

# SEYCHELLES HRD AWARD

## 1. 1.INTRODUCTION

A competent and efficient workforce is the life-blood of any organization committed to sustainable development. If our nation is to compete successfully in the competitive environment, our Human Resources must be trained and developed to enable them make a meaningful contribution towards the enhancement of the economy. This demands collective will and purposeful action from all stakeholders in the society.

Since its establishment in 2006, NHRDC has the mandate to promote a culture of lifelong learning in individuals and organizations.

As part of its ongoing effort to promote HRD, the Council is launching a Human Resources Development Award, to promote, reward and sustain good HRD practices at the national level.

It will be held every two years, with the first Award presentation targeted for 2012.

## 2. OBJECTIVES :

A) Sensitize stakeholders on the importance of HRD in their respective organizations.

B) Encourage HRD in workplaces.

C) Recognize and reward organizations which demonstrate excellence in implementation of HRD activities.

## 3. SHRD AWARD LOGO & MOTTO



**Seychelles Human Resources  
Development Award**  
Building Capacity: Building Seychelles

**“Building Capacity: Building Seychelles”**

## 4. ELIGIBILITY

All organizations operating in the Seychelles are eligible to participate and will be invited to do so. NHRDC will remain the exception.

### CATEGORIES

Organizations will be classified by size.

- ❖ Small firms: employing less than 50 people
- ❖ Medium firms: employing 50-200 people
- ❖ Large firms: employing more than 200 people

## 5. ASSESSMENT CRITERIA

Organizations will be assessed on the following six broad areas of Human Resources Management.

### ❖ Business Planning

The organization’s commitment to ensuring that its employees are actively engaged in the achievement of its goals and targets. The extent to which Human Resource Planning is linked to strategic and operational business goals.

### ❖ Training, Learning and Development

The extent that the organization sees training as a long term investment in human capital. The organization maintains and continuously promotes a culture of learning and development. How structured e training process in the organization?

Availability of training policy / succession plan / training budget

### ❖ Recruitment and Selection

The extent to which the Recruitment and selection process, conducted in a fair and competent manner, is aligned with the business strategy.

### ❖ Practice of performance management

Percentage of staff covered by performance appraisal

How often is performance discussed with staff

The extent to which staff is involved in decision making.

### ❖ Employee relations

How effective the communication system is, between top management and the staff of the organization, to promote and encourage an environment of trust between all employees.

### ❖ Health, Safety and Welfare

Whether the organization provides for the health, safety and welfare of its employees in a fair and non-discriminatory manner. How involved are staff in the decisions pertaining to their own welfare?

### Assessment methods:

Submissions / interviews / presentations / on site visits

### JUDGING PANEL

The jury will comprise HRD experts from the Public and Private sectors.

### Benefits to Employers

- ❖ A system of objective assessment and rating as provided by the SHRD Award validates the company's standing and allows for further improvement in the areas of HRD.
- ❖ The impact of training and development can be significant and rewarding.
- ❖ It can improve productivity and profitability.
- ❖ It demonstrates an organization's commitment to invest in its workforce and the community.
- ❖ It promotes the achievements of the organization to the industry and publicly gains recognition for training.
- ❖ It rewards the team's hard work and motivates them to strive for excellence.
- ❖ It will show significant improvement in staff retention and recruitment.

### Benefits to Employees

- ❖ Objective rating as provided by SHRD Award allows prospective jobseekers and employees to make informed decision and choices regarding employment opportunities.
- ❖ Training and development can lead to per-

sonal growth and career transformation through continuous self improvement.

- ❖ Instils a sense of pride to be part of a successful organisation.

### PRIZES

The winners of each category will receive a trophy , a certificate and a 'training package' to enhance training and development.

All participants will receive certificates.

### CALENDAR OF EVENTS

1. Short listing of entries
2. Interviews with short listed participants
3. Presentations to the panel of judges
4. Selection of successful participants
5. Award Presentation ceremony

### GUIDELINES FOR SUBMISSION OF APPLICATION FORMS

Organizations wishing to participate in the SHRD Award should fill the required application form. Deadline for Applications are specified. For more information, please contact NHRDC on:

**Tel:** 4325020

**Fax:** 226184

**Email:** [ceo@nhrdc.sc](mailto:ceo@nhrdc.sc)

**Website:** [www.nhrdc.sc](http://www.nhrdc.sc)

## SEYCHELLES HUMAN RESOURCES DEVELOPMENT AWARD



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