HKIHRM
HR EXCELLENCE
AWARDS 2026/2027

HR Excellence Awards 2026/27

ENTRY GUIDE



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ABOUT HKIHRM

The Hong Kong Institute of Human Resource Management (HKIHRM) is the most representative human resource management professional body in Hong Kong. Established in 1977, the Institute has a membership of close to 5,000, of which around 500 are corporate members.

VISION

To be the Leading Professional Human Capital and Advisory Institute in Hong Kong and Beyond

MISSION

Champion Professionalism, Elevate and Sustain Excellence:
Promote Human Resource Excellence through Innovation and Continuous Advancement

Cultivate Future Talent:
Inspire and Develop New Generations of Human Resource Professionals to Sustain the Profession's Vitality

Inspire Pride and Reputation:
Foster Unity and Strengthen the Influence and Reputation of HR Professionals

VALUES

Ethics and Integrity, Professionalism and Pride, Diversity and Inclusion, Collaboration and Networking, Sustainability



ABOUT THE AWARDS

Since 2012, Hong Kong Institute of Human Resource Management (HKIHRM) has proudly presented the HR Excellence Awards to recognise organisations and individuals who have achieved business success through outstanding people strategies and practices. Candidates are to demonstrate:

- Strategies and practices that deliver a direct impact on business performance;
- Total solutions that are integrated with the other core elements of an organisation; and
- Innovations that set new standards for the industry.

ORGANISING COMMITTEE



Theresa LUI

- Vice President and Chairperson of Awards Organising Committee, HKIHRM
- Chief People Officer, Chow Tai Fook Jewellery Group



Ian CHOY

- President and Advisor of Awards Organising Committee, HKIHRM
- Executive Director - People & Culture, Gammon Construction Limited



Fanny CHAN

- Executive Council Member, HKIHRM
- Chief Human Resources Officer, Chow Tai Fook Life Insurance Company Limited



Priscilla CHAU

- Executive Council Member, HKIHRM
- Director, Human Resources, CLP Power Hong Kong Limited



Miko CHEUNG

Human Resources Director, LAWSGROUP



Bessie CHONG

Assistant Director, College of Business, City University of Hong Kong



Joey CHUNG

Executive Director, Human Resources Haitong International



Joyce HO

Senior HR Director, Reward & HR Operations Informa Markets Asia Limited

ORGANISING COMMITTEE



Fanny LAU

Director – Human Resources,
New World Development Company Limited
and K11 Concepts



Jennifer TAM

- Executive Council Member, HKIHRM
- Partner, Simmons & Simmons



Benjamin WONG

Managing Partner,
So.G People Solutions Ltd.



Brian WONG

Chief People and Culture Officer,
Hong Kong Productivity Council



Fanny WONG

Chief Talent Officer,
Hong Kong Science and Technology
Parks Corporation



Janet YEUNG

Head of HR,
Hong Kong Trade Development Council

MAIN AWARDS OF THE YEAR

Grand Award of the Year

The Grand Award of the Year will be granted to the organisation that successfully meets all the following requirements*:

- Submission of the highest number of entries within Organisational Category - Grand Awards
- The organisation should obtain the highest average score across the above entries in the year

This award highlights the entry that serves as the **most outstanding example of best practice** in action, inspiring Hong Kong HR practitioners with new ideas to help them excel in their profession. In arriving at their decision, the judges will look for projects that have produced outstanding results with a far-reaching impact and meaningful contribution to the HR community.

The winning project should be able to show what can be accomplished through passion, dedication, and a commitment to helping and developing its people.

**The Judge Panel has the right to make the final decision.*

Excellent HR Leader Award

This distinguished award will be nominated by the Executive Council of the HKIHRM.

This prestigious award recognises an individual who exemplifies excellent HRM professionalism, enhances the influence of the HRM profession and has made an outstanding contribution to the HR community.

Excellent Employer of the Year [Free entry for organisations meeting the criteria]

will be granted to organisations that meet the following criteria:

- Submitting a minimum of 1 entry in the Organisational Category – Grand Awards and receiving at least 1 Elite Award or higher; and
- Submitting a minimum of 2 entries in the Organisational Category – Sub-Category Awards and receiving at least 2 Elite Awards or higher

* Organisations meeting all of the above criteria will automatically be eligible for this award. The results will be communicated in Q4 2026.

Three-year Recognition Award [Free entry for organisations meeting the criteria]

Recognising organisations that have achieved Excellence/Elite/Merit across any category for three consecutive years from 2024/25 edition onwards.

* Organisations meeting all of the above criteria will automatically be eligible for this award. The results will be communicated in Q4 2026. And last year's winner will not be eligible for this award

Last year's winner will not be eligible for this award.

AWARD CATEGORIES

Winners of each category will be honoured with one of the below awards based on the decisions of the Associate Assessor and the panel of judges.

- Excellent Award (金獎)
- Elite Award (銀獎)
- Merit Award (銅獎)
- Professional Practice (專業實踐) (Only for Organisational Category Grand Awards)
- Good Practice (良好實踐)

Organisational Category – Grand Awards

1. Grand Award of Change Management
2. Grand Award of Diversity & Inclusion
3. Grand Award of Employee Experience
4. Grand Award of Employee Wellbeing
5. Grand Award of ESG Initiatives
6. Grand Award of HR Digitalisation
7. Grand Award of Innovation
8. [New] Grand Award of Learning and Development
9. [New] Grand Award of Strategic AI Application
10. Grand Award of Talent Management

Organisational Category – Sub-Category Awards

1. Age-Friendly Workplace Award
2. Best Workplace Award
3. Community Caring Award
4. Corporate Governance Award
5. Disability-Friendly Employment Award
6. Employee Benefits Award
7. Employee Happiness Award
8. Employer Branding Award
9. Family-Friendly Practices Award
10. Green Achievement Award
11. HR Analytics Award
12. Learning Technology Award
13. Management Trainee Programme Award
14. [New] Next Generation Talent Attraction Award
15. Talent Acquisition Award
16. Talent Policy Pioneer Award

HR Service Provider Category

1. [New] AI Solutions Provider Award
2. [New] Employee Benefits Provider Award
3. Executive Development Programme Provider Award
4. Innovation Provider Award
5. Learning & Development Provider Award
6. Payroll Provider Award
7. Talent Acquisition Provider Award
8. The Most Popular Recruitment Platform Award
9. Wellbeing Provider Award

HR Team Category

1. Outstanding HR Team Award

GBA Category & NGO Category

1. Change Management Award
2. Diversity & Inclusion Award
3. Employee Experience Award
4. Employee Wellbeing Award
5. Employer Branding Award
6. ESG Initiatives Award
7. HR Digitalisation Award
8. Innovation Award
9. Talent Management Award

SME Category

1. Employee Experience Award
2. Employee Happiness Award
3. Family-Friendly Practices Award
4. Innovation Award

Individual Category

1. HR Professional Award
2. Rising Star Award

DEFINITION

ORGANISATIONAL CATEGORY – GRAND AWARDS

Grand Award of Change Management

This award recognises excellence in an organisation's ability to set a compelling vision and plan, implement, and manage changes in the people aspect of a major organisational programme. Entries should demonstrate HR's contribution through all the stages of the change process and how the programme brings positive impacts to employees and organisation performance and/or clearly minimises potential negative impacts.

Grand Award of Diversity & Inclusion

This award recognises an organisation that supports diversity and inclusion initiatives as a fundamental part of its business and actively implements these values through effective practices. Entries should demonstrate the best practices in integrating diversity and inclusion into their HR policies, practices, and procedures, with regular evaluations to address and eliminate any unfair biases.

Grand Award of Employee Experience

This award recognises an organisation that has successfully aligned its employee experience strategy with broader business objectives.

Entries should demonstrate specific and innovative employee-centric initiatives that have significantly improved employee working experience, enhanced satisfaction and commitment, strengthened engagement, and fostered a positive work environment. Entries should provide quantifiable evidence of these achievements.

Grand Award of Employee Wellbeing

This award recognises an organisation that provides compelling evidence of their strategy to protect and enhance the health and well-being of employees.

Entries should include specific initiatives that offer mental, physical, social, and/or emotional support to employees, resulting in improved health and well-being for employees and enhanced organisational performance.

Grand Award of ESG Initiatives

This award recognises an organisation that incorporates a comprehensive ESG (Environment, Social and Governance) approach into its overall HR strategy, including Corporate Social Responsibility initiatives.

Entries should demonstrate the positive influence of applying ESG initiatives and/or projects to strengthen the sustainability and ethical impact of the organisation in the areas of ESG.

Grand Award of HR Digitalisation

This award recognises an organisation that embraces technologies, data analytics/informatics or digital solutions to help drive better efficiency, productivity, and performance of the HR department and the organisation as a whole.

The scope of the entry can include the implementation of HR software, analytic systems, online learning and development tools, etc.

Grand Award of Innovation

This award recognises organisations that have successfully implemented innovative HR practices and strategies that drive transformation and contribute to achieving business goals. It honours initiatives that not only create synergies and deliver insights but also drive significant organisational change, enhance efficiency, and/or elevate family, community, and social values while addressing workforce and organisational challenges.

Innovative practices and strategies may include strategic HR-related programmes that lead to transformative shifts, such as talent management, advanced technologies in people management, initiatives fostering inclusive workplace cultures, and innovations in learning and development.

ORGANISATIONAL CATEGORY – GRAND AWARDS

[New] Grand Award of Learning and Development

This award recognises outstanding achievement in the conception, design, and execution of a comprehensive learning and organisational development strategy that delivers measurable, organisation wide impact. It celebrates organisations that demonstrably elevate skills, knowledge, and mindset across all levels, while cultivating a strong and sustainable learning culture.

The award honours visionary leadership in capability building, continuous learning, and workforce development that enables long term organisational growth, resilience, and transformation.

Eligible entries may include enterprise wide strategies, major learning and development initiatives, targeted development programmes, or other high impact interventions that enhance performance, strengthen workforce capability, and embed a culture of ongoing learning throughout the organisation.

[New] Grand Award of Strategic AI Application

This award recognises organisations that have successfully implemented artificial intelligence (AI) to deliver meaningful, measurable improvements in HR service delivery. This award honours a project or programme that has partially or fully embedded an AI-powered platform to enhance the effectiveness, responsiveness, and overall performance of the HR function.

Eligible initiatives may include, but are not limited to, AI-driven candidate matching, intelligent HR query handling, and automated employee support solutions. Submissions should demonstrate clear, quantifiable outcomes, including improved user satisfaction, enhanced service efficiency, and tangible value to both employees and the organisation.

Grand Award of Talent Management

This award recognises an organisation which has developed outstanding effective strategies, programmes and policies for talent identification, classification, management, and retention, as well as workforce mobilisation such as job rotation and assignment planning to enable leadership succession.

DEFINITION

ORGANISATIONAL CATEGORY – SUB-CATEGORY AWARDS

Age-Friendly Workplace Award
This award recognises an organisation that promotes age diversity and inclusion in the workplace and implements policies and practices such as flexible working arrangements, learning opportunities, career paths, benefits and wellness initiatives which support older workers and create an age-friendly workplace to value the contribution of older workers.
Entries should demonstrate the positive influence made by applying age-friendly initiatives to strengthen the impact of diversity & inclusion within the organisation.

Best Workplace Award
This award recognises an organisation that establishes an excellent workplace environment and culture to foster employee engagement, satisfaction and well-being. This is achieved through the implementation of a wide range of HR policies and practices, effective leadership, attractive employee benefits, and ample professional development opportunities.

Community Caring Award
This award recognises the organisation that makes a significant contribution to the well-being of the community and achieves excellence in promoting social responsibility and ethical business practices.

The scope of the entry can include volunteerism, community involvement through advocacy, educational or outreach programmes, and compassionate leadership that demonstrates empathy, kindness and respect towards stakeholders.

Corporate Governance Award
This award recognises an organisation that effectively promotes transparency and accountability, pursues integrity in business operations and embraces diversity in the processes to attract, appoint, promote, and ensure accountability among the senior leaders.

The scope of entry can include corporate's purpose, the role and makeup of board of directors and management committees, shareholders and stakeholders' interests, measurement of the corporate's performance, etc

Disability-Friendly Employment Award
This award recognises an organisation that promotes disability-friendly employment and implements policies and practices such as flexible working arrangements, learning opportunities, career paths, benefits and wellness initiatives, aiming to support employees with disabilities and create a disability-friendly workplace that values their contribution.

Entries should demonstrate the positive influence made by applying the disability-friendly initiatives to strengthen the impact of diversity & inclusion within the organisation.

Employee Benefits Award
This award recognises an organisation that goes above and beyond in providing employees with a comprehensive benefits package, such as health insurance, retirement plans, paid time off, special leaves or wellness programmes, aiming to motivate employees to perform at their best and attract and retain talent for the organisation. Entries should provide quantifiable evidence of these achievements.

Employee Happiness Award
This award recognises an organisation that implements a purposeful approach to foster a positive and happy workplace culture where employees feel valued and find their work meaningful within the organisation.

Entries should demonstrate the positive influence of these approaches in strengthening employee happiness and provide quantifiable evidence of these achievements.

Employer Branding Award
This award recognises an organisation that creates a value proposition and executed a branding campaign with proven success in differentiating its identity and adding value to the organisation.

Entries should demonstrate a strong employer brand strategy in attracting, engaging, and retaining employees and show evidence of implementing the branding campaign successfully.

DEFINITION

ORGANISATIONAL CATEGORY – SUB-CATEGORY AWARDS

Family-Friendly Practices Award
This award recognises an organisation that excels in assisting employees in balancing work and family obligations through a wide range of HR policies and practices, such as flexible working arrangements, daycare facilities, elderly care support, adoption and reproductive assistance, breastfeeding support, paid personal and earned days off programmes, as well as academic bursaries for employees' children.

[New] Next Generation Talent Attraction Award
This award recognises an organisation that has developed and implemented outstanding, effective strategies, programmes, and policies to strengthen employer branding, recruitment practices, and retention initiatives aimed at attracting, engaging, developing, and retaining next-generation talent.

Entries should demonstrate excellence in designing and executing insightful, forward-looking talent attraction strategies, supported by a clear commitment to understanding the expectations, motivations, and behaviours of emerging workforce groups. Submissions must show tangible and measurable impact, with clear evidence of how these initiatives have been successfully put into practice.

Green Achievement Award
This award recognises an organisation that makes significant efforts to promote environmental sustainability and foster a green culture that motivates employees to take action to protect the environment.

Entries should demonstrate the positive influence made by applying the green initiatives /projects to deepen sustainability with quantifiable impact on the environment.

HR Analytics Award
This award recognises an organisation for demonstrating exceptional use of data analytics to analyse and manage human resources data which help drive better efficiency, productivity and decision making of an organisation. The scope of entry can include the implementation of HR analytics systems, HR software, people analytics strategy, etc.

Learning Technology Award
This award recognises excellence in implementing and utilising technology to enhance employee learning opportunities and experience which strengthens the skills, knowledge, mindset, and culture across all levels of the organisation. The scope of entry can include the implementation of a strategic plan or programme, digital solution, software, online training, etc.

Management Trainee Programme Award
This award recognises an organisation that successfully formulates and delivers a management trainee recruitment programme which attracts and groom graduates to be the future management / leaders of the organisation. The scope of entry should demonstrate a strategic and structured programme is in place to provide training, learning initiatives, networking opportunities and an aspirational career path to the trainees.

Talent Acquisition Award
This award recognises an organisation's talent attraction strategy that effectively aligns with the overall business strategies and employer branding. Entries should demonstrate excellence in job design, manpower planning and deployment, recruitment and selection strategies, internal mobility strategies and programmes that seek to achieve effective utilisation and acquisition of talent to meet business needs.

Talent Policy Pioneer Award
The award recognises an organisation that actively engages with and supports existing public talent policies and schemes. Entries should demonstrate a strong commitment to fostering a skilled workforce in alignment with the latest public manpower policies.

The scope of entry can include a wide range of HR policies and practices, thought leadership, and community engagement initiatives. This includes efforts to build Hong Kong into an international talent hub for high-calibre talent, support family-friendly workplace practices, upskill and reskill the workforce, promote diversity and inclusion in talent development, and implement innovative recruitment and retention strategies.

DEFINITION

HR SERVICE PROVIDER CATEGORY

[New] AI Solutions Provider Award

This award recognises an AI Solutions provider that demonstrates excellence in the design, development, and deployment of AI–enabled solutions that support organisations in advancing modern workforce and workplace strategies. It honours providers whose AI powered tools enable capabilities such as remote workforce management, intelligent device integration, automation, and data driven decision making across HR and business operations.

Entries should demonstrate how the AI solution has delivered measurable improvements in efficiency, productivity, and performance across the HR function and the wider organisation. Assessment will consider the tool's innovation, scalability, ease of adoption, and its tangible impact on enhancing workforce effectiveness and operational outcomes.

[New] Employee Benefits Provider Award

This award recognises an outstanding Employee Benefits Provider that delivers innovative, effective, and employee-centric benefits solutions to organisations. The category celebrates providers that enhance workforce well-being, engagement, and retention through comprehensive, flexible, and value-driven employee benefits programmes.

Eligible providers may offer solutions across areas such as health and wellness, insurance, retirement and financial well-being, leave and lifestyle benefits, flexible benefits platforms, or total rewards solutions. The award highlights providers that demonstrate strong client impact, service excellence, regulatory compliance, and the ability to adapt benefits offerings to evolving workforce needs.

Executive Development Programme Provider Award

This award recognises exceptional leadership development programmes that have clearly enhanced the skills, competencies, and strategic acumen of senior executives within an organisation. Entries should excel in cultivating executive talents and preparing senior leaders to effectively manage and lead in an ever-evolving and complex business environment.

Furthermore, entries should showcase innovative content and demonstrate the impact on participants, supported by quantifiable achievements that highlight the effectiveness of the programme.

Innovation Provider Award

This award recognises an HR service provider that has successfully facilitated the implementation of transformative HR practices and strategies, tools and technologies for their client to achieve business goals. The transformative not only create synergies and deliver insights but also drive significant organisational change, enhance efficiency, and/or elevate business values while addressing workforce and organisational challenges.

Innovative practices and strategies may include strategic HR-related programmes that lead to transformative shifts, such as talent management, advanced technologies in people management, initiatives fostering inclusive workplace cultures, and innovations in learning and development.

Learning & Development Provider Award

This award recognises a service provider that demonstrates excellence in the design, creation, and implementation of a unique learning and development strategy for its client that enhances the skills, knowledge, and attitude across all levels of the organisation.

The scope of an entry can be a strategic plan or programme, individual courses or other deliverables that enhance performance and encourage learning and development in the client's organisation.

DEFINITION

HR SERVICE PROVIDER CATEGORY

Payroll Provider Award

This award recognises a service provider in offering exceptional payroll services to its clients to improve the efficiency and effectiveness of their payroll operations. Entries should demonstrate excellence in customer service, payroll calculations and accuracy, timeline, payroll reporting and innovation in their payroll services.

Talent Acquisition Provider Award

This award recognises the excellence of a service provider in delivering a talent attraction strategy that effectively aligns with the overall business strategies and employer branding of the client's organisation.

Entries should demonstrate excellence in job design, manpower planning and deployment, recruitment and selection strategies, internal mobility strategies and programmes that aim to achieve effective utilisation and acquisition of talent to meet client's business needs.

The Most Popular Recruitment Platform Award

This award recognises the best local online platforms for job seekers and employers in Hong Kong. The platform must have a large and active Hong Kong user base, high engagement and satisfaction rates, innovative and user-friendly features for job search and hiring, and a positive impact on the Hong Kong labour market, such as creating more job opportunities, improving skills development, etc. Entries should be able to quantify the achievements.

Wellbeing Provider Award

This award recognises a service provider that delivers exceptional wellbeing solutions or family friendly practices to its client organisations.

Entries should demonstrate excellence in providing comprehensive health and well-being programmes and services that enhance the physical, mental, financial, and social well-being of employees, or in offering family friendly solutions that support employees in balancing work and family responsibilities. Submissions should clearly evidence a positive and measurable impact on employee engagement, well-being, and retention.

DEFINITION

HR TEAM CATEGORY

Outstanding HR Team Award
This award recognises HR teams that have excelled within their function or cross-functions, making significant contributionsto their organisations' success through innovative and effective projects, strategies, or initiatives. Entrants should demonstrate tangible results of these initiatives in improving team morale, employee engagement, teamwork, and cohesiveness.

The judges will evaluate the HR teams' strategic approach to all aspects of HR management, focusing on measurable achievements that align with business objectives, enhance employee engagement, and foster a positive organisational culture.

Additionally, the impact on the wider business and the overall employee experience and satisfaction will be considered.

GBA CATEGORY & NGO CATEGORY

GBA Category

Organisations that have business registration and operation in the mainland GBA cities are eligible to enter the award. Organisations must possess business registration and operation in the GBA cities, including Guangzhou, Shenzhen, Zhuhai, Foshan, Dongguan, Zhongshan, Jiangmen, Huizhou, and Zhaoqing, as well as Macao, excluding Hong Kong.

NGO Category

Organisations that are on the list of charitable institutions and trusts of a public character, which are exempt from tax under section 88 of the Inland Revenue Ordinance, and hold the letter issued by the Inland Revenue Department are eligible to enter the award.

The following **9 awards** are included in the GBA Category and the NGO Category, respectively:
- Change Management Award
- Diversity & Inclusion Award
- Employee Experience Award
- Employee Wellbeing Award
- Employer Branding Award
- ESG Initiatives Award
- HR Digitalisation Award
- Innovation Award
- Talent Management Award

For definitions, please refer to the **Organisational Category**.

SME CATEGORY

Manufacturing enterprises with fewer than 100 employees or non-manufacturing enterprises with fewer than 50 employees are eligible to enter this award.

The following 4 awards are included in the SME category:
- Employee Experience Award
- Family-Friendly Practices Award
- Employee Happiness Award
- Innovation Award

For definitions, please refer to **Organisational Category.**

INDIVIDUAL CATEGORY

- Entrants for the Individual Category should possess at least 1 year of working experience as an HR practitioner.
- Entrants should remain in the same organisation during the interview period; otherwise, he or she may be disqualified from the Award.

HR Professional Award
This award recognises an individual HR practitioner who is at the Managerial, Executive, or Leadership career stage as described in the attached HR Career Ladder Guide*, which is published by the HKIHRM and has contributed to his or her own organisation by creating a significant HR impact.

Entries should include specific initiatives, projects or thought leadership in people management, work practices, applying technologies/talent solutions and building organisational capabilities to enhance business success.

Rising Star Award
This award recognises an individual HR practitioner who is at the Technical or Professional career stage as described in the attached HR Career Ladder Guide*, which is published by the HKIHRM, and has demonstrated excellence either by the creative and innovative development of new ideas and programmes or by highly effective utilisation of well-regarded principles in HR. Specific achievements may be related to a project or an ongoing activity of his or her own organisation.

ENTRY GUIDELINE AND ENTRY FEE

Eligibility

The HKIHRM HR Excellence Awards 2026/27 are open to organisations of any size or type with operations in Hong Kong, Macau, mainland China or across the Asia-Pacific region.

Interested parties are welcome to enter the following categories, where HR initiatives carried out in any of the above-mentioned geographical regions will be eligible.

- **Organisational Category / HR Service Provider Category / GBA Category / NGO Category / SME Category / HR Team Category**
  Entrants may compete for more than one award category and are allowed to submit more than one entry under each award category. The initiative/project should have been implemented in the past 24 months (namely between 1 April 2024 and 31 March 2026) with proven results and quantifiable achievements.

  ❖ For the HR Service Provider Category, if an initiative/project submitted for entry by a service provider was designed for its client(s), a written endorsement from the relevant client(s) is required.

- **Individual Category**
  Interested parties should submit the applications with their current employer's endorsement by email project@hkihrm.org. Each organisation can endorse a maximum of 3 candidates.

  Entrants should also submit a nomination letter with the letterhead of the organisation as an official supporting document from the company. The letter should include the name, business title, and signature of both the supervisor and entrant, as well as the company chop.

Entry Form

- Entrants are required to complete the HKIHRM HR Excellence Awards 2026/27 **Entry Form**; the Entry Form should be submitted **no later than 17 July 2026 (12:00 noon)**.
- The completed **Project Summary** should be submitted **no later than 21 August 2026 (12:00 noon)**. Successful entrants will receive an acknowledgement email. Late submissions may result in an adverse impact on the assessment outcome.

Entry Form

HKIHRM HR Excellence Awards 2026/27 - Entry Fee

❖ **Early Bird Entry Submission Deadline: 30 June 2026 (Tuesday) 12:00 noon**
❖ Regular Entry Submission Deadline: 17 July 2026 (Friday) 12:00 noon
❖ Interested organisations/individuals are required to submit the Entry Form and settle the entry fee before the entry deadline.

Early Bird - Entry	Member	Non-Member	Bundle offer *1 year corp. membership (valued: HK$9,000)
Organisational Category - Grand Awards	$11,000	$16,500	**$15,800**
Organisational Sub-Category Awards / HR Service Provider Category / GBA Category / HR Team Category	$7,500	$13,000	**$12,500**
Individual Category / NGO Category / SME Category	$2,200	$4,200	N/A
Regular Price - entry	**Members**	**Non Member**	
Organisational Category - Grand Awards	$13,800	$19,200	$18,800
Organisational Sub-Category Awards / HR Service Provider Category / GBA Category / HR Team Category	$ 8,800	$14,400	$13,800
Individual Category / NGO Category / SME Category	$2,800	$4,800	N/A

*Only applicable for new Corporate Members.
For renewal or individual membership, please email membership@hkihrm.org for assistance.

The ticketing for the awards ceremony and publicity packages will be announced in Q3-Q4 2026.

MILESTONES

HKIHRM HR Excellence Awards 2026/27 – Milestones

Key Dates	Organisational Category Grand Awards/ HR Service Provider Category / GBA Category/ NGO Category / SME Category / Individual Category	Organisational Sub-category Awards
Deadline for Entry Form Submission Until 17 July 2026 (12:00 noon)	Entrants are required to submit the Entry Form and settle the entry fee before the entry deadline.	
Deadline for Project Summary Submission Until 21 August 2026 (12:00 noon)	The Project Summary in English or Chinese with a **word limit of 2,000** will be used for the assessment. Any content provided in excess of the stated word limit, including but not limited to appendices, footnotes, links, photos, or graphics, will not be considered in the assessment. All essential information must be included within the word limit as part of the main submission content. **For shortlisted candidates proceeding to the final interview, the project summary will be reviewed by the Judging Panel and will account for 10% of the total final score.**	The Project Summary in English or Chinese with a **word limit of 1,000** will be used for the assessment. Any content provided in excess of the stated word limit, including but not limited to appendices, footnotes, links, photos, or graphics, will not be considered in the assessment. All essential information must be included within the word limit as part of the main submission content.
Assessment (Q3 2026)	Assessors will evaluate each entry based on the submitted Project Summary. **The two highest scoring entrants** among the same awards will be shortlisted to the Final Interview stage, to compete for the Excellent Award and/or the Elite Award. For the rest of the entries, Merit or Good Practice / Professional Practice (only for Organisational Category Grand Awards) will be granted based on the scoring marked by the Associate Assessor.	Assessors/ Judging Panel will evaluate each entry based on the submitted Project Summary. **The Excellent / Elite / Merit / Good Practice of each Award will be selected based on the evaluation.**
Final Interview – Online Session (Q4 2026)	**For the two highest scoring entrants of the Assessment** • Finalists will be invited for a 15-minute interview with the Judging Panel. • The Interview will include a 10-minute presentation and a 5-minute Q&A session. • The presentation content and the performance of the final interview will count as 90% of the total score. • The Excellent and/or Elite of each category will be selected.	
Ticketing and Advertising Package (Q4 2026)	**Details regarding ticketing of the ceremony, as well as advertising and sponsorship packages, will be announced by email.**	
Awards Presentation Ceremony cum Gala Dinner (Q1 2027)	The results of the HKIHRM HR Excellence Awards 2026/27 will be announced	

*The winning companies and organisations will be notified of the results via email.

JUDGING CRITERIA

ASSESSMENT OF PROJECT SUMMARY

For the Organisational Category (Grand Awards & Sub-Category) / HR Service Provider / HR Team Category/ / GBA Category/ NGO Category/ SME Category

Detailed Summary of Entry Project	Score
Part 1: Methodology of the initiative / project • Core concept • Project objectives and expected goals	20
Part 2: Execution of the initiative / project • Approach used to deliver the message of the initiative/service/project and its effectiveness • Management of stakeholders' expectations	35
Part 3: Achievement and outcome • Intangible and quantifiable outcome evaluation • Contribution to business performance and stakeholders of the organisation	35
Part 4: Creativity, innovation & originality • Strategic Innovation and Organisational Impact Assessment of the originality and effectiveness of ideas, initiatives, and implementations that enhance organisational agility, strengthen competitive advantage, and respond proactively to evolving business needs. • Ethical Practice Evaluation of the organisation's commitment to upholding ethical standards and continuously improving the quality of life for its workforce, the wider community, and society. This includes efforts that promote sustainable development and responsible people practices within clients' organisations.	10
Total:	**100**

JUDGING CRITERIA

FINAL INTERVIEW

For Organisational Category (Grand Awards) / HR Service Provider Category / HR Team Category / GBA Category / SME Category

Detailed Summary of Entry Project	Score
Part 1: Written Project Summary • Clarity and relevance of project objectives and goals • Demonstration of measurable outcomes and impact	10
Part 2: Methodology of the initiative/ service/ project • Core concept • Project objectives and expected goals	10
Part 3: Execution of the initiative/ service/ project • Approach used to deliver the message of the project/ solution and its effectiveness • Management of management expectations	35
Part 4: Achievement and outcome • Intangible and quantifiable outcome evaluation • Contribution to business performance of the organisation	35
Part 5: Creativity, innovation & originality • Strategic Innovation and Organisational Impact • Ethical Practice and Social Responsibility	10
Total:	**100**

ASSESSMENT & FINAL INTERVIEW

Individual Category

- HR Professional Award
- Rising Star Award

Detailed Summary of Entry Project	Score
Part 1: Contribution to business success of an organisation with significant impact	25
Part 2: Demonstration of skills and experience • HR competencies (reflected by desirable behaviours at work) • Roles and responsibilities which help add value to an organisation • Scope and depth of HR professional areas	75
Total:	**100**

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1,500
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96%
of payslips processed in-house

11m+
payslips delivered annually

SOC1 SOC2 &
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trusted by
25k+
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HR CAREER LADDER

HR Career Ladder	Technical	Professional	Managerial	Executive	Leadership
Characteristics	**Process Administrator Operation Context** Technical Knowledge and Application	**Process Designer Coordination Context** Concept Knowledge and Coordination	**Business Contributor Management Context** Functional Knowledge and Integration	**Business Partner Executive Context** Strategies Development and Integration	**Business Driver Leading Context** Visionary Horizons
Description of Contributions	**Vocational Individual Contributor** • Apply basic skills/ knowledge to perform simple and repetitive HR service related tasks in line with established policies and practices • Administer processes requiring familiarisation in standardised work routines, not involving supervision of others • Build sensitivities and respect others feelings, work with others to help gain support • Deal with others in an accepted form of behaviour • Display professional ethics	**Efficiency Contributor/ Supervisor** • Adopt sound conceptual HR knowledge into practice that adds value to the organisation • Supervise activities with tasks that are broadly similar • Recognise the influence of HRM in business and the organisation • Establish mechanisms for effective communication with HR service users • Anticipate / understand users' needs and provide solution • Communicate, understand and serve others in an effective manner • Display professional ethics and integrity	**Proficiency Contributor** • Apply expert knowledge and insight to ensure quality HR practices and services execution and delivery • Respond to HR practice's impact to organisation in terms of risk, governance, performance and sustainability • Display a high level of influence / persuasion to gain agreement to act • Manage internal relationships • Provide joint solutions through partnership • Ensure compliance • Motivate and influence others with skills of persuasiveness and assertiveness as well as sensitivity to others points of view • Display integrity and promote ethical corporate governance behaviour and practice	**Seasoned Professional** • Apply leadership and professional skills, knowledge, experience and insight in the unique context of the organisation to ensure integration of HR strategies, policies and practice with the organisation's business and activities and make these strategies and policies impactful in adding values to the organisation • Ensure shared vision • Anticipate changes and formulate HR strategies adapting to change • Understand view/ interest of all stakeholders, guide organisation's direction by being influential in the delivery / execution of HR strategies • Motivate and influence others to achieve the end results	**Professional Mastery** • Search for opportunity, threat, change, innovation and develop HR strategies accordingly and translate them into plans that lead the organisation to attain its VMV • Lead and direct project plan for major change / HR programmes • Being collaborative and personally credible • Passionate with courage to change • Being a role model

TERMS & CONDITIONS

- Past entrants including awardees and finalists are eligible to enter the HR Excellence Awards 2026/27.
- Organisations/individuals of the Awards Organising Committee, judging panel, sponsors, supporting organisations, and media partners are eligible to enter the Awards.
- Projects involving external consultants are eligible to enter the Awards. Nevertheless, the role of such external consultants should be justified and clearly stated.
- If an initiative/project submitted for entry by a service provider was designed for its client(s), a written endorsement from the relevant client(s) is required.
- Each entry must be submitted under **one organisation** only. **One award trophy will be presented per entry**, and the name displayed on the trophy will correspond to the submitting organisation.
- For entries involving **collaborative projects** with multiple organisations, the submitting organisation must provide **written endorsement(s)** from the other participating organisation(s), confirming their involvement in the project. Such endorsement(s) must be submitted together **with the award entry**.
- The entire copyright, moral right, and all other intellectual property rights of whatsoever nature in the materials supplied by the Awards entrants shall continue to belong to the Awards entrants. These rights are not affected by the entrant's entry into the Awards.
- Names and details of entrants, submitted reports, presentation materials, and scoring information developed during the review of entries are regarded as proprietary and are kept confidential. Such information is available only to those individuals directly involved in the assessment and administrative processes. Where necessary, any contact person's name and position, telephone number, fax number, and email address, etc., will be used by HKIHRM for liaison with relevant entrants in relation to the Awards activities.
- The HKIHRM may request supplementary information from entrants during the judging process. Verification of data submitted by entrants may be required.
- Entrants agree to cooperate with the HKIHRM in relation to any publicity of their entries as may be required. Commercial sensitivity will be respected.
- The decision made by HKIHRM and the judging panel is final and binding on all aspects related to the Awards.
- No feedback or advice on entries will be provided to the entrants or finalists.
- The Awards are non-transferable and non-negotiable. No cash alternative will be offered.
- The HKIHRM reserves the right to withhold the award(s) in all categories, subject to the discretion of the Organising Committee and the judging panel.
- The entry fee is non-refundable, non-transferable and shall be settled within THREE (3) weeks after submitting the entry form. Only entries with completed payment will be considered successful applications. The HKIHRM takes no responsibility for any incidental costs incurred by entrants.
- The HKIHRM reserves the right to interpret, alter or amend any of these conditions and to issue supplementary conditions and house rules at any time it considers necessary.

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