

IPWEAQ 2022 Excellence Awards Criteria and Information

- For Project awards, the project must be completed within 18-months of Excellence Awards closing date (11 July 2022).
- For Engineer of the Year, both men and women are eligible for nomination.
- Nominated People do not need to be IPWEAQ Members.
- Specific eligibility criteria applies to Engineer of the Year, Woman in Engineering, Professional of the Year and Emerging Professional of the Year – please refer to following pages.
- Nominations are open to anyone involved in the project including contractors, consulting firms, local and state government agencies.
- You may edit your entry after submitting, up until the entry deadline.
- Please make sure all your personal details and those of the person / project you are nominating are entered accurately, including contact details, as this will be used in the awards presentation.
- You are eligible to enter more than one category, as long as the work submitted meets the criteria.
- You can use the 'copy' feature to create a copy of your entry and change the category as required.

We encourage the use of videos. Please note that videos and photos may be used in marketing materials.

To enter, please submit your nomination via the [IPWEAQ Excellence Awards Platform](#).

Please note, this document has been designed to assist in preparing your answers. It cannot be uploaded to the Awards platform. Answers will need to be copy and pasted into each criteria on the portal.

Key Dates

- Submission deadline: Monday 11 July 2022.
- Please note the entry deadline, this date is final and there will be no extensions provided. The system will automatically prevent entry submission after the deadline.
- Awards presentation ceremony: IPWEAQ Excellence Awards gala dinner in Brisbane, 11 October 2022.

Support

If you have any questions on the entry process, please contact Rebecca.Cobon@ipweaq.com or (07) 3632 6821.

People's Award Nomination Questions

- **Engineer of the Year**
- **Woman in Engineering**
- **Professional of the Year**
- **Emerging Professional of the Year**
- **Team Member of the Year**

Please note, eligibility criteria applies for the below four awards:

- > **Engineer of the Year**
 - Must be an RPEQ
 - Must have a minimum of 20 years sector experience
- > **Woman in Engineering**
 - Must be an RPEQ
- > **Professional of the Year**
 - No age criteria but between 5 - 20 years sector experience
- > **Emerging Professional of the Year**
 - No age criteria but within 5 years of commencement of career

Nomination Criteria:

Summary

Summarise why this person is being nominated for a People Award. Please note this may be used in marketing material (minimum 200 and maximum 250 words)



Strong / Active leadership

How does the nominee display strong / active leadership? (20%) (maximum 300 words)

Skills & Professionalism

How does the nominee display excellent skills and professionalism? (15%) (maximum 300 words)



Body of Knowledge

How does the nominee display excellent body of knowledge? (15%) (maximum 300 words)

Cooperation

How does the nominee cooperate with others? (15%) (maximum 300 words)



Community needs and engagement

How does the nominee interpret the community needs and engage with community? (10%) (maximum 300 words)

Excellence in public works

How does the nominee embody excellence in public works? (25%) (maximum 300 words)

Project Award Nomination Questions

- Innovation
- Projects under \$1 million
- Projects \$1 million to \$2 million
- Projects \$2 million to \$5 million
- Projects \$5 million to \$10 million
- Projects \$10 million to \$20 million
- Projects over \$20 million
- Asset Management
- Environment and Sustainability
- Innovation & Sustainability in Water
- Coastal Engineering
- Community Road Safety
- Road Safety Infrastructure

Nomination Criteria:

> Project Description:

- Summarise the project being nominated (minimum 200 and maximum 250 words). Please include a short summary about the project to be used for promotional purposes.



> **Planning (15%)**

- (maximum 500 words)
 - **Explain how the project was developed*
 - **Were there other project options considered?*
 - **Define the project outcomes and were they achieved?*
 - **What is the problem this project sought to resolve?*
- Please upload any supporting documents for this section (optional)

> **Excellence & Innovation (20%)**

- (maximum 700 words)
 - **How does the project demonstrate technical excellence and/or innovation in its approach?*
 - **Describe any other innovation (e.g. contract management) which led to savings, improved capacity for your staff or learnings which can be applied to other projects.*
- Please upload any supporting documents for this section (optional)



> Stakeholder Engagement (10%)

- (maximum 500 words)
**Describe the stakeholder consultation process (including community if appropriate), what was learnt from it and how it influenced the final design/plan?*
- Please upload any supporting documents for this section (optional)

> Community & Economic Contribution (15%)

- (maximum 500 words)
**Who benefits - Council, Community, Region?*
**Describe how the tangible and intangible benefits been measured?*
- Please upload any supporting documents for this section (optional)

➤ **Project (business) sustainability (15%)**

- (maximum 500 words)
**Describe how the project identified the needs of community and delivered a sustainable outcome for the community?*
- Please upload any supporting documents for this section (optional)

➤ **Regulatory environment & environmental impact and management (10%)**

- (maximum 500 words)
**What were the environmental impacts of the project and how were these risks analysed and managed?*
**What were the relevant regulatory drivers and how were they addressed? Is the project "future-proof" and prepared for reasonable and realistic growth?*
- Please upload any supporting documents for this section (optional)



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> Project Management (15%)

- (maximum 700 words)
 - *Program planning & control
 - *Financial planning & control
 - *Logistics planning & control
 - *Risk management; OH&S
 - *Describe how the project will be delivered or operated on an ongoing basis, including any innovative partnership with contract service providers or staff up-skilling required
 - *Describe the overall project implementation process including any post-commissioning evaluation and what was learnt from it
- Please upload any supporting documents for this section (optional)

Employer Award Nomination Questions

- **Employer of the Year (Private sector)**
- **Employer of the Year (Public sector)**

IPWEAQ recognises organisations and employers which have developed leading workplaces that maximise the full potential of their workforce.

- **Employer of the Year (Private sector)**
 - Summarise why the organisation is being nominated. Please note this may be used in marketing material (minimum 100 and maximum 200 words)

- **Professional Development**
 - Commitment to ongoing professional development (25%)

- **Professional Registration**
 - Commitment to professional registration, in particular RPEQ (20%)

> Industry Participation

- Commitment to the advancement of the sector through industry participation e.g. IPWEAQ working groups (20%)

> Diversity

- Commitment to a workplace that is accepting of people regardless of their race, religion, sexual orientation, gender, age, background or disabilities (25%)

> Collaboration

- Commitment to cross-functional collaboration e.g. project management, engineering, finance, design (10%)

> **Employer of the Year (Public sector)**

- Summarise why the organisation is being nominated. Please note this may be used in marketing material (minimum 100 and maximum 200 words)

> **Professional Development**

- Commitment to ongoing professional development (25%)

> **Professional Registration**

- Commitment to professional registration, in particular RPEQ (20%)

> Industry participation

- Commitment to the advancement of the sector through industry participation e.g. IPWEAQ working groups (20%)

> Diversity

- Commitment to a workplace that is accepting of people regardless of their race, religion, sexual orientation, gender, age, background or disabilities (25%)

> Collaboration

- Commitment to cross-discipline collaboration e.g. professionals in engineering, management, finance, elected members (10%)

IPWEAQ 2022 Excellence Awards Judging Criteria and Scoring

The below criteria sheet provides the applicants with guidance and rankings of varying calibres of responses to each criteria, and to provide the judges with an objective marking scheme. All submissions will be marked against the below score cards.

People's Awards:

CATEGORY: Engineer of the Year Woman in Engineering Professional of the Year Emerging Professional of the Year Team Member of the Year	Response/ Guiding Descriptors	No response submitted	Minimal/ limited	Developing	Moderate/ average	Comprehensive/ advanced	Excellent/ extensive
	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Display of strong & active leadership	20%	The applicant <u>did not provide a response</u> to the criteria	The applicant has provided examples which demonstrate that the nominee displays <u>minimal levels</u> of leadership attributes which require further development	The applicant has provided examples which demonstrate that the nominee displays <u>developing levels</u> of leadership attributes	The applicant has provided examples which demonstrate that the nominee displays <u>moderate to average levels</u> of leadership attributes	The applicant has provided several examples which demonstrate that the nominee displays <u>advanced levels of leadership attributes</u>	The applicant has provided several examples which demonstrate that the nominee displays <u>excellent & extensive levels</u> of leadership attributes which are <u>strong and active</u>
Display of skills & professionalism	15%	The applicant <u>did not provide a response</u> to the criteria	The applicant has provided examples which demonstrate that the nominee displays <u>minimal levels</u> of skills and professionalism which require further development	The applicant has provided examples which demonstrate that the nominee possesses <u>developing levels</u> of skill & professional attributes	The applicant has provided examples which demonstrate that the nominee displays <u>moderate to average skill levels</u> & professional attributes	The applicant has provided several examples which demonstrate that the nominee displays <u>advanced skill levels & professional attributes</u>	The applicant has provided several examples which demonstrate that the nominee displays <u>excellent skill levels, extensive personal skills & professional attributes</u>



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CATEGORY: Engineer of the Year Woman in Engineering Professional of the Year Emerging Professional of the Year Team Member of the Year	Response/ Guiding Descriptors	No response submitted	Minimal/ limited	Developing	Moderate/ average	Comprehensive/ advanced	Excellent/ extensive
	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Display of body of knowledge	15%	The applicant <u>did not provide a response</u> to the criteria	The applicant has provided examples which demonstrate that the nominee possesses a <u>minimum body of knowledge</u> relating to their appointed position in their professional field	The applicant has provided examples which demonstrate that the nominee possesses a <u>developing body of knowledge</u> relating to their appointed position in their professional field	The applicant has provided examples which demonstrate that the nominee displays a <u>moderate body of knowledge</u> relating to their appointed position in their professional field	The applicant has provided evidence that the nominee displays a <u>comprehensive body of knowledge</u> relating to their appointed position in their professional field	The applicant has provided evidence that the nominee displays an <u>excellent & extensive body of knowledge</u> relating to their appointed position in their professional field
Cooperation with others	15%	The applicant <u>did not provide a response</u> to the criteria	The applicant has provided examples which demonstrate that the nominee uses a <u>minimum range of skills when working with all stakeholders</u>	The applicant has provided several examples which demonstrate that the nominee is using a <u>developing range of skills when working with all stakeholders</u>	The applicant has provided several examples which demonstrate that the nominee utilises a <u>moderate range of skills when working with all stakeholders</u>	The applicant has provided several examples which demonstrate that the nominee proffers a range of <u>comprehensive & collaborative skills when working with all stakeholders</u>	The applicant has provided several examples which demonstrate that the nominee proffers <u>excellent and extensive collaborative skills when working with all stakeholders</u>



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Interpretation of community needs and community engagement	10%	The applicant <u>did not provide a response to the criteria</u>	The applicant has provided examples of how the nominee possesses a <u>limited understanding</u> of community engagement including interpreting community needs	The applicant has provided several examples of how the nominee possesses a <u>developing understanding</u> of community engagement including interpreting community needs	The applicant has provided several examples of how the nominee demonstrates a <u>moderate understanding</u> of community engagement including interpreting community needs	The applicant has provided several examples of how the nominee demonstrates <u>comprehensive engagement</u> including <u>understanding</u> and interpreting community needs	The applicant has provided several comprehensive examples of how the nominee demonstrates <u>excellence in community engagement</u> including <u>understanding</u> and interpreting community needs
Embodiment of excellence in public works	25%	The applicant <u>did not provide a response to the criteria</u>	The applicant has provided evidence that the nominee possesses a <u>limited understanding</u> of how to deliver excellence in public works	The applicant has provided evidence of how the nominee is <u>developing an understanding</u> of how to deliver excellence in public works	The applicant has provided evidence of how the nominee has demonstrated, by way of several examples, that they possess a <u>moderate understanding</u> of how to deliver excellence in public works	The applicant has provided evidence of how the nominee has <u>comprehensively demonstrated</u> , by way of several examples, that they <u>embody excellence in public works across a range of projects</u>	The applicant has provided evidence of how the nominee has demonstrated, by way of several examples, that they <u>embody and deliver excellence in public works across an extensive range of projects</u>



Project Awards:

CATEGORY: Innovation Projects < \$1m; \$1m to \$2m \$2m to \$5m; \$5m to \$10m; \$10m to \$20m and > \$20m. Asset Management Environment and Sustainability Innovation & Sustainability in Water Coastal Engineering Community Road Safety Road Safety Infrastructure	Response/ Guiding Descriptors	No response submitted	Minimal/ basic	Satisfactory	Effective	Highly Effective Detailed Advanced Significant	Outstanding Extensive Permanent
	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Planning: How was the project developed? Were there other project options considered? Define the project outcomes and were they achieved? What is the problem this project sought to resolve?	15%	The applicant <u>did not</u> <u>provide a response</u> to the criteria	The applicant provided examples which demonstrate that <u>minimal</u> or basic planning initiatives were considered during project planning	The applicant provided examples which demonstrate the <u>satisfactory</u> development of planning initiatives such as an options analysis with defined outcomes	The applicant provided examples which demonstrate <u>effective</u> planning initiatives such as an options analysis with defined outcomes	The applicant provided examples which demonstrate that several <u>highly</u> <u>effective & advanced</u> <u>initiatives</u> such as an options analysis with <u>defined outcomes</u> <u>which were delivered</u> by the planning process	The applicant provided several <u>outstanding</u> examples which demonstrate that <u>extensive initiatives</u> such as an options analysis with <u>defined</u> <u>outcomes, all of</u> <u>which were delivered</u> by the planning process



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Excellence & Innovation: How does the project demonstrate technical excellence and/ or innovation in its approach? Describe any other innovation (eg. Contract management) which led to savings, improved capacity for your staff or learnings which can be applied to other projects.	20%	The applicant <u>did not provide a response</u> to the criteria	The applicant provided examples which demonstrate <u>minimal</u> levels of technical excellence/ innovation resulting in <u>minimal</u> project savings, <u>minimal</u> improved staff capacity and capability	The applicant provided examples which demonstrate <u>satisfactory</u> levels of technical excellence/ innovation resulting in <u>positive</u> project savings, improved staff capacity and capability	The applicant provided examples which demonstrate <u>effective</u> levels of technical excellence/ innovation resulting in <u>positive</u> project savings, improved staff capacity and capability	The applicant provided several examples which demonstrate <u>highly effective</u> levels of technical excellence/ innovation <u>resulting in significant project savings as well as significant</u> improvements in staff capacity and capability	The applicant provided several examples which demonstrate <u>outstanding</u> levels of technical excellence/ innovation <u>resulting in significant project savings as well as significant</u> improvements in staff capacity and capability



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Stakeholder Engagement: Describe the stakeholder consultation process (including community if appropriate), what was learnt from it and how it influenced the final design/ plan?	10%	The applicant <u>did not provide a response</u> to the criteria	The applicant provided examples which demonstrate the use of a <u>minimum</u> range of stakeholder engagement skills with minimal learnings	The applicant provided several examples which demonstrate the use of a <u>satisfactory</u> range of stakeholder engagement skills, the inputs from which influenced the design	The applicant provided several examples which demonstrate the <u>effective</u> development and use of a range of stakeholder engagement skills, the inputs from which influenced the design	The applicant provided several examples which demonstrate the use of a range of <u>highly effective</u> & collaborative stakeholder engagement skills, the inputs from which influenced the design	The applicant provided detailed examples which demonstrate the development of a range of <u>outstanding</u> and extensive collaborative stakeholder engagement skills, the inputs from which influenced the design



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Community & Economic Contribution: Who benefits - Council, Community, Region? Describe how the tangible and intangible benefits have been measured?	15%	The applicant <u>did not provide a response</u> to the criteria	The applicant provided examples which demonstrate <u>minimum</u> community & economic benefits were derived with <u>minimal measurable</u> tangible and intangible benefits	The applicant provided examples which demonstrate <u>satisfactory</u> community & economic benefits were derived with <u>satisfactory</u> tangible and intangible benefits	The applicant provided examples which demonstrate <u>effective</u> community & economic benefits were derived with <u>effective & measurable</u> tangible and intangible benefits	The applicant provided several examples which demonstrate <u>highly effective</u> community & economic benefits were derived with <u>highly effective & measurable</u> tangible and intangible benefits	The applicant provided several examples which demonstrate <u>outstanding & permanent</u> community & economic benefits were derived with <u>outstanding & permanent</u> tangible and intangible benefits



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Project (business) sustainability: Describe how the project identified the needs of community and delivered a sustainable outcome for the community?	15%	The applicant <u>did not provide a response to the criteria</u>	The applicant demonstrated <u>minimal basic</u> examples which illustrated a <u>minimum</u> needs identification process resulting in a project which <u>did not provide evidence of delivering a</u> sustainable outcome	The applicant demonstrated <u>basic</u> examples which illustrated a <u>satisfactory</u> needs identification process and a project <u>which is likely to be</u> sustainable for the community	The applicant provided examples which illustrated a well developed & <u>effective</u> needs identification process and a project <u>which will be</u> sustainable for the community	The applicant provided <u>detailed</u> examples which illustrated a <u>highly effective</u> needs identification process and a project <u>which will be highly effective</u> & sustainable for the community	The applicant provided <u>extensive</u> examples which illustrate an <u>outstanding</u> needs identification process was adopted and a project which will produce an <u>outstanding & permanent</u> sustainable outcome for the community



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Regulatory environment & environmental impact & management: What were the environmental impacts of the project & how were these risks analysed and managed? What were the relevant regulatory drivers & how were they addressed? Is the project "future proof" & prepared for reasonable & realistic growth?	10%	The applicant <u>did not provide a response</u> to the criteria	The applicant identified <u>basic</u> examples of environmental impacts & regulatory drivers. The applicant provided <u>minimal information</u> which shows that the project is <u>unlikely</u> to be "future proof" & that it is <u>unlikely</u> to accommodate reasonable and realistic growth	The applicant identified <u>satisfactory</u> examples of environmental impacts & regulatory drivers <u>which were not addressed in detail</u> . The applicant provided information to show that the project is <u>likely</u> to be "future proof" & that it is <u>likely</u> to <u>satisfactorily</u> accommodate reasonable and realistic growth	The applicant identified <u>several</u> examples of environmental impacts & regulatory drivers which were <u>effectively managed</u> . The applicant provided information to show that the project <u>will be</u> "future proof" & that it <u>will effectively</u> accommodate reasonable and realistic growth	The applicant identified <u>detailed</u> examples of environmental impacts & regulatory drivers, the management of which was <u>highly effective</u> . The applicant provided information to show that the project <u>will be</u> "future proof" & that it <u>will be highly effective</u> in accommodating reasonable and realistic growth	The applicant demonstrated <u>extensive</u> examples of environmental impacts & regulatory drivers, the management of which was <u>outstanding</u> . The applicant provided information to show that the project <u>will be</u> "future proof" & that it <u>will be outstanding</u> in accommodating reasonable and realistic growth



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	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Project Management: Project planning & control Financial planning & control Logistics planning & control Risk Management; OH&S Describe how the project will be delivered or operated on an ongoing basis, including any innovative partnership with contract service providers or staff up skilling required; Describe the overall project implementation process including any post commissioning evaluation & what was learnt from it.	15%	The applicant <u>did not provide a response</u> to the criteria	The applicant demonstrated <u>basic</u> examples of project management principles which were <u>limited</u> in form. The applicant provided <u>minimal</u> information in relation to project operation with <u>minimal</u> innovation, little staff skilling benefits and <u>minimal</u> learnings	The applicant demonstrated <u>satisfactory</u> use of project management principles. The applicant provided information in relation to project operation with <u>satisfactory</u> innovation benefits, <u>satisfactory</u> staff skilling outcomes and <u>satisfactory</u> learnings	The applicant demonstrated <u>effective</u> use of project management principles. The applicant provided information in relation to project operation with <u>effective</u> innovation benefits & <u>effective</u> staff skilling outcomes which delivered <u>effective</u> learnings	The applicant demonstrated <u>highly effective</u> examples of project management principles. The applicant provided information in relation to project operation with <u>highly effective</u> innovation benefits & <u>highly effective</u> staff skilling outcomes which delivered <u>highly effective</u> learnings	The applicant demonstrated <u>outstanding</u> examples of project management principles. The applicant provided information in relation to project operation with <u>outstanding</u> innovation benefits & <u>outstanding</u> staff skilling outcomes which delivered <u>outstanding</u> learnings



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Employer Awards - Public and Private Sector

CATEGORY: Employer of the Year (Private Sector) Employer of the Year (Public Sector)	Response/ Guiding Descriptors	No response submitted	Minimal/ basic	Satisfactory	Generous/ above average	Significant	Outstanding Extensive
	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Professional Development: Commitment to ongoing Professional development	25%	The applicant <u>did not provide a response</u> to the criteria	The employer provides <u>minimum</u> commitment to ongoing professional development <u>either internally or external</u> to the organisation	The employer provides <u>satisfactory</u> commitment to ongoing professional development <u>either internally or external</u> to the organisation	The employer provides <u>generous</u> commitment to ongoing professional development <u>either internally or external</u> to the organisation	The employer provides <u>significant</u> commitment to ongoing professional development <u>either internally or external</u> to the organisation PLUS provides <u>significant</u> levels of support (both financial and non-financial) for individuals to undertake professional development.	The employer provides <u>outstanding</u> commitment to ongoing professional development <u>including both internal & external</u> to the organisation PLUS provides <u>outstanding</u> levels of support (both financial and non-financial) for individuals to undertake professional development.
Professional Registration: Commitment to Professional registration	20%	The applicant <u>did not provide a response</u> to the criteria	The employer provides <u>minimum</u> commitment to professional registration. i.e. the employer does not demonstrate an understanding of the importance of <u>registered engineers</u> in accordance with the Professional Engineers Act.	The employer provides <u>satisfactory</u> commitment to professional registration. i.e. the employer demonstrates a limited understanding of the importance of registered engineers in accordance with the Professional Engineers Act.	The employer provides <u>above average</u> commitment to professional registration. i.e. the employer <u>acknowledges</u> the need for <u>registered engineers</u> to fulfil certain roles in its recruitment practices.	The employer provides significant commitment to professional registration. i.e. the employer has an <u>established</u> policy that requires <u>registered engineers</u> to fulfil roles and provide supervision in accordance with the Professional Engineers Act.	The employer provides <u>outstanding</u> commitment to professional registration. i.e. the employer has a <u>best-practice</u> policy that requires <u>registered engineers</u> to fulfil roles and provide supervision in accordance with the Professional Engineers Act.



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CATEGORY: Employer of the Year (Private Sector) Employer of the Year (Public Sector)	Response/ Guiding Descriptors	No response submitted	Minimal/ basic	Satisfactory	Generous/ above average	Significant	Outstanding Extensive
	Possible Score	0	1-2	3-4	5-6	7-8	9-10
Criteria	Weighting						
Industry Participation: Commitment to the advancement of the sector through industry participation eg. IPWEAQ working groups	20%	The applicant did <u>not provide a response</u> to the criteria	The employer does <u>not actively promote</u> employees taking part in <u>industry working groups</u> or other engagement mechanisms which contribute to the <u>advancement</u> of the public works sector.	The employer provides <u>limited opportunities</u> for employees to take part in <u>industry working groups</u> or other engagement mechanisms which contribute to the <u>advancement</u> of the public works sector.	The employer <u>permits</u> employees taking part in <u>industry working groups</u> or other engagement mechanisms which contribute to the <u>advancement</u> of the public works sector.	The employer <u>facilitates</u> employees taking part in <u>industry working groups</u> or other engagement mechanisms which contribute to the <u>advancement</u> of the public works sector.	The employer <u>proactively nominates</u> employees to take part in <u>industry working groups</u> or other engagement mechanisms which contribute to the <u>advancement</u> of the public works sector.
Diversity: Commitment to a workplace that is accepting of people regardless of their race, religion, sexual orientation, gender, age, background or disabilities	25%	The applicant did <u>not provide a response</u> to the criteria	The employer demonstrates <u>little understanding</u> of the need for diversity, inclusion and equal opportunity pathways.	The employer demonstrates a <u>satisfactory understanding</u> of the need for diversity, inclusion and equal opportunity pathways.	The employer has an established <u>suite</u> of policies that demonstrate a <u>commitment</u> to diversity, inclusion and equal opportunity pathways.	The employer has an established <u>suite</u> of policies that demonstrate a <u>significant</u> commitment to diversity and inclusion, with <u>pathways</u> for equal opportunities.	The employer has an <u>extensive suite</u> of policies that demonstrate an <u>outstanding</u> commitment to diversity and inclusion, with <u>proven pathways</u> for equal opportunities.
Collaboration: Commitment to cross-functional collaboration Private Sector: eg project management, engineering, finance, design Public Sector: professionals in engineering, management, finance, elected members	10%	The applicant did <u>not provide a response</u> to the criteria	The employer <u>limits</u> multi-disciplinary collaboration.	The employer <u>allows</u> collaboration between multi-disciplinary teams on an <u>informal</u> basis.	The employer <u>allows</u> collaboration between multi-disciplinary teams on a <u>formal</u> basis.	The employer <u>encourages</u> collaboration between multi-disciplinary teams on a <u>formal</u> basis.	The employer <u>proactively encourages</u> collaboration between multi-disciplinary teams on a <u>formal</u> basis.