



Friday 16 September 2022
06:00–10:30pm

People & Culture Champion of the Year Judging Criteria

The **People & Culture Champion of the Year Award** recognises the commitment of a retail business to developing a welcoming workplace which nurtures employees. This may include in house training programs, employee professional development, talent management and company culture.

Rules of Entry

- Businesses selling a retail product as their primary product with a physical or online store operating in the Australian market.
- The business must have been in operation for at least 12 months and continue to be in operation at 16 September 2022. (You must notify the NRA if this changes.)
- You are welcome to enter if you have entered or won this competition in previous years, however if your business has won an award for three consecutive years you will be entered into the Hall of Fame and will be ineligible to enter that award for the next 2 years.
- You must nominate one person in your organisation to be the primary contact for your entry.
- Your business does not need to be a National Retail Association member to enter.
- We strongly recommend that all persons considering entering should check the [award website](#) regularly and subscribe to receive award updates – [click here to register](#).
- There is no charge to enter the National Retail Awards for National Retail Association (NRA) members. For non-members, there is a fee of \$15.00 per entrant.
- For companies with multiple outlets or franchises
 - In general, each outlet of your business counts as one entrant - so if your company has multiple stores or franchises, you can enter every single location if you choose e.g. John's Bakery Malvern, John's Bakery Blacktown.

- Alternatively, you can just choose to submit your entry as your whole company, but this will mean that no individual locations may enter that same category e.g. if John's Bakery (the company or franchise group) enters, John's Bakery Blacktown cannot enter the same award.
- Purely online retail businesses count as one entrant. Multi-channel businesses cannot submit a separate entry for the online component of their business.
- Please note that the National Retail Association (NRA) reserves the right to disqualify entries if entrants fail to abide by the rules of entry or information provided is found to be false or misleading.

Submission

Your submission should focus on initiatives and developments within the last 12 months.

1. Your business

Include a brief overview on the nature of your business and what you sell. Briefly outline why you believe you deserve this award. (Max 200 Words)

2. How your company defines culture and purpose

Demonstrate how your company approaches a positive, healthy workplace culture and fosters growth. (Max 300 Words)

3. Recruitment and development

Describe your recruitment process and how you ensure you recruit the right people for your team. Provide details of your training and development initiatives and describe the impacts these initiatives have on employee skills development. (Max 300 Words)

4. Satisfaction

How do you measure employee satisfaction and address employee feedback? Provide metrics to demonstrate how satisfied your employees are (e.g. turnover rate, satisfaction rate, testimonials, rate of progression). (Max 300 Words)

5. Supporting material

You can choose to attach a maximum of three (3) x A4 pages that provide evidence or support your submission above e.g. charts, images, testimonials, reports. Note: The visual design of attachment will not factor into judging.



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- Tuesday, 19 April
Awards Criteria Released
- Monday, 2 May
Online Submissions Open
- Friday, 22 July
Online Submissions Close
- Monday, 15 August
Finalists Announced
- Monday, 22 August
Young Retailer of the Year Second Round Commences
- Friday, 2nd September
Young Retailer of the Year Second Round Ends
- Friday, 16 September
National Retail Awards Gala

