## Call for nominations

# 2016 Australian Security Industry Awards



*Recognising Excellence in the Australian Security Industry*

**Organised by:**



Australian Security Industry
Association Limited

## Recognising Excellence

Organised by the Australian Security Industry Association Limited (ASIAL), the 2016 Australian Security Industry Awards for Excellence are Australia's premier security awards program. Now in their 21st year, the awards recognise outstanding individuals and organisations within the security industry.

The 2016 Australian Security Industry Awards for Excellence will be held in conjunction with the Outstanding Security Performance Awards (OSPAs). Part of a global initiative with events in Norway, Germany, USA, Poland and Romania, the 2016 Australian OSPAs provide an opportunity to recognise companies and individuals across the security sector who have demonstrated exceptional achievement.

## Key dates

- **April 2016** – Nominations open;
- **31 August 2016 –** Nominations close.
- **20 October 2016** – Award winners announced.

Award winners be will be announced at an Awards Dinner to be held at The Westin Hotel, Martin Place (Sydney) on Thursday 20th October 2016.

## Award categories

### 2016 Australian Security Industry Awards for Excellence

- Individual Achievement – General Security
- Individual Achievement – Technical Security
- Individual Achievement – Security Student
- Gender Diversity
- Indigenous Employment
- Special Security Event or Project (<$200k)
- Special Security Event or Project (>$200k)
- Integrated Security Solution (<$200k)
- Integrated Security Solution (> $200k)
- Product of the Year:
  - Alarms
  - Access Control
  - CCTV
  - Communication /Transmission System

### 2016 Outstanding Security Performance Awards (OSPAs)

- Outstanding In House Security Team
- Outstanding In House Security Manager
- Outstanding Contract Security Company (Guarding)
- Outstanding Security Consultant
- Outstanding Security Training Initiative
- Outstanding Security Partnership
- Outstanding Investigator
- Outstanding Police / Law Enforcement Initiative
- Outstanding Risk Management Solution
- Outstanding Cyber Security Initiative
- Outstanding Female Security Professional

# Awards criteria

Among the many benefits of nominating for the 2016 Australian Security Industry Awards for Excellence include the opportunity to:

- Be **recognised** nationally and tell your story to a wider audience;
- Gain **acknowledgement** from industry peers for the projects, initiatives and achievements of your organisation;
- Achieve **independent acknowledgement** of the quality of your work and/or achievements;
- **Promote your achievements** to customers through use of the Awards for Excellence winner's logo;
- Have your **achievements recognised** in editorial on the ASIAL website, *Security Insider* magazine and *First Alert* e-newsletter newsletter.

**Any organisation or individual working in the security industry or in a security related function is eligible to enter**.

Once received entries will be shortlisted by desk audit to ensure that they adhere to criteria set out for each award category. The shortlisted nominations will then be assessed by an independent panel of judges chaired by an ASIAL representative.



## Individual Achievement – General

This award recognises excellence within the security 'manpower' sector of the industry, including service to customers and outstanding acts.

The award recognises outstanding commitment and professionalism of frontline security personnel.

Awards will be presented to individuals who have gone beyond what could reasonably have been expected of them in providing a level of service that exceeds the client's expectations.

- Nominees must include an endorsement/letter of support from their employer and/or client.
- Nominations must include a statement outlining the outstanding customer service or outstanding act performed by the individual. The statement should include:
  - Demonstrated evidence of the individual's customer service.
  - Evidence of an incident or occasion where the individual has performed an outstanding act or demonstrated bravery beyond the call of duty.
- Nominators must provide names and contacts of two referees to allow for further clarification, if required.



## Individual Achievement –Technical

This award recognises excellence within the technical security sector of the industry, including but not limited to technical expertise and an understanding of excellence in emerging technologies. The individual will have demonstrated an outstanding level of innovation and service delivery.

- Nominations must be endorsed by a letter of support from their employer and/or client;
- Nominees must include a statement including;
- Demonstrated evidence of the individual's Customer service;
- Evidence of technical expertise and innovation;
- Nominators must provide names and contacts of two referees to allow for further clarification, if required.



## Security Student / Apprentice

The security student of the year award recognises an individual who has completed studies in a security discipline resulting in the award of a certified educational qualification of or above Certificate III up to Degree level (including an apprentice or trainee).

The award applies to a security student who has completed their course within the past 12 months. The student must demonstrate outstanding achievement in their studies such as career and study achievements, communication, team and leadership skills and the ability to represent the security industry at a broader level.

Nominations should provide an overview covering a description of the qualification enrolled in, registered training organisation and employer (if applicable) as well as the reasons for choosing the security industry and training path.

Nominations should include:

- Endorsed letter of support from the Training organisation;
- Certified copy of the nominated qualification;
- Names and contacts of two referees to allow for further discussion, if required

Nominations should clearly indicate how the security training has contributed to the career plans and development of the student's skills.

## Gender Diversity

This award is presented to an organisation that has demonstrated innovation and excellence in increasing gender diversity in management and leadership roles. The award applies to initiatives undertaken within the past 12 months.

Submissions should address:
- Company background – brief company history (ie when established, size, scope of business, nature of clients, key personnel);
- Scope of program or initiative – an overview of the key objectives of the gender diversity program or initiative, including any unique challenges that were overcome;
- Leadership - evidence of executive management support within the organisation which has seen principles of diversity embed within the organisation's culture;
- Workplace flexibility - a program or initiative that identifies and addresses issues within the organisation impacting on the attraction, retention and development of women;
- Innovation – evidence of a program or initiative that represents a new and creative approach to the challenge faced by the organisation;
- Measurement – evidence of gender representation across different levels of the organisation.
- Outcomes – outline some of the measurable benefits in delivering the desired outcomes.

## Indigenous Employment

This award is presented to an organisation that has demonstrated innovation and excellence in increasing indigenous employment in management and leadership roles. The award applies to initiatives undertaken within the past 12 months.

Submissions should address:
- Company background – brief company history (ie when established, size, scope of business, nature of clients, key personnel);
- Scope of program or initiative – an overview of the key objectives of the indigenous diversity program or initiative, including any unique challenges that were overcome;
- Leadership - evidence of executive management support within the organisation which has seen principles of indigenous diversity embedded within the organisation's culture;
- Innovation – evidence of a program or initiative that represents a new and creative approach to the challenge faced by the organisation;
- Mentoring – evidence of mentoring or buddy programs to support Indigenous employees;
- Measurement – evidence of indigenous employee representation across different levels of the organisation, evidence of strategy designed specifically to attract indigenous candidates;
- Outcomes – outline some of the measurable benefits in delivering the desired outcomes and how it is has positively impacted on the business.

## Special Security Event or Project under $200,000

This award is presented to an individual or group who has/have demonstrated excellence in the provision of security services to an event or completed a security project of significance with regard to its outcome, benefits, initiative, complexity or challenges. The award applies to a security event or project completed within the past 12 months.

Submissions should include:
- A letter of support from the CEO or General Manager of the client organisation.
- A statement outlining how the security event or project was implemented, managed and outcome achieved.
- Names and contacts of two referees to allow for further discussion.

## Special Security Event or Project over $200,000

This award is presented to an individual or group who has/have demonstrated excellence in the provision of security services to an event or completed a security project of significance with regard to its outcome,

benefits, initiative, complexity or challenges. The award applies to a security event or project completed within the past 12 months.

Submissions should include:

- A letter of support from the CEO or General Manager of the client organisation.
- A statement outlining how the security event or project was implemented, managed and outcome achieved.
- Names and contacts of two referees to allow for further discussion.

## Integrated Security Solution (projects under $200,000)

This award is presented to an organisation that has demonstrated innovation and excellence in the integration of electronic security systems valued at under $200,000. The award applies to security installations completed within the past 12 months.

Submissions should address:

- Company background – brief company history (ie when established, size, scope of business, nature of clients, key personnel);
- Scope of installation – provide a brief overview of the key objectives of the installation, including any unique technical complexities or challenges that were overcome;
- Project management – outline the key timelines and project management challenges that had to be met to complete the installation;
- Innovation – provide evidence of how innovative solutions were used to meet the key project outcomes;
- Project outcomes – outline some of the measurable benefits delivered by the installation following completion of the project.

## Integrated Security Solution (projects over $200,000)

This award is presented to an organisation that has demonstrated innovation and excellence in the integration of electronic security systems valued at more than $200,000. The award applies to security installations completed within the past 12 months.

Submissions should address:

- Company background – brief company history (ie when established, size, scope of business, nature of clients, key personnel);

- Scope of installation – provide a brief overview of the key objectives of the installation, including any unique technical complexities or challenges that were overcome;
- Project management – outline the key timelines and project management challenges that had to be met to complete the installation;
- Innovation – provide evidence of how innovative solutions were used to meet the key project outcomes;
- Project outcomes – outline some of the measurable benefits delivered by the installation following completion of the project.

## Product of the Year (access control, alarms, CCTV and Communication/ Transmission Systems)

This award is presented to an organisation that has delivered technical innovation and excellence in the following product categories:

- o Access control;
- o Alarms;
- o CCTV and
- o Communication / Transmission systems.

The award applies to products released into the market within the past 12 months.

Submissions should address:

- Company background – brief company history (ie when established, size, scope of business, nature of clients, key personnel).
- Innovation – provide evidence of what is innovative about the product and why it should be recognised.
- Differentiation - what sets the product apart from its competitors or what is different about the product that enables it to be used in new markets and for new applications.
- Application – provide evidence of how the product has been used in practical applications and what measurable benefits have been achieved.

# Rules of entry

Each nomination must contain the following:

- A fully completed nomination form with payment;
- A descriptive text up to 3,000 words is required with each submission;
- Additional information may be appended to include photographs and DVDs;
- Multiple entries can be made in each category;
- No alterations to nominations will be permitted once submitted;
- ASIAL reserves the right to use all or part of the material entered in the competition for promotion of the Awards. Under no circumstances shall the organisers be held responsible for the payment of royalties or other charges for the use of materials provided in support of the Awards;
- All entries become the property of the Australian Security Industry Association Limited once submitted. No entries will be returned.
- The judges' decision will be final and no correspondence will be entered into.
- A nomination fee of $95.00 (incl GST) per nomination per category is payable when you submit your nomination. The fee contributes to the cost of administering the awards for excellence program.

The closing deadline for nominations to be received is 5.00pm on Wednesday 31st August 2016.

Award winners will be announced at the 2016 Australian Security Industry Awards for Excellence dinner to be held on Thursday 20 October 2016 at The Westin, Sydney held in conjunction with the Outstanding Security performance Awards.

## Judging criteria and process

An independent panel chaired by an ASIAL representative will judge each nomination based on the criteria set out above for each award category. An ASIAL representative chairs the panel, but does not vote in selecting award category winners.

The 2016 judging panel will include:

- **Damian McMeekin**, Head of Group Security, ANZ Bank.
- **Mark Edmonds**, Manager, Security Capability, Sydney Trains
- **Vlado Damjanovski,** CCTV Specialist, ViDi Labs Pty Ltd

- **John Adams**, Editor, *Security Electronics* Magazine
- **Sean Giddings,** Director of Security Operations (Agency Security Adviser), Department of Parliamentary Security
- **Chris Beatson**, Director, NSW Police Force - PoliceLink Command

Further judges will be announced shortly.

Judges reserve the right to not give an award in one or more categories if, in their opinion, the quality of entries are not of an appropriate standard. Judges also reserve the right to transfer an entry into another category if it is considered more appropriate. The decision of the judges is final and no correspondence will be entered into.

ASIAL accepts no responsibility or liability for any loss of commercial privilege or anything, which constitutes loss or damage as a result of an entry in the 2016 Australian Security Industry Awards for Excellence.

## Awards presentation

Winners of the 2016 Australian Security Industry Awards for Excellence will be announced and presented at a Gala Awards Dinner to be held on **Thursday 20th October 2016 at The Westin Hotel,** Martin Place, Sydney.

## Nomination process

Nominations open in **April 2016** and close on **31 August 2016** at 5.00pm (AEST). Nominations should be submitted online at www.asial.com.au.

# Awards criteria

The Outstanding Security performance Awards (OSPAs) is a global program that recognise and reward companies and individuals across the security sector. They 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.

## Outstanding In-House Security Team

This award recognises outstanding in-house security teams in the private, public or voluntary sectors. 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 on 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 process and system.

## Outstanding In-House Security Manager

In house security managers can operate in different ways, they may work as advisors to the organisation or be a 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 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 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 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 process 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
- Demonstrating how high performance and benefits are sustained

## Outstanding Security Consultant

This OSPA recognises the security consultant – individual or company – who demonstrates outstanding performance in any aspect of security consulting. Consultants often play a key role in security in 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 Police / Law Enforcement initiative

This OSPA recognises an initiative from governmental bodies/that is police-led that have developed a security scheme that has a positive impact on the Australian security community and led to an improvement in security and safety.

To enter this category you will be asked to:

- Describe the initiative and its key objectives and any innovative aspects that have led to its success. (500 words)
- Evidence how the initiative benefits its target group highlighting the role of management/partnerships in generating an effect. (500 words)

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

- Discussing the aims of the initiative and the needs it meets
- Highlighting how it enhances police/law enforcement objectives

- Identifying the factors that enable staff/leadership to excel
- Providing examples of improved performance/relationships with stakeholders
- Demonstrating the different benefits and how they are sustained

## Outstanding Risk Management Solution

This OSPA recognises outstanding performance in risk management. Risk management solutions identify and manage the risks facing an organisation, which consequently adds value to the client. The winner of this OSPA will have evidenced ways in which the solution has driven their client's performance.

To enter this category you will be asked to:

- Describe the solution and its key objectives and any innovative aspects that have led to its success. (500 words)
- Describe how the risk management solution displays outstanding performance and the reasons why it has been successful and if applicable how success will be sustained. (500 words)

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

- Discussing the key distinguishing strengths of the solution
- Highlighting the ways in which the solution has driven client's performance
- Identifying the ways in which the solution has identified and managed risks
- Providing examples of the added value to customers
- Demonstrating how high performance and benefits are sustained

## Outstanding Cyber security Initiative

This OSPA recognises the company, organisation or individual that operates an outstanding cyber security initiative that has led to improved security. Cyber crime is a hot topic in recent times, and cyber security initiatives will be more commonplace as the world becomes more connected. This OSPA is aimed at an innovative initiative that has created outstanding security performance in protecting the company/stakeholders from digital threats.

To enter this category you will be asked to:

- Describe the cyber security initiative, highlighting its key features that were responsible for delivering outstanding performance. (500 words)
- Describe how the initiative made an impact in developing outstanding cyber 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 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 the 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 their role, including key moments and prominent achievements throughout their career. (500 words)
- Describe how outstanding performance has been at the forefront of activities throughout their career, how this person has encouraged others to perform outstandingly and how they 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 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 in 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 an benefits in terms of 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 over used 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 Investigator

This OSPA recognises the investigator – individual or company – who has displayed outstanding performance in an area of criminal or civil investigation, and may be in-house or independent. Investigations are typically skilled activities and when done well can have significant impact on overall security performance. This winner of this OSPA will have used investigatory skills to produce significant results in either an exemplary showcase incident or over time and across investigations with single or multiple clients to produce distinguished results.

To enter this category you will be asked to:

- Describe the work of the investigator and the ways that their actions have an impact on their clients (500 words)
- Describe how the investigator produced outstanding performance in its activities and why it deserves to be rewarded with this OSPA. (500 words)

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

- Discussing the key distinguishing strengths of the investigator
- Highlighting the ways in which the investigator has built and sustained client relationships
- Identifying the factors that enable the investigator to excel
- Providing examples of how the investigator is setting and raising standards
- Demonstrating how high performance and benefits are sustained

# Rules of Entry

The administration of the 2016 Australian OSPAs will be carried out by ASIAL. All OSPAs entries must adhere to the following OSPAs rules and the conditions of entry as set by ASIAL.

Any company or individual working in the security sector is entitled to enter.

To be considered for an OSPA a completed entry form, consisting of written responses to two questions (no more than 500 words each) and payment is required.

Each nomination must contain the following:

- A fully completed nomination form with payment;
- A descriptive text up to 1,000 words is required with each submission. The purpose of limiting the length of entries is to encourage entrants to focus on key achievements, and to think imaginatively about the specific factors that contribute to and reflect outstanding performance;
- Multiple entries can be made in each category;
- No alterations to nominations will be permitted once submitted;

- The OSPAs reserves the right to use all or part of the material entered in the competition for promotion of the Awards. Under no circumstances shall the organisers be held responsible for the payment of royalties or other charges for the use of materials provided in support of the Awards;
- All entries become the property of the OSPAs on submission. No entries will be returned;
- The judges' decision will be final and no correspondence will be entered into.
- A nomination fee of $95.00 (incl GST) per nomination per category is payable when you submit your nomination. The fee contributes to the cost of administering the awards for excellence program.

The closing deadline for nominations to be received is 5.00pm on Wednesday 31st August 2016 (This is the new extended deadline). OSPAs winners will be announced at an awards dinner on the 20th of October 2016, held in conjunction with the Australian Security Industry Awards for Excellence.

# Integrity and Obligations:

- Entrants must complete the entry form to the best of their ability and must use accurate and honest information. If any information is found to be inaccurate the entrant will be disqualified.

- A company or individual can enter more than one award category, providing all the requirements are met. The evidence presented in each award category needs to show outstanding performance in that category.

- Any attempt to gain unfair advantage at any point will result in immediate disqualification.

- 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 or answers to any queries that may arise.

- All entrants must accept that all those shortlisted for an OSPA will be published and company or

individual details will be used in pre-event and post-event publications to recognise the awards.

## Judging

Judges of the 2016 Australian OSPAs have been selected by the OSPAs team in collaboration with ASIAL. Judges, all of whom have experience in security and or business, are required to assess each entry on its merits and act impartially and ethically in accordance with the principles of the OSPAs.

The 2016 judging panel will include:

- **Damian McMeekin**, Head of Group Security, ANZ Bank.
- **Mark Edmonds**, Manager, Security Capability, Sydney Trains
- **Vlado Damjanovski,** CCTV Specialist, ViDi Labs Pty Ltd
- **John Adams**, Editor, *Security Electronics* Magazine
- **Sean Giddings,** Director of Security Operations (Agency Security Adviser), Department of Parliamentary Security
- **Chris Beatson**, Director, NSW Police Force - PoliceLink Command

Further judges will be announced shortly.

Judges reserve the right to not give an award in one or more categories if, in their opinion, the quality of entries are not of an appropriate standard. Judges also reserve the right to transfer an entry into another category if it is considered more appropriate. The decision of the judges is final and no correspondence will be entered into. The OSPAs committee accepts no responsibility or liability for any loss of commercial privilege or anything, which constitutes loss or damage as a result of an entry in the 2016 Australian OSPAs.

## Awards presentation

Winners of the 2016 Australian OSPAs will be announced and presented at a Gala Awards Dinner to be held on **Thursday 20th October 2016 at The Westin Hotel, Martin Place, Sydney**.

## Nomination process

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