



NEW ZEALAND PRIVATE SURGICAL  
HOSPITALS ASSOCIATION INC

## Employer of Choice Award

The Employer of Choice Award recognises a NZPSHA member business that has implemented industry-leading practices to support its staff and has a positive and high performing workplace.

### What are the judges looking for?

- ✓ **Initiatives** – Innovations taken (in the past 3 years) to support the workforce to flourish and succeed
- ✓ **Operational excellence** – Workplace and employee policies that are well thought out, comprehensive, effective and evaluated to retain and develop staff
- ✓ **Impacts and outcomes** – Evidence of positive impacts on your business, employees and for patients

### Judging criteria

Your entry should include the following.

#### The Entry (up to 150 words)

A short summary about your organisation and why you should win this award.

NB. This information may be used by NZPSHA in promotional material.

Please concisely outline how you have demonstrated the criteria for this award, for each of the areas below. This information will be treated confidentially and will only be shared with the Judges.

#### Initiatives (up to 350 words) – 35 points

You should cover areas like:

- The nature of the long-term relationship with your workforce
- What was the issue or issues you wanted to address?
- What was the solution or solutions that you chose?
- What have you trialed that has made a real impact and been adopted?
- What have you done to ensure the wellbeing of your staff?
- Did you actively encourage the sharing of ideas and knowledge, and allow constructive criticism?
- Did you create a distinct culture and use this as a driver to motivate and retain great staff?

#### Operational excellence (up to 350 words) – 30 points

- Do you have strategic business plans developed with staff input and referencing people initiatives?
- Do you have comprehensive and up-to-date workplace policies?
- Do you provide staff feedback opportunities, including satisfaction surveys and systems to respond to staff feedback?
- Do you have annual staff performance plans and KPIs?
- Do you provide professional development and training, and clear career paths?
- Are you embracing Māori approaches and knowledge, and other cultural approaches, within your organisation and teams?

#### Impacts and outcomes (up to 350 words) – 35 points

- What have the impacts been on your business and employees (improved morale, improved job satisfaction)?
- How have you connected with employees to drive engagement and communicate a clear vision?
- Have you received any external recognition, e.g. awards for your employment practices?
- Has there been a link between enhanced workplace practices and improved patient feedback?
- What are you most proud of as an employer?

## Compliance Statement

As part of the entry process, you will be asked to confirm that all the information provided in your application is true and verified where possible. This is a tick box in the entry form.

## Awards registration and entry

There is a non-refundable entry fee of \$80 per Award entry.

Please submit your entry by 5pm on Friday 26 June — late entries cannot be accepted.

### Suggestions

- Please read the criteria for the Award carefully and attempt to directly answer the questions.
- Ensure you allow enough time to complete your entry so that it best represents your achievements.
- Prepare your entry in a Word document and use it as your master copy. Once finalised, save it as a PDF and send through by email.
- Each question has a word count outlined in the criteria. We recommend you utilise the maximum word count to provide the Judges with as much information as possible.

### Supporting material

While not mandatory, you are welcome to submit supporting material, as it provides valuable context for the judges and can strengthen your entry. Supporting material should be a single document in PDF format of no more than 10 pages and a max of 2MB. You may include a link to video content.

### Terms and Conditions

The judging decisions are final, and no correspondence will be entered into.

NZPSHA may choose to conduct its own research from public sources on entries. This may result in additional information being provided for consideration as part of the judging process.

All entry information is held on a commercial-in-confidence basis. No entry information will be shared or distributed to third parties, except for the judging panel. However, non-commercial summary descriptions of finalists and winners will be included in publicity and event material. Winners will be encouraged to make themselves available for any media interest.

### Questions?

If you have any questions about the awards, or the entry and submission process, please contact [awards@nzpsa.org.nz](mailto:awards@nzpsa.org.nz).