

AGMARDT

Ministry for Primary Industries
Manatū Ahu Matua



Primary Industries

Good Employer Awards

Ngā Tohu Kaitukumahi Pai o

Ngā Ahumahi Matua



Primary Industries Good Employer Awards 2018

Tēnā koutou katoa – Greetings

The Ministry of Primary Industries (MPI), and the Agricultural and Marketing Research and Development Trust (AGMARDT), will be celebrating good employment practices across the primary industries at the inaugural Awards ceremony in November 2018.

We will be recognising employers in the primary industries, or employers that provide services to primary industries businesses, who are demonstrating exceptionally good employment practice. We want to acknowledge their achievements and encourage all primary industries employers to strive for good employment practice.

These will be the first awards that focus on good employment practices specifically in the primary industries.

To really secure our future, we need to develop and attract people to our industries. We need our primary industries employers to help us do this. There are many employers out there that do a great job. There are also those that go above and beyond and the Awards are just one of the ways we can celebrate them today.

We are seeking nominations for the following awards.

Innovative Employment Practices Award

This award will recognise those who:

- are committed to providing good employment conditions in their business or organisation; and
- have in place new or innovative programmes, processes or practices to provide a great work place. This could include:
 - providing opportunities for staff to participate in organisational decisions and provide a learning culture which recognises and supports the aims and aspirations of all employees; or
 - demonstrating leadership and a vision that recognises and values employees and their needs; or
 - providing a workplace where employees can balance work with the rest of their lives.

Employee Development Award

This award will recognise those who:

- are committed to providing good employment conditions in their business or organisation; and
- have put in place an effective employee development programme. This could include:
 - providing a fair and unbiased recruitment process, and informing new employees about the organisation and opportunities available to them; or
 - supporting the development of all employees through relevant training, coaching and mentoring; or
 - providing equal opportunities for all employees to move up and through the organisation in a positive way; or
 - having a transparent and fair remuneration system which is regularly reviewed, ensures equitable job opportunities and conditions, and recognises employee contributions.

Safe and Healthy Work Environment Award

This award will recognise those who:

- are committed to providing good employment conditions in their business or organisation; and
- have an exemplary standard in relation to employee health, safety and wellbeing. This could include:
 - demonstrating commitment to an environment that supports and encourages employee participation in health and safety and taking a pro-active approach to employee health and wellbeing; or
 - providing a workplace where employees are safe from harassment and bullying; or
 - empowering employees by respecting what makes them different.

Māori Agribusiness Award

This award will recognise those who:

- identify as a Māori agribusiness; and
- are committed to providing good employment conditions in their business or organisation; and
- have put in place an effective programme in one or more of the following aspects of good employment:
 - innovative employment practices; or
 - employee development; or
 - safe and healthy work environment.

Minister's Award

The Associate Minister of Agriculture award will recognise those who:

- are committed to providing good employment conditions in their business or organisation; and
- have put in place an effective programme in one or more of the following aspects of good employment:
 - innovative employment practices; or
 - employee development; or
 - safe and healthy work environment; and
- have shared their ideas and resources amongst other employers to improve employment conditions in their region.



Nominations

We are inviting nominations for the Primary Industries Good Employer Awards. This is an opportunity to recognise an employer who provides a great place for people to work and grow in their careers.

Nominees may be individuals, businesses, or organisations who are actively involved in the primary industries or provide support services to the primary industries.

Support services represent a diverse range of activities, including input manufacturing (for example, fertilisers and pesticides), equipment manufacture and maintenance, transport services, and professional services such as rural consultants.

All nominations must be supported by:

- a detailed description of the programmes, processes or practices that have been put in place to provide good employment conditions;
- an explanation of why the nominee deserves to be recognised; and
- the names and contact details for the nominator and nominee.

Permission must be sought from the nominee before a nomination is made.

Assessment of nominations

Nominations will be assessed by a panel comprising a senior MPI representative, a representative of AGMARDT, a representative of a recognised good employer from outside the primary industries, and two other representatives from the primary sector.

As part of the assessment process shortlisted nominees may be contacted to request further information or arrange site visits.

Nominees must be compliant with relevant MPI requirements and MBIE employment and immigration requirements.

Awards ceremony

Winners of the Primary Industries Good Employer Awards 2018 will be recognised at an awards ceremony to be held in Wellington in November 2018.

Each category winner will be presented with a trophy, and will be profiled in the 2018 Primary Industries Good Employer Awards booklet.

Up to two highly commended entries in each category may also be recognised.

All other nominees for the Primary Industries Good Employer Awards will be sent a certificate of appreciation.

What you need to know

When a Primary Industries Good Employer Award is presented, the information contained on the entry form may be used by the Ministry for Primary Industries for promotional purposes.

- The selection panel reserves the right not to issue an award if, in its opinion, nominees do not adequately meet the criteria.
- Selection panel decisions are final and not subject to appeal.
- Nominations will be strictly confidential.
- Any personal information collected will be used and stored in accordance with the Ministry for Primary Industries' privacy policy.



To nominate

Either

go to www.mpi.govt.nz/goodemployerawards to submit a nomination online;

or

complete the form enclosed with this booklet. An extra page may be attached if there isn't enough room on the form.

Post the completed form to:

Primary Industries Good Employer Awards
Ministry for Primary Industries
PO Box 2526
Wellington 6140

The closing date for entries is 10 August 2018.

For further information email: goodemployerawards@mpi.govt.nz



Entry Form

Award category

This nomination is for the following category (tick one box):

- Innovative Employment Practices Award
- Employee Development Award
- Safe and Healthy Work Environment Award
- Māori Agribusiness Award
- Minister's Award

The nominee is:

- Individual
- Small to medium-business (fewer than 20 staff)
- Large business (20+ staff)

Nominee contact details

Name of nominee representative	<input type="text"/>
Name of business or organisation	<input type="text"/>
Telephone	<input type="text"/>
Email	<input type="text"/>
Postal Address	<input type="text"/>
Website	<input type="text"/>

Summary of entry

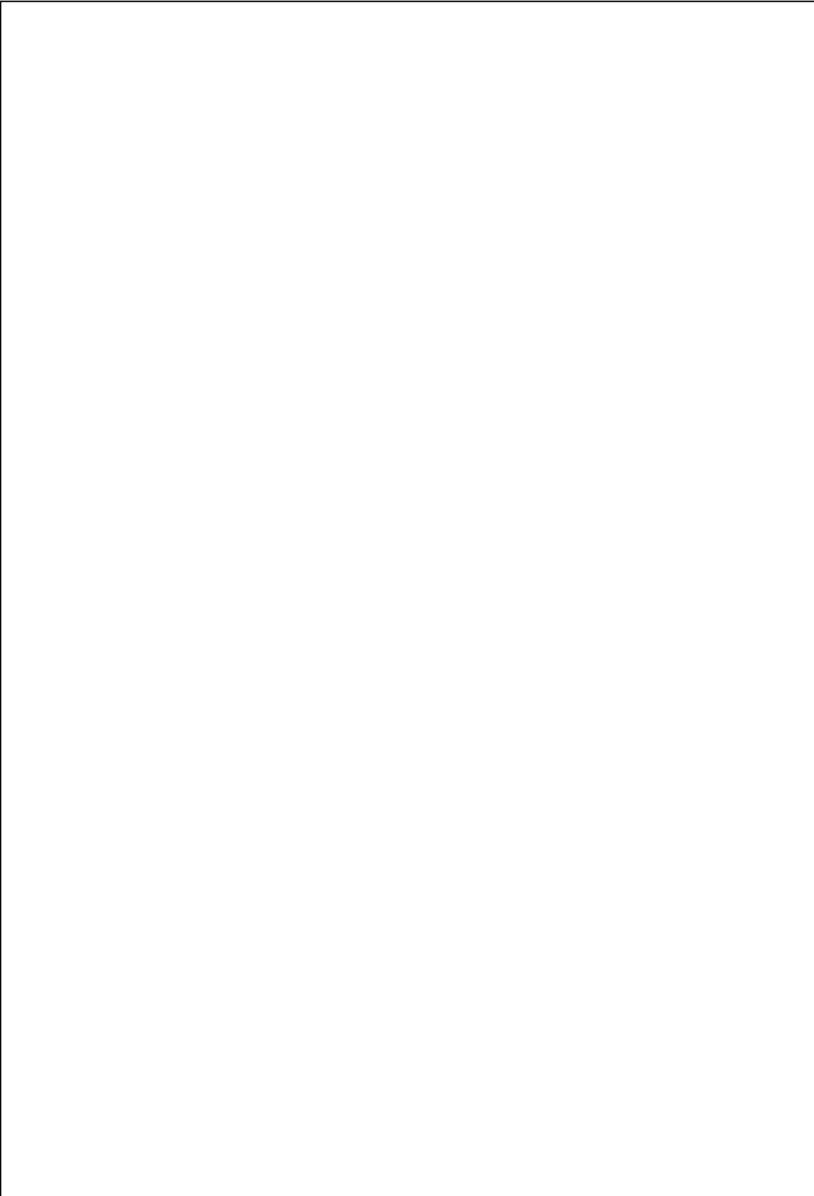
Please provide a 100 word summary of the entry.

Background

Explain what actions, programmes, processes or practices were undertaken to provide good employment conditions, and where and when they were implemented.

Grounds for nomination

Outline why the nominee deserves recognition.



Nominator declaration

- I declare that the information submitted is true.
- I agree to abide by all the conditions of the awards.
- I have advised the nominee of their nomination.

Nominator name

Business or
organisation name

Telephone

Email

Nominator signature

Date



Ministry for Primary Industries
Manatū Ahu Matua
Pastoral House
25 The Terrace
PO Box 2526, Wellington, 6140
New Zealand
www.mpi.govt.nz

June 2018