



SLSA Rewards and Recognition Framework

February 2020



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Reward and Recognition Framework

Purpose

The purpose of the Reward and Recognition framework is to provide a clear and sound understanding of Surf Life Saving Australia's (SLSA) Reward and Recognition processes.

This framework will be used to:

- increase the awareness of available recognition awards
- outline the requirements and criteria of awards
- clearly understand the application processes and due dates
- provide concise award information and presentation details
- direct members to nomination forms.

Award Summaries

The framework outlines each award and provides a detailed description of the award, the selection criteria, due dates, judging panel, presentation and nomination forms.

Nomination Forms

Nomination forms can be found within the SLSA Members Area Library under Document Library, Governance/Policies, section. Please send Nomination Forms to SLSA Head Office via email at officereception@slsa.asn.au.

Service awards and National Medal forms can be submitted electronically through the Members Area, My Form page.

From February 2020, all Awards of Excellence nominations can be submitted via the online link found in the Awards of Excellence circular.

Nomination forms must contain the following to be considered:

- typed and accurate information as requested
- selection criteria addressed
- nomination form has been verified for accuracy by Club, Branch and State
- all supporting documents (Photo, Incident report, Surfguard print out etc.) are attached to the nomination form
- nomination form has been submitted by due date.

Award Dates

Each award has a specific due date to align with internal events and comply with external schedules. Due dates have been selected to ensure nominations are submitted and progressed through SLS Branch, state/territory centres and onto National before the cut off date.

- SLS branch and SLS state/territory centres will set their own due dates for their specific awards.
- Awards with on going due dates allow for nominations to be submitted any time throughout the year.

Submission

All nominations submitted to SLSA must be endorsed by club, SLS branch (NSW and QLD only) and state/territory centre. Personal details within the nomination form will be kept confidential.

SLSA may use the information from the nomination to promote the award and recognise the winners utilising various media platforms.

Endorsement

The endorsement process for all nominations requires club, branch (NSW and QLD only) and SLS state/territory officials to verify the accuracy of the information provided in the application. This document covers only those awards which are issued by SLSA. There are many other reward and recognition awards issued at a state level, and for further information on these you should contact your SLS state/territory centre. sls.com.au/state-centres

Presentation

SLSA annually present an *Awards of Excellence* function to recognise and reward members who have made an outstanding contribution to the delivery and development of surf lifesaving activities across nine areas.

The *Awards of Excellence* is inclusive to all members and the public to attend, as the night is about recognising achievements and acknowledging the members for their contribution and commitment to the communities in which they live. Their efforts reflect Surf Life Saving's (SLS) position as a vital rescue and emergency service and how their actions position the movement as a valued and beloved organisation to the wider community.

Awards not presented on this night will be awarded at appropriate forums.

Recognition Award Matrix

Matrix

The Matrix below outlines all the available SLSA awards and provides the circulation and closing dates for the awards.

Award Name	Acknowledgement	Date of Circulation	Closing Date
Meritorious Awards	Certificate plus bronze/silver/gold medallion relevant to some instances	Ongoing	June
Hall of Fame	Certificate and trophy	December	Ongoing
Honours Awards	Certificate, pin and name badge	December	Ongoing
Surf Lifesaver of the Year	Trophy	December	August
Volunteer of the Year	Trophy	December	August
Club of the Year	Trophy	December	August
Lifeguard of the Year	Trophy	December	August
Athlete of the Year (youth and open categories)	Trophy	December	August
Coach of the Year	Trophy	December	August
Official of the Year	Trophy	December	August
Trainer of the Year	Trophy	December	August
Assessor of the Year	Trophy	December	August
Community Education Program of the Year	Trophy	December	August
National Innovation Award	Trophy	December	August
Rescue of the Month	Medallion and certificate	Ongoing	Ongoing
ILS Citation	Certificate	Ongoing	Ongoing
Long Service Award	Certificate and pin	Ongoing	Ongoing
National Patrol Service Award	Certificate and pin	Ongoing	Ongoing
Assessing, Officiating, Coaching and Age Manager Service Certificate	Certificate	Ongoing	Ongoing
National Medal	Medallion	Ongoing	March and August
The Order of Surf Life Saving	Certificate	Ongoing	Ongoing

Meritorious Awards

Meritorious awards are awarded to affiliated clubs and/or their members and/or the public for outstanding deeds of bravery performed during lifesaving operations of SLSA (during and outside of designated patrol hours).

Essential Criteria - please supply a printout from SurfGuard.

The following documents are required with each nomination:

- the completed application for the meritorious award
- please attach all additional information if the space provided within the forms is not sufficient
- the *SLSA Incident Report Form*, copy of the incident report log and a copy of the patrol log (where applicable)
- other supporting statements - police, ambulance and/or witness statements
- information or reports of rescues are also welcome from media agencies.

Meritorious Awards – Individual

a. Silver Medallion

Very high level of risk to rescuer combined with optimal application of skills and supporting systems. Outcome for patient/s without rescue attempt = Definite fatality.

b. Bronze Medallion

High level of risk to rescuer combined with very good application of skills and supporting systems. Outcome for patient/s without rescue attempt = High chance of fatality.

c. Certificate of Merit

Moderate level of risk to rescuer combined with good application of skills and supporting systems. Outcome for patient/s without rescue attempt = Serious injury/possibility of fatality.

Meritorious Awards – Group or Club

- a. Certificate of Merit with Silver Medallion inset
- b. Certificate of Merit with Bronze Medallion inset
- c. Certificate of Merit

The group or club award is issued for rescues of exceptional merit in which a group of members are involved and where no individuals can be singled out for an award.

Commendation

Commendations recognise outstanding team work, rescue skills, rescue management, individual displays of initiative and resourcefulness and well conducted rescue activities (e.g. first aid, resuscitation, IRB rescues, board and tube rescues etc.) by members of SLSA. This recognition award includes rescues or application of lifesaving skills by club members in exceptional circumstances on or off the beach, e.g. resuscitation of a person struck by lightning.

This award is presented to lifesavers involved in exceptional rescues. After consideration, a Commendation may be awarded to an individual or group, club or service.

Note: Rescues can occur at any time - on and off duty and at any location.

Award prize:

Certificate or Medallion

Award sponsor:

SLSA

Presentation of award:

SLSA Awards of Excellence

Date of circulation:

Ongoing

Closing date:

Ongoing

Judging panel:

SLSA Meritorious Awards Committee

Surf Life Saving Australia Hall of Fame

The SLSA Hall of Fame is an integral part of recognising the achievements and efforts of members in the SLS movement. Hall of Fame permanently displays, commemorates and recognises members and teams who have achieved outstanding accomplishments and exceptional contributions to the development of SLS in Australia.

Essential criteria - *please supply a printout from SurfGuard.*

All nomination forms should be accompanied by the following supporting materials:

- a photograph of the nominee
- a conclusive history of the nominee (maximum of two pages)
- displayed exceptional service to surf lifesaving in the specific category
- achieved outstanding individual or team accomplishments which sets the individual or team apart from other surf lifesavers or teams
- displayed sustained excellence over a long period of time to the category for which they are nominated
- endorsement by the club and sent to SLSA.

Selection Criteria

Each award is allocated under the following categories:

1. Surf Lifesaving

This category recognises those who have been involved in all facets of surf lifesaving operations. Examples are active patrolling, training, assessment, rescue services and the general support activities involved in beach patrols, search and rescue and surveillance.

2. Surf Lifesaving — Administration

This category recognises those involved in the purely administrative aspects of surf lifesaving. Examples are, but not limited to, club secretaries and treasurers. This category also includes surf sports officials.

3. Surf Lifesaving — Sport

This category recognises those who have excelled in lifesaving sports and/or the coaching and training associated with lifesaving sports.

Only current or past individual members of SLSA are eligible for induction into the SLSA Hall of Fame (Note: that nominations may be for eligible individual members or for teams of eligible members). Nominations not endorsed may only be re-submitted for consideration after a period of two (2) years. Nominations being resubmitted should be enhanced in order to meet the standard of the award.

Nominations may only be for one category, however, evidence supporting the nomination covering activities relevant to other categories should be provided and will be taken into consideration. It is important that the complete career of the nominee is put forward to allow for a total assessment. Nominees are to be in good standing with SLSA.

***For full criteria details and interpretative guidelines please refer to the SLSA Members Area, Document Library; Governance/Policies.**

Award prize:

Certificate, trophy, inducted into the SLSA Hall of Fame

Inducted into the SLSA Hall of Fame

Award sponsor:

SLSA

Presentation of award:

SLSA Awards of Excellence

Date of circulation:

Ongoing

Closing date:

Ongoing

Judging panel:

SLSA Hall of Fame Committee

Surf Life Saving Australia Honours

The SLSA Honours System recognises those individual members whose volunteering has rendered a distinguished, sustained and conspicuous service to SLSA over a period of at least 20 years.

Nomination Guidelines

The following nomination guidelines shall be followed for SLSA Honours Awards:

- Candidates are to be nominated using the appropriate form by the President or two (2) members of SLSA.
- Upon confirmation, nominations by the club are to be forwarded to SLSA.

Nominations are to be sent to SLSA.

Judging Process

- The appropriately authorised SLSA panel will review nominations for SLSA Honours.
- The Panel will provide a recommendation based on the information presented to the SLSA Board.
- Any member awarded an SLSA Honour will be recorded in the minutes of the relevant board meeting.
- Formal acknowledgement of recipients of SLSA Honours will be announced by the president.
- Unsuccessful Nominations for SLSA Honours may be re-nominated for consideration after two (2) years.

How to Nominate

- The nomination must establish and argue the case for the Honours Award envisioned by the proposer and seconder.
- The proposer is to summarise the nominee's personal achievements that have impacted on SLSA and/or Surf Lifesaving in Australia.
- It is important that the nomination is specific to the nature of the individual's achievements apart from that of a group.
- The nomination should provide substantive evidence to support the claims.
- Authoritative sources should be used to validate claims.

Note: A list of roles that an individual has held is insufficient in demonstrating the significance of that individual's service. SLSA may return a nomination to the proposer for further details if it feels that a lack of detail may be prejudicial for the nominee.

Interpretive Criteria for SLSA Honours Awards

Recognition Award	Interpretative Criteria	Interpretative Questions
<p>Life Membership</p> <p>“...distinguished voluntary service ...20 years ...both sustained...and provide a <u>conspicuous contribution</u>”</p> <p><i>The point of distinction to this recognition award is the distinguished nature of their contribution over at least 20 years that sets them apart from other significant service by other members.</i></p>	<p>A SLSA Life Member:</p> <ul style="list-style-type: none"> • Will have maintained a sustained level of conspicuous service at a level that brings distinction to that service. • Will have made an individual contribution that can be classified as unique, and which can be attributed to that person as opposed to being a member of a wider group of members. • Will have given distinguished service to SLSA over a period spanning at least 20 years. • The unique and distinguished nature of the service can be at different levels of SLSA provided that the nomination evidences exemplary and distinguished service that can be seen as a unique contribution to the advancement of Surf Life Saving in Australia. • An emphasis on primacy of service at state/national level is a key interpretive criterion. The significance of service at branch and club levels needs to be taken into consideration, when it can be demonstrated that the distinguished nature of such service is found in the innovative and leading best practice provided to assist in the development of SLSA. 	<p>Key questions to be applied at this level include:</p> <ul style="list-style-type: none"> • What distinguishes this service and contribution beyond that of others? • What makes this person’s contribution unique amongst the SLSA membership? • What contribution(s) are directly attributable to this person (apart from others)? • How has this contribution advanced SLS in Australia? • Has the distinguished service spanned at least 20 years?

Award prize:

Certificate

Pin

Name badge

Presentation of award:

Australian Championships

SLSA Awards of Excellence

Date of circulation:

December

Closing date:

Ongoing

Judging panel:

Honours Selection Panel

Awards of Excellence

For award criteria and nomination link, please refer to the Awards of Excellence Circular on the SLSA Members Area.

The following categories will be eligible for national recognition:

- Surf Lifesaver of the Year
- Youth Surf Lifesaver of the Year
- Volunteer of the Year
- Lifeguard of the Year
- Club of the Year
- Athlete of the Year
- Youth Athlete of the Year
- Coach of the Year
- Official of the Year
- Assessor of the Year
- Trainer of the Year
- Community Education Program of the Year
- National Innovation of the Year

Award prize:

Trophy

Award sponsor:

SLSA

Presentation of award:

Awards of Excellence

Date of circulation:

January

Closing date:

August

Judging panel:

Awards of Excellence panels

Rescue of the Month

The Rescue of the Month (ROM) aims to recognise excellence in life saving and service delivery, measured against industry best practice and operating procedures.

State/territory centres will award a ROM. These monthly winners will automatically become nominated for the national rescue of the month. The national ROM will be awarded to recipients at a quarterly ceremony at Parliament House in Canberra.

Essential Criteria —*please supply printout from SurfGuard.*

- Rescues, first aids (or other lifesaving actions) conducted during or outside of patrol hours on or off the beach.
- all nominees are to be current members of SLSA, employees of Australian Lifeguard Service or a SLS support operation service.
- All club nominations are to be received by the branch/region/state or territory on or before the applicable closing date
- No late correspondence will be entered into. Late nominations will not be eligible for the state/national rescue of the month, but can be recognised by the branch or state/territory independently or nominated to the SLSA Meritorious Awards program if appropriate.
- Branches/regions may make only one nomination to state centre per period, as per schedule.
- States/territory may make only one nomination to SLSA per period, as per schedule.
- All nominations are to be received on the official 'SLSA Rescue of the Month Nomination Form'. This can be downloaded from the SLSA Members Area or obtained by contacting the SLSA or your state/territory centre.
- SLS states/territory reserves the right to nominate any outstanding rescue/incident in addition to any branch/region nomination, inside the designated time period.
- SLSA and the states/territory reserve the right to promote details of rescues and the nominated rescuer(s) internally and externally in promotion of SLS services/clubs/members and the *Rescue of the Month* program.

Judging

- The SLS state/territory ROM judging panel/method shall be determined by the state/territory.
- The SLSA national ROM judging panel shall be the determined by the board appointed chair of lifesaving.

Recognition / Winners

- Clubs/services shall be the award recipients for winning nominations.
- Branch winner ROM – state/territory & branch branded citation.
- State/territory ROM – state monthly winners shall be recognised via a citation for the club plus any additional methods as determined by the state/territory. State ROM winner is not awarded a branch level citation.
- State/territory – may choose to award a Rescue of the Year award, however there is no *National Rescue of the Year* award.
- National ROM – citation & medallion plus award ceremony in Canberra.

Award prize:

One framed citation, citation for individuals and medallion

Award sponsor:

SLSA

Presentation of award:

Parliamentary Friends Function

Date of circulation:

November

Closing date:

Ongoing

Judging panel:

Meritorious Selection Panel

ILS Citation

According to International Life Saving (ILS) the minimum criteria for the ILS citation are:

- Any person who has contributed to the furtherance of life saving and the goals of ILS in a manner of enduring, global importance
- As a member nation, SLSA has the responsibility of nominating and issuing ILS citations to its individual members. In order to ensure that the members who deserve these awards are being appropriately recognised, SLSA has developed the following criteria and nomination timeline.

Essential Criteria — *please supply evidence, where appropriate, via either a printout from SurfGuard or equivalent.*

The particular SLSA awards shall be automatically nominated for ILS citations:

- The recipient of a meritorious award and/or commendation for bravery.
- National winners of Surf Lifesaver, Volunteer and Lifeguard of the year.
- SLSA Life Members.
- Individual winners of an SLSA Innovation Award.

In addition to these automatic nominations the following individuals should also be eligible:

- Members who have contributed to significant international projects and/or events or to national projects with international significance, should also be nominated for ILS citations.
- This could include the capacity building programs with developing nations, educational tours, the conduct of sporting events etc. Sponsors, Donors and Politicians that have made a significant contribution to the growth and sustainability of SLSA.

Process

1. April Automatic nominations are generated and tabulated following the Australian Championships
2. April Nominations are called for nominations under the criteria listed above
3. April SLSA Honours panel meets to review Criteria nominations
4. May Honours Committee recommendations are ratified by the SLSA board and all nominees are submitted to ILS for the issue of the awards
5. Beyond May, SLSA will notify all ILS Citation recipients of their award
6. Beyond May, ILS Citations will be sent to states to be presented at an occasion appropriate to the level of the award

Award prize:

Citation

Award sponsor:

ILS

Presentation of award:

State level

Date of circulation:

Ongoing

Closing date:

Ongoing

Judging panel:

SLSA Honours panel

Officiating, Coaching and Age Manager Service Certificates

SLSA has established Service Certificates, which are available to members of Affiliated Clubs in recognition of their long service as officials and/or coaches and to junior activities as age managers.

These National Service Certificates are issued for:

- 5 years of service
- 10 years of service
- 15 years of service
- 20 years of service
- 25 years of service
- 30 years of service
- 35 years of service
- 40 years of service
- 45 years of service
- 50 years of service

In any of the three categories identified (i.e. coaching/officiating/age manager).

Essential Criteria - *please supply a printout from SurfGuard.*

People eligible for these awards are:

- Members, whose period of service begins from their initial recognition as the holder of a qualification in the areas of age manager, competition officiating or coaching
- Where the years of membership are not continuous they shall be aggregated
- Applicants must fulfil the active membership requirements for their respective Board of Lifesaving/Surf Sports/Development and receive endorsement from this board.

Application process

Applications should be made directly through SurfGuard as an assessment request, with the process being finalised at a state level.

Award prize:

Certificate

Award sponsor:

SLSA

Presentation of award:

State level

Date of circulation:

Ongoing

Closing date:

Ongoing

Submitted to:

State/ Territory Centres

Training, Assessing and Facilitating Service Certificates

SLSA has established Service Certificates, which are available to members of affiliated clubs in recognition of their long service as trainers, assessors and/or facilitators.

These National Service Certificates are issued for:

- 5 years of service
- 10 years of service
- 15 years of service
- 20 years of service
- 25 years of service
- 30 years of service
- 35 years of service
- 40 years of service
- 45 years of service
- 50 years of service

In any of the two categories identified (i.e. training/facilitating).

Essential Criteria - *please supply printout from SurfGuard*

People eligible for these awards are:

- Members whose period of service begins from their initial recognition as the holder of a qualification in the areas of training or facilitating.
- Where the years of membership are not continuous they shall be aggregated.
- Applicants must fulfil the active membership requirements for their respective Board of Lifesaving/Surf Sports/Development and receive endorsement from this board.

Application process

Applications should be made directly through SurfGuard as an assessment request, with the process being finalised at a state level.

Award prize:

Certificate

Award sponsor:

SLSA

Presentation of award:

State level

Date of circulation:

Ongoing

Closing date:

Ongoing

Submitted to:

State/ Territory Centres

Long Service Award

SLSA has long service awards to recognise members for their sustained contribution to SLS.

These long service awards are awarded for:

- 25 years Long Service
- 30 years Long Service
- 40 years Long Service
- 50 years Long Service
- 60 years Long Service
- 70 years Long Service
- 75 years Long Service

Essential Criteria — *please supply a printout from SurfGuard*

- The award may be issued after the respective years' membership of SLSA
- Years of membership shall commence from the date of joining an affiliated club, or a ladies auxiliary or former junior surf lifesaving association, but not earlier than the age to become eligible to obtain SLSA *Surf Rescue Certificate*, whichever shall be the later date. Where the years of membership are not continuous they shall be aggregated
- The details of the members qualifying for the award shall include their bronze medallion number or proof of date of joining an affiliated club, ladies auxiliary or former junior surf lifesaving association.

Application Process

Members can apply for Service Certificates via the Forms tab in the Members Portal. Applications will then be processed at a State level.

Award prize:

Certificate/Pin

Award sponsor:

SLSA

Presentation of award:

State level

Date of circulation:

Ongoing

Closing date:

Ongoing

Submitted to:

State/territory centres

National Patrol Service Certificate

SLSA has established *National Patrol Service Certificates*, which are available to members of Affiliated Clubs in recognition of their long service to lifesaving patrols. The National Patrol Service Award is available to Surf Life Saving Australia volunteers who are eligible with a **minimum of 16 hours each season**.

These Patrol Service Awards are classified as follows:

- 5 year National Patrol Service Certificate
- 10 year National Patrol Service Certificate
- 15 year National Patrol Service Certificate
- 20 year National Patrol Service Certificate
- 25 year National Patrol Service Certificate
- 30 year National Patrol Service Certificate
- 35 year National Patrol Service Certificate
- 40 year National Patrol Service Certificate
- 45 year National Patrol Service Certificate
- 50 year National Patrol Service Certificate
- 55 year National Patrol Service Certificate
- 60 year National Patrol Service Certificate
- 65 year National Patrol Service Certificate

Essential Criteria

Persons eligible for the National Patrol Service award are: -

- Bronze Medallion holders whose period of service eligibility begins from their initial patrol duties as the holder of this qualification.
- Members who hold one or more qualifications in the following award streams – patrolling lifesaver, emergency care or radio.
- In the case of Award members, eligibility for the patrol service award shall commence from the date of obtaining the relevant certificate.
- The person must have personally completed a 100% patrol service relevant to their membership category for that season with a minimum of 16 hours being completed per season.
- Years of patrol service may be calculated from the Surf Rescue Certificate or the years of patrol as an active cadet.
- Definition of a patrol shall include:
 - Rostered Beach Patrol
 - Rostered Powercraft Patrol i.e., Jet Boat, ORB, Jet Ski
 - Rostered Helicopter Rescue Service Patrol
 - Rostered Radio Patrol or Radio Room Duty

Note: You cannot redeem water safety hours as part of the *Patrol Service Award* unless part of a rostered patrol under the direction of the patrol captain.

A successfully completed patrol must have been undertaken in full accordance with the obligations and regulations of the organisation as well as the club/service concerned. The member must have successfully completed the prescribed annual skills maintenance for the club/service.

Absences from the club/service for approved leave of absence or other exemption from patrol duty shall not be credited to the acquiring of the patrol service award. However, the credit of years of service can be recommenced when resuming full patrol duty and will then be added to the previous total of 100% patrol years.

If correctly documented and verified by the appropriate officer of a member's club/s, then years of full patrol duty with one or more clubs can be accumulated to arrive at the total of years for the patrol service award.

Note: Applications for this award are processed at a national level.

Application Process

This application may be lodged by either the member, or the member's current club/service via the [SLSA Members Area Using 'Forms'](#)

Award prize:

Certificate, Pin (from 10 years onwards)

Award sponsor:

SLSA

Presentation of award:

Club level

Date of circulation:

Ongoing

Closing date:

Ongoing

Submitted to:

SLSA

National Medal

The National Medal was established by the Commonwealth of Australia in 1975 as one of the original elements of the distinctive Australian system of honours and awards. The medal recognises long service in organisations that protect life and property at some risk to their members. The National Medal is available to Surf Life Saving Australia volunteers who are eligible with **a minimum of 30 hours each season, who have completed a minimum period of 15 seasons, from 18th September 1986.**

Nomination Guidelines

- This application may be lodged by either the member, or the member's current club/service via the [SLSA Members Area Using 'Forms'](#)
- Information can be found at the National Medal website (<https://www.pmc.gov.au/government/its-honour/national-medal>).

Essential Criteria — *please supply a printout from SurfGuard*

- Meet the requirements of the annual skills maintenance for SLSA Bronze Medallion for each season of eligible service.
- Have completed the minimum rostered beach patrol hours/lifeguarding for each season of service, or as a minimum 30 hours in each year of service.

Classifications

A person who has been awarded the national medal may be awarded a clasp to the medal for each 10-year period of service beyond the original 15 seasons.

Note: This award is processed at a national level.

This award recognises the long service (minimum 15 seasons from 18th September 1986) of members of SLSA as:

- Rescue Helicopter Pilots
- Rescue Helicopter Aircrew
- Jet/Offshore Rescue Boat Skippers
- Jet/Offshore Rescue Boat Drivers
- Jet/Offshore Rescue Boat Crew
- Operational Members of Emergency Response Groups
- Patrol members
- Lifeguards (paid)

Award prize:

Medallion and/or Clasp

Award sponsor:

Governor General of Australia

Presentation of award:

Club level

Date of circulation:

Ongoing

Closing date:

March and September

Submitted to:

SLSA

The Order of Surf Life Saving

Available to individual/s or corporations in recognition of their contribution to SLSA as benefactors.

An award in the Order of Surf Life Saving is to be in the four categories dependent on the size of the financial donation or bequest.

Essential Criteria — *please supply a printout from SurfGuard*

- Companion in the *Order of Surf Life Saving* Greater than \$1M
- Fellow in the *Order of Surf Life Saving* from \$500k to \$1M
- Member in the *Order of Surf Life Saving* from \$100K to \$499K
- Associate member in the *Order of Surf Life Saving* from \$25K to \$99K.

Note: The authority to award one of the Orders of Surf Life Saving is delegated to the President and/or the SLSA Board and must only be awarded in accordance with these criteria.