



HIANZ Hire Excellence Awards 2022

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The long running Hire Excellence awards have previously been held in the highest of regard and were a great accolade from your industry peers to show you operate your business at the highest level.

Times change and so does the appetite and desire to be measured under different criteria. Business has changed and it is important that HIANZ continues to seek an improved awards program.

Hire Company Excellence Award

The Hire Company, Hire Excellence category awards will cover the following categories

1. General Hire Company of the Year up to \$2.5mil turnover.
2. General Hire Company of the Year (including all large Hire Company members and branches) over \$2.501mil turnover.
3. Party and Events Hire Company of the Year.

Merit Awards.

All entrants for the Hire Excellence category awards will also be eligible and automatically entered into the following merit awards. The Merit awards make up the judging criteria the Hire Company Excellence Awards:

- Health and Safety Award
- Company Image Award
- Most Improved/Progressive Company Award
- Emerging Member business Award
- Financial and Business Award
- Innovation and Technology Award
- People and Culture Award
- Training and Development Award

Special Awards

Outside of the above awards, there will be three special awards that are measured separately to the Hire Excellence awards. These are:

- Silvercard Trainer/Assessor of year award – judged by HIANZ team
- Supplier of the Year – Sponsored by HIANZ, judged by HIANZ CEO
- Hire Product of the year – Sponsored by HIANZ, judged by Board of HIANZ

Removing member judging on these special awards removes the “vote buying” issues of the past. Separate criteria will be drawn up for these awards.

The criteria will look at support and involvement with the association, quality of work with members, exhibition stand at conference, safety innovations and promotion of HIANZ members.

Awards Night Sponsorship

The whole awards night is a celebration of us all in the industry. For this reason, the awards are the HIANZ Hire Excellence Awards.

The awards night is not for sale, it's a non-commercial night. We will however, celebrate with the gratefulness of the HIANZ Principal Sponsor – Youngman Richardson, covering the drinks for the night. We thank YR for their continued support and the support of all that attend the evening through covering the cost of the drinks for the night. Cheers!



Why Enter?

The awards process not only measures your business performance against your peers and a set criterion, but it is also a way of showing improvement in your business and building on that competitive spirit that is in all businesspeople. We strive for excellence, not always getting there but we seek reward and accolade. The HIANZ Hire Excellence awards promote Improvement, high achievement, and prestige amongst your competition.

- Peer recognition and accolade
- “Award winning” Hire business promotional ability
- Show you operate at a high and safe standard

Prizes:

The winners of each category will receive a cup and certificate. All entrants will receive a “finalist” certificate of achievement

Each of the Hire Excellence winners will receive free registration, accommodation (share) and travel costs paid for to attend the next year conference for two people.

Merit Award winners will receive free registration to the next year conference for two people.

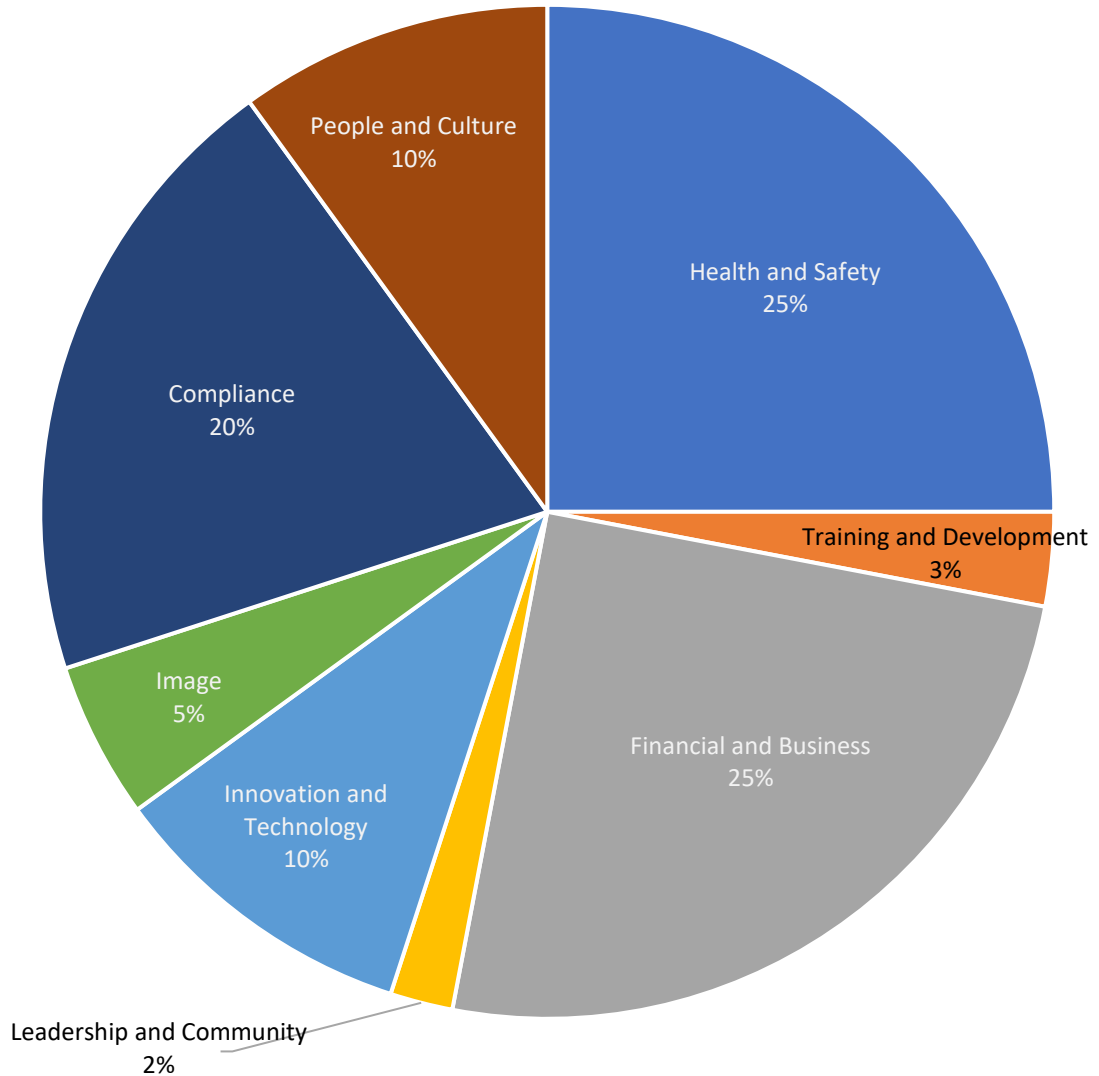
Special award winners will receive a Trophy/cup and Certificate. They will also receive a free half page advert in the magazine (content provided by winner).

All entrants will be promoted in:

- The end of year “Hire and Rental” magazine.
- HIANZ Website
- Hire Excellence Winners will be promoted in a relevant sector magazine via editorial article written by the association when promoting the association.

Judging Criteria

The following table show how the entrant will be evaluated on:



Areas of measurement.

Each criterion is broken down into the following areas of measurement. Scores are built up of the judge's opinion on a scale to be determined that will measure all the same no matter the differences in business location, structure, shape, size, or area of expertise.

Health and Safety

- Policies and Procedures – documentation and legislative compliance
- Incident management – including reporting, reporting, investigation and prevention
- Hazard and Risk management – including identification, reporting, assessment, controls (and documentation - Registers, SOPs, ESDS and HSNO Inventories/SDS)
- Engagement and Participation – including inductions, training, competency assessment, toolbox meetings, representation and safety culture
- Emergency Management



Hire Industry Association of New Zealand (Inc.)

Training and Development

- Staff training regime
- Records
- Personal growth
- Industry training
- Opportunities

Financial and Business

- Vision, Mission, and strategic plan
- Hire Contract and customer management
- Financial planning, reporting and documentation
- Benchmarking, comparison, market, and industry analysis
- Profit and Loss and Balance sheet measurement and understanding
- Plant and Equipment mix, CAPEX, replacement policies and ROI

Leadership and Community

- Involvement and Interests in community
- Industry leadership
- Business leadership

Innovation and Technology

- Clever tricks
- Technology use and implementation

Image

- Public image
- Yard presentation
- Signage, uniform quality, and consistency

Compliance

- HIANZ code of ethics compliance
- Ready to Hire tag system
- Electrical testing
- Plant repairs and maintenance quality, schedules/records
- Inspections
- Government and regulatory compliance

People and Culture

- Staff references
- Culture development
- Support and inclusion

Member support

The association has created a guide to applying as part of this document. We want the barrier to entry to be removed and make the experience a positive one.

A Zoom meeting will be run for all interested applicants, taking them through the Hire Excellence awards program so they know what is involved and what they will get out of it. This will be an interactive online seminar where all members can ask questions, seek clarity on any area they are unsure on and get ideas on positive steps to take when entering.



Entry Conditions

All entrants must be a financial, paid-up member of HIANZ.

All Hire company entrants can only enter one of the three Hire Excellence categories.

All entrants will be required to attend the conference and Hire Excellence awards dinner evening.

Supplier of the Year must have an exhibition stand at the conference.

Hire Product of the year must be displayed at the Conference.

Timeline

20 April – Awards entries open.

26 April – 4pm, Zoom webinar to run over entering, supporting ideas and answer questions. A previous winner will be available to answer questions of what they did.

Join Zoom Meeting: <https://us06web.zoom.us/j/82828602665?pwd=U3UreXZ4bytNeDIIN1rUktEdnVCdz09>

Meeting ID: 828 2860 2665, Passcode: 119601, One tap mobile +6448860026,,82828602665#,,,,*119601#

20 May – Entries close

24-31 May – Judges desktop review entries

June/July – Judges site/virtual visit finalists

4 August – final judging of Supplier and Hire Product of the year at conference.

5 August – Hire Excellence Awards dinner night

Summary

This is not the end. The whole idea of the Hire Excellence Awards program is to drive improvement and innovation in your business. It is obvious that taking a view from outside looking in, on your business you give you many ideas of things to improve on. We don't expect you to do them all at once, but it would be great to see you improving at least one area just from looking and entering. Striving for excellence may seem a far-fetched idea, however you will never get there if you don't start on the path.

Enter now, celebrate the great things you do, and potentially be rewarded for the ingenuity, innovation of smashing things you do.

Join the Zoom meeting to go through the entry criteria, hear from previous winners and how they got there and what great insight it gave them.

Be measured for free without agenda or consequence.



Hire Industry Association of New Zealand (Inc.)

Entry Form – Hire Company Excellence Award

Hire Company name:		
Town/City:		
Manager:		
Contact of Entrant (if different to above name):		
Contact ph. number:		
Contact email address:		
Category Entered: (Tick box)	<input type="checkbox"/>	General Hire Company of the Year up to \$2.5mil turnover.
	<input type="checkbox"/>	General Hire Company of the Year (including all large Hire Company members and branches) over \$2.501mil turnover.
	<input type="checkbox"/>	Party and Events Hire Company of the Year.
Note: All entrants to the Hire Company Excellence awards will be eligible to win a merit award		



Supporting information, we want to receive:

We can't stress enough, that this process shouldn't be a chore. Neither do we want a cop of your corporate profile and pages from your website. Use this opportunity to look at your business and focus on promoting to us the positives and neat things you have in your business.

Note everything has to be on paper. We understand how hard it is to promote yourself especially on paper. Feel free to build a video collage or multiple videos for different judging criteria. Get your team involved, win us over with ingenuity and something out of the box. We want you to enjoy your process of seeking the accolade of Hire Excellence. We don't want it to be a negative or a chore.

Following is some suggestions about what you should use to create your entry, matching the judging criteria list.

Health and Safety

- Don't send us your full health and Safety document library, if we want to look at it, we will see it when we visit, so you should have it readily available along with training and engagement with your team and your emergency procedures/evacuation scheme. A recent record of an evacuation drill should be there for us to see also. Do give use your latest sign H&S policy showing your commitment to high standards. Send us your Incident Event Register (for the past 12mths) and one example of a completed Incident Record/Investigation, outcomes, improvements found, implemented, and reviewed for effectiveness.
- We like graphs showing trends and lead indicators. Show us how you are tracking in your reporting and what if any improvements you have noticed after implementing a changed practice.
- We want to hear and read testimonials from your team of their perceptions on H&S in your business. We want you also to tell us how you get the team engaged and taking positive steps to improving H&S.
- Talk us through you approach to the duty of care of the hirer. We have the ESDS sheets and ready to hire guidance. Show/tell us what you do to ensure the customer has a healthy and safe experience hiring from you. If you have an example of a capex purchasing decision-based H&S and how the supplier/upstream supply chain has worked with you to improve the safety outcomes from hiring that equipment.

Training and Development

- Staff training regime – Show us your training plans for staff, career development or induction process. Your budget for training and how you work out your annual spend on staff training.
- Do you support training to everyone in the team or just mechanics?
- Does your staff development plans relate to your succession plan or future leadership development?
- Show us what you are doing for yourself in personal development. Even the oldest of us are still learning and a lot of the time we don't focus inwards. What are you doing to become a better business leader?
- There are many industry training opportunities out there. Give examples of the ones you are involved with and what you are looking to achieve out of it. Once again, staff testimonials on the training they get is advantageous.

Financial and Business

- Send us your vision, mission, and strategic plan. We want to see the skin in the game, not some glossy graphic. We will be looking for a plan that is measurable, actioned and working. A mission and vision that the plan follows, and the business operates to. Evidence of how everything aligns will be really good.
- Send us an example of a paper trail from enquiry to Hire Contract close out. This might include a CRM system report, a simple entry in a diary or a quote, how it's turned into a contract including evidence of compliance (ready to hire tag cut off, test and tag evidence, safe us/ESDS presentation, training/familiarisation, security of load). Close the loop out providing evidence of the close of the contract, post hire check and then readying for hire again. Policies are fine, actual evidence is better. Don't forget, what you send to us should match real conditions which we will confirm when we site visit.
- How do you budget for the new financial year? Give us examples of your planning, calculations, or assumptions you use. We are looking at you're understanding and abilities to financially plan. This will include how you manage cashflow in your business.
- Do know your own position, you need to understand your market. Show us how you do this, how do you know the size of your local market, what your competitions position is (don't give us their real name just call them company a, b, c etc). How else do you measure how well your business is going? Do you report your figures to a benchmarking company, show us the reports you get if you do and how you interrupt them?
- Profit and Loss and Balance sheet measurement and understanding – show us how well you understand your P&L. How often do you look at it, do you make changes to your business dependant on what you see with it?
- Give us a run down on how you decide you plant, and equipment mix, replacement timing and what you replace with. Do you have a policy around replacement of your plant and equipment? How do you measure your ROI on gear? Show us an example of something.

Leadership and Community

- Provide an overview of your Involvement and Interests in community, not just business, but you and your team. Do you use your and the teams' interests as a marketing tool? Do you provide community support via sponsorship?
- Are you involved in industry leadership, such as HIANZ? Tell us what you do if anything in supporting the growth of your industry.
- If you are involved in local business leadership groups or organisations that add value to your business or the community you live and work in, tell us all about it and how it helps you and your business.



Innovation and Technology

- There are many clever tricks when it comes to IT and technology. This isn't just about how you run your POS or accounting software (we are keen to hear about that too though), show us how you are using technology to get ahead of the competition and add value to your client's business. This could be machine control, electronic checklists, GPS trackers etc.
- We are keen to hear about nontechnology innovations also. Maybe it's a way you package your utensils during storage, a cleaning process you have developed, it could even be a delivery system. Show us how you do things better to improve your bottom line. It could well be the smallest or uncoincidental thing, we don't care, just shout it from the roof!
- We would love to hear how you set about moving into more technological innovations and how you planned, implemented, and marketed it to grow your revenue. Customer reviews or report that shows how you worked with them to build the opportunity, anything that shows the pathway into the innovation.

Image

- Give us a description of your business public image. It could be telling us about the colour scheme you run (if any), identifiers and brand support.
- We are keen to see your yard presentation, layout and why you have your gear where. Give us the reasons and substantiation you're your layout and presentation. You might talk about your moving billboards (furniture trailers) or whatever.
- We would like to see your signage, the team uniform (if used) and consistency of your branding flowing across your whole company.

Compliance

- HIANZ has a code of ethics, show us how your business includes these ethics into your day-to-day business dealings. This might be an example of a possible thief going through businesses and you highlighting it to your competition, an example could be you noticing something wrong with a competitor's equipment on a jointly supplied site and how you helped them remediate the issue. Show us your compliance to being a better business in the industry.
- Ready to Hire tag systems are well used and sometimes taken for granted. It is however your first point of "Duty of care" to the hirer. Show us your use of the HIANZ system or your own system. You might have an innovation you do around ready to hire.
- Do you carry out electrical testing on your equipment, give us a run down on this process?
- Show us how you record plant repairs and maintenance quality and schedules. How do you keep on top of it all? This is where it can all come unstuck for businesses so prove you are smashing it.
- Do you carry out any other inspections or do you get inspected? Give us some examples of what you do here.
- Government and regulatory compliance is a big one, show us how you keep up with it all.

People and Culture

- We want to hear from you team. Get them involved in your application by providing some references. We want to hear how they find it working for and with you.
- How do you keep your team engaged and on the same track as you? Show us some of the things you do to build culture in your team. Anything goes – it could be fish n chips Thursdays or whatever, just give us some examples of it.
- In today's age, we have to be open to looking after and supporting our staff. Give us examples if any, on your openness and inclusive attitudes to diversity and equality.



In summary, the more examples you give of your business greatness, the better we can see how great you are going. From there we will score you against our criteria and your peers.

Special Awards Entry

The following special awards are judged separately to the Hire Excellence and Merit Awards. These focus on celebrating success in their individual areas of our industry. These awards carry prestige and lift the winner onto a pedestal against their peers.

Silvercard™ Trainer/Assessor of year award – judged by HIANZ team

- This award is issued to the Silvercard™ Trainer/ Assessor who in the eyes of the HIANZ team has delivered on the quality and ethos of Silvercard™ Competent Operator program. They will show a desire to grow the quality of training, promoting Hire and developing trainees to be the best, competent operators for Hire companies to feel confident in hiring their valued equipment to. This is a subjective judged award based on entry form and knowledge through managing the Silvercard™ Competent Operator program.

Supplier of the Year – Sponsored by HIANZ, judged by HIANZ CEO

- This award is given to the Supplier who shows the in the eyes of the CEO of HIANZ, the best support of the association and its members. Once again, a subjective award. Entrants should emphasize the work they do for the association and the increased value they provide our members. Entrants are expected to provide references and examples of the great work they do in our industry. Blow us away with your submission by being creative and thinking outside of the box. Throwing money at us and our members is great but won't buy you the win in this category.

Hire Product of the year – Sponsored by HIANZ, judged by Board of HIANZ

- Win the HIANZ board members over with the product that adds value to our members. The entered product should be on display at our annual conference to show the members how great your product is. The more members you get talking about your product, the more chances the board members are going to hear about it. Final judging on this award will be at the annual conference. Tips for winning this award focus around a product that a sector or a lot of our members should look to take on to lift revenue in their business. It might not be an alchemy product, but it might be a day-to-day product that has overwhelming after sales support, increases bottom line returns for the member, increases productivity for the hirer, is supported by a national marketing campaign at end users that promotes hire as an option over buying or at least promotes hire as first option.

There is no reason why a chair can't win this award if you are clever enough!



Hire Industry Association of New Zealand (Inc.)

Entry Form – Special Awards

Company name:		
Town/City:		
Manager:		
Contact of Entrant (if different to above name):		
Contact ph. number:		
Contact email address:		
Category Entered: (Tick box)	<input type="checkbox"/>	Supplier of the Year
	<input type="checkbox"/>	Hire Product of the Year
Hire Product Name		
100-word summary of entry (Why should you/your product win)		