

Employer of the Year Criteria

1. **Workplace Culture and Employee Engagement:**

- Demonstrated commitment to fostering a positive and inclusive workplace culture that promotes employee well-being, engagement, and satisfaction.
- Implementation of initiatives to enhance employee morale, motivation, and work-life balance.

2. **Employee Development and Training:**

- Provision of opportunities for employee skill development, training programs, and career advancement.
- Implementation of performance management systems, mentoring programs, or leadership development initiatives.
- Workplace has new starter style programs such as traineeships/apprenticeships or graduate programs.
- Workplace has a well structured and well thought through induction and onboarding program.

3. **Workforce Diversity and Inclusion:**

- Promotion of diversity and inclusivity within the workplace, including gender, age, cultural background, and individuals with disabilities.
- Implementation of strategies to ensure equal employment opportunities and fair treatment for all employees

4. **Health and Safety:**

- Demonstration of a strong commitment to workplace health and safety.
- Implementation of effective safety protocols, risk assessments, and employee well-being programs.

5. **Employee Benefits and Work-Life Balance:**

- Provision of attractive employee benefits, such as flexible work arrangements, paid leave, healthcare plans, and retirement benefits.
- Support for work-life balance initiatives and programs that promote employee well-being.

6. **Employee Recognition and Rewards:**

- Implementation of recognition programs to acknowledge and reward employee performance and achievements.
- Demonstrated appreciation for employee contributions and efforts.

7. **Employee Communication and Engagement:**

- Effective communication channels and practices that encourage open dialogue and feedback between management and employees.
- Opportunities for employee participation and involvement in decision-making processes.
- Employees are a positive advocate for the employer and the workplace.

8. Corporate Social Responsibility:

- Integration of social and environmental responsibility into business practices.
- Contribution to the community, involvement in philanthropic initiatives, or sustainability efforts.
- Workplace has appropriate policies and processes in place to support transparency, equity & consistency of approach to key workplace issues.

9. Leadership and Management Practices:

- Demonstrated strong leadership and effective management practices that inspire and motivate employees.
- Evidence of transparent and ethical leadership, clear goals, and strategic planning.

10. Business Growth and Success:

- Evidence of business growth, innovation, and financial success.
- Positive impact on the local economy and industry.