EMPLOYER OF THE YEAR

2025 Award Judging Criteria and Guidelines

Eligibility
Open only to NGINA Members

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-out 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.
- The workplace has a comprehensive and structured approach to managing the return-to-work process when an employee is injured.

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.
- A system that clearly defines and communicates individual goals and expectations.
- A structured policy for managing poor performance, including feedback and support.

7. Employee Communication and Engagement

- Effective communication channels that encourage open dialogue and feedback.
- Opportunities for employee participation in decision-making.
- Employees actively promote a positive image of the organisation.

8. Corporate Social Responsibility

- Integration of social and environmental responsibility into business practices.

NGINA Employer of The Year Award Criteria

- Contribution to the community, involvement in philanthropic initiatives, or sustainability efforts.
- Policies that support transparency, equity, and consistency in workplace issues.

9. Leadership and Management Practices
- Demonstrated strong leadership and effective management practices.
- 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.