working in the security sector is entitled to enter.

Entry Guidelines

The OSPAs are an independent international award scheme and are marked according to strict criteria set by the OSPAs. It is important that you follow the guidelines to ensure your entry will be accepted and to maximise your chance of success.

A completed OSPA entry consists of written responses to two questions.

Each response will be judged using a set of criteria that are clearly stated for each category – please see what the judges will be looking for in the 'category and criteria for the 2024 Australian OSPAs' section below.

Each response must be no more than 500 words. Text beyond this limit will be disregarded.

Responses must consist of only text. Judges will mark an entry only on the merits of this; no links to external web pages will be accepted. Please do not include charts or graphics.

No accompanying materials, for example, marketing brochures, will be accepted.



Rules of entry

The administration of the 2024 Australian OSPAs will be carried out by ASIAL. All OSPA entries must adhere to the following OSPAs rules in addition to the conditions of entry as set by ASIAL.

Entries must be submitted through the official form on the ASIAL website, by email, or through procedures set down by ASIAL.

A nomination fee of \$95.00 (incl GST) per nomination per category is payable when you submit your entry. An entry will not be considered if payment is not received.

Entrants must be operating in Australia to enter the Australian OSPAs. The work upon which entries are based must be coordinated within that territory.

An entry must relate to work carried out within the previous 18 months.

Entries must be based on up-to-date, accurate and honest information. Any entry that violates this rule will be disqualified.

No alterations may be made to nominations that have been submitted.

A company or individual can enter more than one award category, providing all the requirements of the category are met.

Any attempt to gain unfair advantage at any point during the process will result in immediate disqualification.

The OSPAs judging panel are responsible for awarding the winners of each category. Their decision is final and no correspondence will be entered into. The decision of the judges must be respected and by entering the OSPAs entrants accept this condition.

All entries to the 2024 Australian OSPAs must be received before the deadline of 9 August 2024 at 5.00pm. Entries received after this time may be disqualified.

In addition to the rules of entry, it is important that entrants act in accordance with the values of the OSPAs. Further details about these values and the ethical stance of the OSPAs can be found on the Australian [OSPAs Website](#).

Obligations to the OSPAs

Entrants accept that by entering the OSPAs their entry is subject to scrutiny by the OSPAs team and the judging panel.

Entrants must be prepared to submit additional evidence or provide reasonable support for any relevant points raised by the judging panel or answer any queries that may arise.

All entrants must accept that all those finalists for an OSPA will be published and company or individual details may be used in pre-event and post-event publications to recognise the awards.

All those shortlisted are expected to attend the Awards ceremony, or send a representative on their behalf who can collect the OSPA if they become a winner on the night.

The OSPAs reserves the right to use all or part of the material entered in the competition for promotion of the awards.

All entries become the property of the OSPAs on submission. No entries will be returned.

Entrants accept that the OSPAs team reserves the right to not award a category if circumstances deem that necessary.

Nominations open on 1 March 2024 and close on 9 August 2024 at 5.00pm (AEST).

Award Categories

1. **Outstanding In-House Security Manager/Director**
2. **Outstanding Contract Security Manager/Director**
3. **Outstanding Security Team**
4. **Outstanding Guarding Company**
5. **Outstanding Security Consultant**
6. **Outstanding Security Training Initiative**
7. **Outstanding Security Partnership**
8. **Outstanding Female Security Professional**
9. **Outstanding Young Security Professional**



Award Criteria

Please ensure you are familiar with the conditions of entry as outlined on this page. Each judge is a security expert with experience and knowledge of working within the country's security sector. The judges mark all entries against the criteria set. Entries are assigned to judges randomly, however, they are reviewed prior to distribution and not assigned to judges where there may be a conflict of interest.

The finalists are announced prior to the awards event. However, the winner will remain a secret until the night of the awards.

Contact Details:

If you have any technical questions about the entry process, please contact events@asial.com.au.

If you would like more information about the entry process or the OSPAs, please contact Christine Brooks (c.brooks@theospas.com) from the international OSPAs team.

For more information about the Australian OSPAs please see the website <https://au.theospas.com/>.

Additionally, to keep up-to-date with the latest OSPAs news, see the global OSPAs website - <https://theospas.com/> sign up to their [Newsletter](#) and follow them on social media [Twitter](#) : [LinkedIn](#)

Award Categories



Outstanding In-House Security Manager/Director – employed direct

In-house security managers/directors can operate in different ways, they may work as advisors to the organisation or be the head of a team or department. Whatever the role, this category recognises those who through security expertise, business acumen and/or skilful and innovative leadership approaches, have led the security portfolio with distinction. Outstanding performers will be leaders and innovators who are setting examples that others will wish to follow.

To enter this category you will be asked to:

- Describe the role of the security manager/director and the ways in which he/she has led change in the organisation including the security impacts of

any partnership approaches adopted with different stakeholders (500 words).

- Provide details of the value added by the security manager/director and his/her impact on the work of the security department highlighting the specific leadership qualities that generated any benefits noted (500 words).

The judges will be looking for evidence of outstanding performance in:

- Discussing the ways in which the role has driven security performance
- Highlighting the factors that enable the manager/director to excel
- Identifying the ways in which the role has influenced wider business operations
- Providing examples of building effective relationships with key stakeholders
- Demonstrating the improvements made to people and/or processes and systems



Outstanding Contract Security Manager/Director – employed by a contract security company

Contract security managers/directors can operate in different ways, they may work as advisors to a client organisation or be the head of a team or department on behalf of a client. Whatever the role, this category recognises those who through security expertise, business acumen and/or skilful and innovative leadership approaches, have led the security portfolio with distinction for both their company and their client organisation. Outstanding performers will be leaders and innovators who are setting examples that others will wish to follow.

To enter this category you will be asked to:

- Describe the role of the security manager/director and the ways in which he/she has led change in the organisation including the security impacts of any partnership approaches adopted with different stakeholders (500 words).
- Provide details of the value added by the security manager/director and his/her impact on the work of the security department highlighting the specific leadership qualities that generated any benefits noted (500 words).

The judges will be looking for evidence of outstanding performance in:



- Discussing the ways in which the role has driven security performance
- Highlighting the factors that enable the manager/director to excel
- Identifying the ways in which the role has influenced wider business operations
- Providing examples of building effective relationships with key stakeholders
- Demonstrating the improvements made to people and/or processes and systems



Outstanding Security Team

This award recognises outstanding security teams in the private, public or voluntary sectors - **open to contracted teams, those employed direct or a combination**. An outstanding team is one that has implemented an approach which has contributed to the overall performance of the organisation. This can include roles in protecting the organisation against different types of threats, some or all of which may be innovative or exemplary, as well as showing outstanding performance in enabling the organisation to operate in ways or areas that would not be possible without the contribution of the security team.

To enter this category you will be asked to:

- Describe the work of the security team and the ways in which it has driven outstanding performance highlighting the key factors that have enabled success. (500 words)
- Describe the impact of the team highlighting the benefits and value it has generated for different stakeholders. (500 words)

The judges will be looking for evidence of outstanding performance in:

- Discussing how the team creates and implements an effective security strategy and drives security performance
- Highlighting how good security impacts the wider organisation
- Identifying the factors that enable staff/leadership to excel
- Providing examples of building effective relationships with key stakeholders
- Demonstrating how improvements made to people and/or processes and systems



Outstanding Guarding Company

This OSPA recognises those who are outstanding suppliers of manned security guarding. In the modern world, the provision of manned guarding services has become a much more skilled task. Motivating staff, managing resources in an increasingly competitive and price sensitive environment, up-skilling, recognising the distinct importance of front line leadership, making the most of technologies, forging internal and external partnerships and making them work are just some of the trends that are leading to new approaches and thinking about manned guarding. The object of this category is to recognise the outstanding performers in making a positive difference.

To enter this category you will be asked to:

- Describe the security guarding company and the service it provides, highlighting key distinguishing features. (500 words)
- Describe how the security guarding company has displayed outstanding performance and deserves to be recognised with this OSPA (500 words).

The judges will be looking for evidence of outstanding performance in:

- Discussing the key distinguishing strengths the company displays
- Highlighting the business approach, specific skills and tactics that underpin performance
- Identifying examples of business success in initiatives, procedures and policies
- Providing examples of building effective relationships with stakeholders



Outstanding Security Consultant

This OSPA recognises the security consultant – **individual, team or company** – demonstrating outstanding performance in any aspect of security consulting. Consultants often play a key role in security by offering expertise and insight which can transform the quality of service, product or system that is offered.



It recognises the existence of distinct skill sets and crucially the ways these are harnessed and managed to make a difference to security strategy and/or practice.

To enter this category you will be asked to:

- Describe the role and objectives of the consultant and the key factors that reflect outstanding performance (500 words).
- Describe how the security consultant has displayed outstanding performance in terms for example, of leadership skills, a focus on the customer, by adding value or otherwise driving excellence (500 words).

The judges will be looking for evidence of outstanding performance in:

- Discussing the ways in which the consultant has driven security performance
- Highlighting the key distinguishing strengths of the consultant including leadership skills
- Identifying the ways in which the role has influenced positively wider business operations
- Providing examples of building effective relationships with key stakeholders
- Demonstrating how high performance and benefits are sustained



Outstanding Security Training Initiative

This OSPA recognises individuals or companies that operate a successful training scheme, which promotes outstanding performance and has produced identifiable results. There is a tendency to talk about training and up-skilling as a good thing in itself. In fact at the very least, training should most often be undertaken in response to an identified need, with a programme that is suited to best meeting a skills gap, that is well articulated and delivered, and results in better performance. This OSPA looks to recognise those who have made a difference to improving security practice via training.

To enter this category you will be asked to:

- Describe the training initiative, highlighting its key features that were responsible for delivering outstanding performance. (500 words)

- Describe how the training initiative made an impact in developing outstanding security practices in terms of adding value, improving performance or otherwise driving excellence. (500 words)

The judges will be looking for evidence of outstanding performance in:

- Discussing the aims of the initiative and how these are focussed on the customer
- Highlighting how innovation is displayed
- Identifying the factors that enable the trainers to excel
- Providing examples of improved performance
- Demonstrating the business benefits and how they are sustained



Outstanding Security Partnership

This OSPA recognises a successful security partnership that delivers outstanding performance. 'Partnerships' is an overused word in security. Frequently partnerships are identified as crucial to good security but often may involve little more than collaboration, a very different thing. What is known is that effective partnerships are most often the result of good planning around identifiable objectives designed to deliver specific benefits, and are typically characterised by good management/co-ordination.

To enter this category you will be asked to:

- Describe the partnership and the benefits it provides (500 words).
- Describe how the partnership demonstrates outstanding performance and why the partnership deserves this OSPA (500 words).

The judges will be looking for evidence of outstanding performance in:

- Discussing the role of the partnership and the key benefits it provides
- Highlighting the business approach, specific skills and tactics that underpin performance
- Identifying the factors that enable staff/leadership to excel
- Providing examples of outstanding performance for stakeholders
- Demonstrating business benefits and how they are sustained





Outstanding Female Security Professional

This OSPA recognises a female security professional, at any level of an organisation, who has consistently shown outstanding performance over an extended period of time and has had a substantial impact upon defining and driving standards in the security sector.

To enter this category you will be asked to:

- Describe your role, including key moments and prominent achievements throughout your career (500 words).
- Describe how outstanding performance has been at the forefront of activities throughout your career, how you have encouraged others to perform outstandingly and how you have contributed to raising performance standards throughout the security sector (500 words).

The judges will be looking for evidence of outstanding performance in:

- Discussing the ways in which the individual has driven security performance
- Highlighting the factors that enable the individual to excel
- Identifying the ways in which the individual has influenced security sector and/or client operations
- Providing examples of building effective relationships with key stakeholders
- Demonstrating the overall value added by the individual's overall contribution



Outstanding Young Security Professional

This OSPA recognises a young security professional – that is anyone below the age of thirty (there is no restriction on the number of years spent in security) – who has excelled in his/her early career performance.

This OSPA will be awarded to someone who has made an impact in the area of private security, for example as an analyst/researcher, working for a security supplier and/or corporate security (rather than police/military). This could be in any area of security activity, as a student, in the workplace or a combination, but it will be someone who has made a difference and is laying the basis for an outstanding career in security.

To enter this category you will be asked to:

1. Describe the role of the young professional and the ways in which he/she has excelled. (up to 500 words)
2. Provide details of the value added by the young professional and his/her impact in a specific area or areas of security activity (inside the workplace and/or outside) highlighting the special qualities of the individual. (up to 500 words)

The judges will be looking for evidence of outstanding performance in:

- Discussing the work of the young professional and its relationship to security
- Highlighting the ways in which the young professional is laying the foundations of a security career
- Identifying the influence of the young professional on specific audiences
- Providing examples of interest and dedication to improving security
- Demonstrating how high performance will be sustained

