YOUNG HR PRACTITIONER AWARD 2017

This Award recognises exceptional HR Practitioners who carry out human resources generalist roles and have been in an organisation for less than 5 years.

The following requirements must be complied with to ensure eligibility for the award.

1. The nominee has to be nominated by the Chief Executive Officer/Managing Director of the organisation.
2. The eligibility period for this award is 1 January, 2016 to 31 December, 2016.
3. FHRI Executive Committee members are not eligible for this nomination.
4. The nomination will only be considered if the Chief Executive Officer/Managing Director has signed on the application.
5. The nominated HR Practitioner from the HR Department has to be employed for a minimum of 12 months in an Organisation to qualify for the award.
6. The nominated HR Practitioner has to be a financial member of the Fiji Human Resource Institute (FHRI). If they are not members, they still have time to apply before the due date of the submission forms.
7. The nomination will be assessed in accordance to the criteria described on the following page.
8. The Fiji Human Resource Institute will appoint a panel to assess the nominations and their decision will be final. During the assessment all information provided may be verified by the assessors through the person nominating or any other means deemed fit by the assessors.
9. Two hard copies of submission forms have to reach our office before 4pm on Tuesday 18 April, 2017. For further information contact Sonam Chand on Ph. 3310874/9993444.

We encourage you to align your application as best as possible to the criteria we have provided in the next page. However, we do consider each application on a case by case basis and may further assess your application by way of interviews, reference checks etc, where we need to obtain further information from you.

	Criterion	Description	Suggested Evidence (Egs)
1	***General Contribution to the HR Profession***	Recognition of the individual's contribution in the workplace, leading projects, exceeding expectations, driving an initiative(s) or change in the workplace, etc.	Demonstrated evidence such as statements endorsed by the GM/CEO/Direct Manager about the individual, performance evaluation of the individual, detailed description of how expectations were exceeded.
2	***Initiative from the individual***	Initiative (s) which the individual has delivered in the organisation with outstanding ability.	Descriptions of such initiative (s), how this was driven across the business. (Implementation and deployment of this initiative).
3	***Impact***	How the individual and his/her initiatives have positively impacted the organisation.	Statement endorsed by the CEO, Staff, detailed descriptions, measurements, studies which demonstrates this initiative positively impacted the organisations
4	***Advocates responsible HR practices throughout the organisation***	The individual demonstrates courage and continuously challenges status quo for compliance and/or change towards responsible HR practices.	Statements endorsed by the Executive members, staff, etc. on examples where this individual has risen to the next level to challenge mindsets, decisions, etc. in order to promote/drive ethical human resources in the organisation
5	***Professional Networking***	The individual keeps abreast new and upcoming HR developments by networking with other HR bodies and individuals. Academic achievements can also be recognised in this section.	A statement from at-least one HR mentor regarding this individual's commitment towards the HR profession.
6	***Contribution to the Community***	The individual strives to contribute to the community by participating / holding positions in different community bodies	A statement from a representative from the community bodies on this individual's contribution and ability towards this body.

Please note the panel members may visit your organisation to obtain further information/clarification.