



HR  
EXCELLENCE  
AWARDS 2025/26

ENTRY  
GUIDE

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# ABOUT THE 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.

## Our Vision

To be the leading professional human resource management and advisory institute

## Our Missions

- To develop, maintain and enhance professional human resource management standards through our members and partners
- To advocate and promote professional HR practices to HR leaders and other stakeholders in society
- To attract talents to become HR practitioners and ensure the sustainability of the profession

## Our Values

Ethics & Integrity, Diversity & Inclusion, Sustainability and Social Responsibility.



# ABOUT THE AWARDS

Since 2012, 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.

## Benefits to Organisations

- Foster pride and inspiration in the organisation and motivate the HR team to achieve higher standard by recognising its efforts;
- Earn credibility and public recognition in the HR industry and the broader business community;
- Enhance the branding and reputation of the organisation through showcasing their exemplary HR practices and recounting their successful case studies at various events; and
- Gain a valuable marketing tool in communicating with different stakeholders as winners will have the right to use the Awards logo on name cards, letterheads, and other promotion materials.

## Awards Categories

- Organisational Category
- HR Service Provider Category
- HR Team Category
- GBA Category
- NGO Category
- SME Category
- Individual Category

## 2024/25 Highlights

- ✓ Record-breaking entries
- ✓ 7 major categories
- ✓ ~200 awards
- ✓ 3 newly added awards
- ✓ Enhanced publicity and exposure for awardees



# ORGANISING COMMITTEE



**Theresa LUI**

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



**Ian CHOY**

- Vice 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, CTF Life (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**

Managing Director,  
Head of Human Resources,  
Haitong International



**Joyce HO**

Human Resources Director,  
Operations, C&B,  
Informa Markets Asia Limited



**Janet MAN**

- Executive Council Member, HKIHRM
- Senior Director, Talent Management & Development, PVH Asia Ltd



**Jennifer TAM**

- Executive Council Member, HKIHRM
- Partner, Johnson Stokes & Master



**Benjamin WONG**

Managing Partner,  
So.G People Solutions Ltd.

# 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 Judging Panel.

- 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

- Grand Award of Change Management
- Grand Award of Diversity & Inclusion
- Grand Award of Employee Experience
- Grand Award of Employee Wellness
- Grand Award of ESG Initiatives
- Grand Award of HR Digitalisation
- Grand Award of Innovation
- Grand Award of Talent Management

## Organisational Category – Sub-Category Awards

- Age-Friendly Workplace Award
- Best Workplace Award
- Community Caring Award
- Corporate Governance Award
- Disability-Friendly Employment Award
- Employee Benefits Award
- Employee Happiness Award
- Employer Branding Award
- Family-Friendly Practices Award
- Gen Z Attraction Award
- Green Achievement Award
- HR Analytics Award
- Learning & Development Award
- Learning Technology Award
- Management Trainee Programme Award
- Talent Acquisition Award
- Talent Policy Pioneer Award

## HR Service Provider Category

- ESG Provider Award
- Executive Development Programme Provider Award
- Innovation Provider Award
- Learning & Development Provider Award
- Mobility Provider Award
- Payroll Provider Award
- Talent Acquisition Provider Award
- The Most Popular Recruitment Platform Award
- Wellness Provider Award

## HR Team Category

- Outstanding HR Team Award

## GBA Category & NGO Category

- Change Management Award
- Diversity & Inclusion Award
- Employee Experience Award
- Employee Wellness Award
- Employer Branding Award
- ESG Initiatives Award
- HR Digitalisation Award
- Innovation Award
- Talent Management Award

## SME Category

- Employee Experience Award
- Employee Happiness Award
- Family-Friendly Practices Award
- Innovation Award

## Individual Category

- HR Professional Award
- Rising Star Award

# AWARD CATEGORIES

## Grand Award of the Year

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

- Submission of the highest number of entries within Organisational Category – Grand Awards
- The organisation that obtain the highest average score across the above entries

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 Judging Panel will look for projects that have produced outstanding results with a far-reaching impact and meaningful contribution to the HR community.

The winning organisation should demonstrate a strong commitment to developing and implementing outstanding people strategies that drive business success.

*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]**

The award will be granted to organisations that meet the following criteria:

- Submitting a minimum of one entry in the Organisational Category – Grand Awards and receiving at least one Elite Award or higher; and
- Submitting a minimum of two entries in the Organisational Category – Sub-Category Awards and receiving at least two 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 2025.**

## 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 2023/24 Award edition onwards.

**\* Organisations meeting all of the above criteria will automatically be eligible for this award. The results will be communicated in Q4 2025.**

**New 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 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 Wellness

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 Environment, Social and Governance (ESG) approach into its overall HR strategy, including Corporate Social Responsibility initiatives.

Entries should demonstrate the positive influence of applying the 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, strategies, tools and technologies 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, achieve productivity gains 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 AI-driven processes in talent management, advanced technologies in people management, initiatives fostering inclusive workplace cultures, and innovations in learning and development.

### 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 the corporate's purpose, the role and composition of the board of directors and management committees, the interests of shareholders and stakeholders, and the 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 value their contributions.

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.

### **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.

# DEFINITION

## ORGANISATIONAL CATEGORY – SUB-CATEGORY AWARDS

### **Gen Z Attraction Award**

This award recognises an organisation which has developed outstanding effective strategies, programmes, and policies to enhance employer branding, recruitment processes, and retention initiatives that attract, engage, develop, and retain quality Gen Z.

Entries should demonstrate excellence in formulating effective strategies and commitment to understanding and engaging with Gen Z with tangible impact by putting them in place.

### **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 & Development Award**

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

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

### **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 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 attract, engage 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 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

### **ESG Provider Award**

This award recognises the excellence of a service provider in assisting its clients in planning a comprehensive ESG approach, including Corporate Social Responsibility initiatives, and factoring into the overall HR strategy.

Entries should demonstrate the positive influence made by applying the ESG service / project to deepen the sustainability and ethical impact of its client in the areas of environment, society, and governance.

### **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 HR service providers that have successfully facilitated the implementation of transformative HR practices and strategies, tools and technologies for their clients to achieve business goals. The transformation 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 AI-driven processes in 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.

### **Mobility Provider Award**

This award recognises a service provider that demonstrates excellence in the designing, creating, and implementing mobility strategies that enable its client to successfully adopt a flexible work culture, including remote work arrangements, Internet of Things (IoT), or Bring Your Own Device (BYOD) and digital collaboration practices within their organisations.

Entries should demonstrate excellence in driving better efficiency, productivity and performance of the HR department and the organisation.

### **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 clients' organisations.

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 clients' 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 its achievements.

### **Wellness Provider Award**

This award recognises a service provider for offering exceptional wellness solutions or family-friendly practices to their clients.

Entries should demonstrate excellence in providing health and well-being programmes and services that enhance the physical, mental, financial and social well-being of employees or providing family-friendly services that help balance employees' work and family obligations, as a result improving employees' engagement 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 contributions to 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 in 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 institution and trusts of a public character, which is 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 nine awards are included in GBA Category and NGO Category respectively:

- Change Management Award
- Diversity & Inclusion Award
- Employee Experience Award
- Employee Wellness 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 four 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 one 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. Entrants should also submit a nomination letter with the letterhead of the organisation as an official supporting document from the organisation. The letter should include the name, business title, and signature of both the supervisor and entrant, as well as the company chop.

### HR Professional Award

This award recognises an individual HR practitioner who is at the Managerial, Executive, or Leadership career stage as described in the HR Career Ladder\* published by 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 to 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 HR Career Ladder\* is published by 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.

\*Please refer to P.22 for more details about the HR Career Ladder.



# ENTRY GUIDELINES AND ENTRY FEE

## Eligibility

The HKIHRM HR Excellence Awards 2025/26 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 / HR Service Provider / HR Team / GBA / NGO / SME 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 2023 and 31 March 2025) with proven results and quantifiable achievements.

- **Individual Category**

Excellent HR Professional and Rising Star: Candidates should complete the Entry Form with current employers' endorsement. Each organisation can endorse a maximum of three candidates.

### 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 2023/24 Award edition onwards.

\* **Organisations meeting all of the above criteria will automatically be eligible for this award. The results will be communicated in Q4 2025.**

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

The Award will be granted to organisations that meet the following criteria:

- Submitting a minimum of one entry in the Organisational Category – Grand Awards and receiving at least one Elite Award or higher; and
- Submitting a minimum of two entries in the Organisational Category – Sub-Category Awards and receiving at least two 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 2025.**

## Entry

- Entrants are required to complete the HKIHRM HR Excellence Awards 2025/26 Entry Form from [www.hkihrm-awards.org](http://www.hkihrm-awards.org).
- The completed Entry Form should be submitted **no later than 12:00 noon on 11 July 2025**, while the Project Summary should be submitted **no later than 12:00 noon on 31 July 2025**. Successful entrants will receive an acknowledgement email.



Entry Form

## Entry Fee

	Early Bird (until 6 June 2025, 12:00 noon) per entry		Regular Entry (6 June 12:01 pm – 11 July 2025, noon) per entry	
Award Category	HKIHRM Member	Non-Member	HKIHRM Member	Non-Member
Organisational Category – Grand Awards	HK\$11,000	HK\$15,200	HK\$13,800	HK\$17,600
Organisational Sub-Category Awards / HR Service Provider Category / HR Team Category / GBA Category / Individual Category	HK\$7,500	HK\$13,200	HK\$11,000	HK\$15,200
NGO Category / SME Category	HK\$3,250	HK\$5,500	HK\$4,000	HK\$6,500

# MILESTONES

## Key Dates

HKIHRM HR Excellence Awards 2025/26	
Awards Briefing and Sharing Session	9 April (Wed)
Awards Entry - Early Bird Submission Deadline	6 June (Fri) 12:00 noon
Awards Entry - Submission Deadline	11 July (Fri) 12:00 noon
Project Summary Submission Deadline	31 July (Thu) 12:00 noon
Assessment by Associate Assessor	Q3 2025
Final Interview	Q4 2025
Awards Presentation Ceremony cum Gala Dinner	Q1 2026

## Milestones

	Organisational Category Grand Awards/ HR Service Provider Category / HR Team / GBA Category/ NGO Category / SME Category / Individual Category	Organisational Sub-Category Awards
<b>Deadline for Entry Form Submission</b> Until 11 July 2025	Interested organisations / individuals are required to submit the Entry Form and settle the entry fee before the entry deadline.	
<b>Deadline for Project Summary Submission</b> Until 31 July 2025	<p>The Project Summary, to be submitted in either English, or Chinese with a <b>word limit of 2,000</b>, will be used for the Award assessment.</p> <p>The total number of photos and graphics included must not exceed 10.</p>	<p>The Project Summary, to be submitted in either English, or Chinese with a <b>word limit of 1,000</b>, will be used for the Award assessment.</p> <p>The total number of photos and graphics included must not exceed 10.</p>
<b>Assessment by Associate Assessor</b> (Q3 2025)	<p>Assessor will evaluate each entry based on the submitted Project Summary. The two highest scoring candidates among the same awards will be shortlisted to the Final Interview stage, to compete for the Excellent Award and/or the Elite Award.</p> <p>For the remaining entries, Merit or Good Practice / Professional Practice Awards (only for Organisational Category Grand Awards) will be granted based on the scores evaluated by the Associate Assessor.</p>	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.
<b>Final Interview</b> (Q4 2025)	<p>Finalist will be invited for a 15 - minute interview with the Judging Panel, including a 10 minute presentation and 5 minutes for Q&amp;A Judging Panel.</p> <p>The <b>Excellent and/or Elite Award</b> of each category will be selected, based on the total scores assessed by the Judging Panel.</p>	
<b>Ticketing and Advertising Package</b> (Q4 2025)	Details regarding ticketing for the ceremony, as well as advertising and sponsorship packages, will be announced via email.	
<b>Awards Presentation Ceremony cum Gala Dinner</b> (Q1 2026)	The results of the HKIHRM HR Excellence Awards 2025/26 will be announced.	

# JUDGING CRITERIA

## Organisational Category – Grand Awards

- Grand Award of Change Management
- Grand Award of Diversity & Inclusion
- Grand Award of Employee Experience
- Grand Award of Employee Wellness
- Grand Award of ESG Initiatives
- Grand Award of HR Digitalisation
- Grand Award of Innovation
- Grand Award of Talent Management

Detailed Summary of Entry Project	Score
<b>Part 1: Methodology of the initiative / project</b> <ul style="list-style-type: none"> <li>• Core concept</li> <li>• Project objectives and expected goals</li> <li>• Ethical practice which demonstrates the underlying value of the organisation</li> </ul>	25
<b>Part 2: Execution of the initiative / project</b> <ul style="list-style-type: none"> <li>• Approach used to deliver the message of the initiative/project and its effectiveness</li> <li>• Management of stakeholders' expectations</li> </ul>	35
<b>Part 3: Achievement and outcome</b> <ul style="list-style-type: none"> <li>• Intangible and quantifiable outcome evaluation</li> <li>• Contribution to business performance and stakeholders of the organisation</li> </ul>	35
<b>Part 4: Creativity and innovation</b> <ul style="list-style-type: none"> <li>• Idea and implementation to foster organisational flexibility and competitive advantages</li> </ul>	5
<b>Total:</b>	<b>100</b>

## Organisational Category – Sub-Category Awards

- Age-Friendly Workplace Award
- Best Workplace Award
- Community Caring Award
- Corporate Governance Award
- Disability-Friendly Employment Award
- Employee Benefits Award
- Employee Happiness Award
- Employer Branding Award
- Family-Friendly Practices Award
- Gen Z Attraction Award
- Green Achievement Award
- HR Analytics Award
- Learning & Development Award
- Learning Technology Award
- Management Trainee Programme Award
- Talent Acquisition Award

Detailed Summary of Entry Project	Score
<b>Part 1: Methodology of the initiative / project</b> <ul style="list-style-type: none"> <li>• Core concept</li> <li>• Project objectives and expected goals</li> <li>• Ethical practice which demonstrates the underlying value of the organisation</li> </ul>	30
<b>Part 2: Execution of the initiative / project</b> <ul style="list-style-type: none"> <li>• Approach used to deliver the message of the initiative/project and its effectiveness</li> <li>• Management of stakeholders' expectations</li> </ul>	35
<b>Part 3: Achievement and outcome</b> <ul style="list-style-type: none"> <li>• Intangible and quantifiable outcome evaluation</li> <li>• Contribution to business performance and stakeholders of the organisation</li> </ul>	35
<b>Total:</b>	<b>100</b>

# JUDGING CRITERIA

## HR Service Provider Category

- ESG Provider Award
- Executive Development Programme Provider Award
- Innovation Provider Award
- Learning & Development Provider Award
- Mobility Provider Award
- Payroll Provider Award
- Talent Acquisition Provider Award
- The Most Popular Recruitment Platform Awards
- Wellness Provider Award

Detailed Summary of Entry Project	Score
<b>Part 1: Methodology of the service / project</b>	25
<ul style="list-style-type: none"><li>• Core concept</li><li>• Project objectives and expected outcomes</li><li>• Ethical practice and continued commitment in improving the quality of life of the workforce, community and society and fostering sustainable development in clients' organisations.</li></ul>	
<b>Part 2: Execution of the service / project</b>	35
<ul style="list-style-type: none"><li>• Approach used to deliver the message of the service/project and its effectiveness</li><li>• Management of stakeholders' expectations</li></ul>	
<b>Part 3: Achievement and outcome</b>	35
<ul style="list-style-type: none"><li>• Intangible and quantifiable outcome evaluation</li><li>• Contribution to business performance and stakeholders of the clients</li></ul>	
<b>Part 4: Creativity and innovation</b>	5
<ul style="list-style-type: none"><li>• Idea and implementation to foster organisation I flexibility and competitive advantages</li></ul>	
<b>Total:</b>	<b>100</b>



# JUDGING CRITERIA

## HR Team Category

- Outstanding HR Team Award

## GBA Category & NGO Category

- Change Management Award
- Diversity & Inclusion Award
- Employee Experience Award
- Employee Wellness Award
- Employer Branding Award
- ESG Initiatives Award
- HR Digitalisation Award
- Innovation Award
- Talent Management Award

## SME Category

- Employee Experience Award
- Family-Friendly Practices Award
- Employee Happiness Award
- Innovation Award

Detailed Summary of Entry Project	Score
<b>Part 1: Methodology of the project / solution</b>	25
<ul style="list-style-type: none"><li>• Core concept</li><li>• Project objectives and expected outcomes</li><li>• Ethical practice which demonstrates the underlying value of the organisation</li></ul>	
<b>Part 2: Execution of the project / solution</b>	35
<ul style="list-style-type: none"><li>• Approach used to deliver the message of the project/ solution and its effectiveness</li><li>• Management of management expectations</li></ul>	
<b>Part 3: Achievement and outcome</b>	35
<ul style="list-style-type: none"><li>• Intangible and quantifiable outcome evaluation</li><li>• Contribution to business performance of the organisation</li></ul>	
<b>Part 4: Creativity and innovation</b>	5
<ul style="list-style-type: none"><li>• Idea and implementation to foster organisational flexibility and competitive advantages</li></ul>	
<b>Total:</b>	<b>100</b>

## Individual Category

- HR Professional Award
- Rising Star Award

Detailed Summary of Entry Project	Score
<b>Part 1: Contribution to business success of an organisation with significant impact</b>	25
<b>Part 2: Demonstration of skills and experience</b>	75
<ul style="list-style-type: none"><li>• HR competencies (reflected by desirable behaviours at work)</li><li>• Roles and responsibilities which help add value to an organisation</li><li>• Scope and depth of HR professional areas</li></ul>	
<b>Total:</b>	<b>100</b>

# 2024/25 HR EXCELLENCE AWARDS – AWARDEE LIST

## Grand Award of the Year

MTR Corporation

## Excellent HR Leader Award

Margaret Cheng, JP

## Excellent Employer of the Year

CLP Power Hong Kong Limited

MTR Corporation

CR Construction Company Limited

Swire Hotels

## Organisational Category

Grand Award of Change Management	Awards
HKT Services Limited	Excellent
Chow Tai Fook Jewellery Group	Elite
China State Construction Engineering (Hong Kong) Limited	Merit

Grand Award of Diversity & Inclusion	Awards
MTR Corporation	Excellent
Prudential Hong Kong Limited	Elite
Hong Kong Police Force	Merit
Manulife	Merit
Pure International	Merit
Cathay Pacific Airways Limited	Professional Practice
DFI Retail Group	Professional Practice

Grand Award of Employee Experience	Awards
The Hong Kong Jockey Club	Excellent
Swire Hotels	Elite
AXA Hong Kong and Macau	Merit
Jebsen Group	Merit
Prudential Hong Kong Limited	Merit
McDonald's Hong Kong	Professional Practice

Grand Award of Employee Wellness	Awards
Esquel Group	Excellent
CR Construction Company Limited	Elite
Gammon Construction Limited	Merit
Global Sources	Merit
KLN	Merit
Prudential Hong Kong Limited	Merit
The Hong Kong Jockey Club	Merit
Urban Renewal Authority	Merit
Collinson Group	Professional Practice
Informa Markets Asia Limited	Professional Practice
Manulife	Professional Practice
Maxim's Group	Professional Practice
TransUnion Limited	Professional Practice

Grand Award of ESG Initiatives	Awards
Cathay Cargo Terminal	Excellent
John Swire & Sons (H.K.) Limited	Elite
Manulife	Merit
Shun Tak Holdings	Merit
Well Born Real Estate Management Limited	Professional Practice

Grand Award of HR Digitalisation	Awards
HKT Services Limited	Excellent
Prudential Hong Kong Limited	Elite
AIA Group	Merit

Grand Award of Innovation	Awards
CLP Power Hong Kong Limited	Excellent
Accenture Company Limited	Elite
Inchcape Hong Kong Limited	Merit
Jobs DB Hong Kong Limited	Merit
MTR Corporation	Merit
Prudential Hong Kong Limited	Merit

Grand Award of Talent Management	Awards
MTR Corporation	Excellent
Prudential Hong Kong Limited	Elite
China State Construction Engineering (Hong Kong) Limited	Merit
New World Development Company Limited	Merit
Ocean Network Express (East Asia) Limited	Merit
Urban Renewal Authority (Submission 1)	Merit
Gammon Construction Limited	Professional Practice
HKT Services Limited	Professional Practice
McDonald's Hong Kong	Professional Practice
Urban Renewal Authority (Submission 2)	Professional Practice

# 2024/25 HR EXCELLENCE AWARDS – AWARDEE LIST

## Organisational Sub-Category

Age-Friendly Workplace Award	Awards
Hong Yip Service Company Limited	Excellent
MTR Corporation	Excellent
FSE Engineering Group Limited	Elite
DFI Retail Group	Merit
Mattel Asia Pacific Sourcing Limited	Merit
Associated Engineers, Limited	Good Practice

Best Workplace Award	
Swire Hotels	Excellent
IKEA	Elite
Inchcape Hong Kong Limited	Elite
Cartier	Merit
Dah Chong Hong Holdings Limited	Merit
The Hong Kong Jockey Club	Merit
Cathay Pacific Airways Limited	Good Practice
KLN	Good Practice
McDonald's Hong Kong	Good Practice
TransUnion Limited	Good Practice
White Cube Hong Kong Limited	Good Practice

Community Caring Award	
The Hong Kong & China Gas Company Limited (Towngas)	Excellent
China State Construction Engineering (Hong Kong) Limited	Elite
CLP Power Hong Kong Limited	Elite
CR Construction Company Limited	Elite
Jebsen Group	Elite
Chow Tai Fook Jewellery Group	Merit
Dah Chong Hong Holdings Limited	Merit
FSE Lifestyle Services Limited	Merit
KLN	Merit
MTR Corporation	Merit
Shun Tak Holdings	Merit
Starbucks Hong Kong and Macau	Merit
Mattel Asia Pacific Sourcing Limited	Good Practice
Well Born Real Estate Management Limited	Good Practice

Corporate Governance Award	
Swire Properties Limited	Excellent
Urban Renewal Authority	Elite

Disability-Friendly Employment Award	
DFI Retail Group	Excellent
Manulife	Elite

Employee Benefits Award	Awards
DFI Retail Group - Mannings	Excellent
CR Construction Company Limited	Elite
Global Sources	Elite
Chow Tai Fook Jewellery Group	Merit
Esquel Group	Merit
PineBridge Investments Asia Limited	Merit
The Hong Kong Jockey Club	Merit
Urban Renewal Authority	Good Practice

Employee Happiness Award	
Swire Hotels	Excellent
CLP Power Hong Kong Limited	Elite
Jebsen Group	Elite
CR Construction Company Limited	Merit
Global Sources	Merit
KLN	Merit
MSIG Insurance (Hong Kong) Limited	Merit
The Hong Kong Jockey Club	Merit
Associated Engineers, Limited	Good Practice
McDonald's Hong Kong	Good Practice
New World Development Company Limited	Good Practice
Nova Insurance Consultants Limited	Good Practice
PrimeCredit Limited	Good Practice

Employer Branding Award	
HK Express	Excellent
HAECO Group	Elite

Family-Friendly Practices Award	
The Hong Kong & China Gas Company Limited (Towngas)	Excellent
DFI Retail Group - Mannings	Elite
MTR Corporation	Elite
Collinson Group	Merit
Inchcape Hong Kong Limited	Merit
TransUnion Limited	Merit

Gen Z Attraction Award	
CR Construction Company Limited	Excellent
Starbucks Hong Kong and Macau	Elite
HK Express	Merit
Hong Kong Police Force	Merit
KLN	Merit

# 2024/25 HR EXCELLENCE AWARDS – AWARDEE LIST

Green Achievement Award	Awards
Dah Chong Hong Holdings Limited	Excellent
Swire Properties Limited	Elite
Dorsett Hospitality International	Merit
Shun Tak Holdings	Merit
DKSH Hong Kong Limited	Good Practice

HR Analytics Award	
HAECO Group	Excellent
Jebsen Group	Elite
China State Construction Engineering (Hong Kong) Limited	Merit
Urban Renewal Authority	Merit

Learning & Development Award	
Urban Renewal Authority (Submission 1)	Excellent
MTR Corporation	Elite
The Hong Kong Jockey Club	Elite
Ernst & Young Group Limited	Merit
McDonald's Hong Kong	Merit
Urban Renewal Authority (Submission 2)	Merit
Cartier	Good Practice

Cathay Pacific Airways Limited	Good Practice
DFI Retail Group	Good Practice
IKEA	Good Practice
John Swire & Sons (H.K.) Limited	Good Practice
MSIG Insurance (Hong Kong) Limited	Good Practice
New World Development Company Limited	Good Practice

Learning Technology Award	
Informa Markets Asia Limited	Excellent
MTR Corporation	Elite

Management Trainee Programme Award	
MTR Corporation	Excellent
John Swire & Sons (H.K.) Limited	Elite
KLN	Merit

Talent Acquisition Award	
MTR Corporation	Excellent
Swire Properties Limited	Elite
Hong Kong Police Force	Merit
PineBridge Investments Asia Limited	Merit
HK Express	Good Practice

## HR Service Provider Category

Executive Development Programme Provider Award	Awards
College of Professional and Continuing Education	Excellent
Scotwork East Asia Limited	Elite
Executive Education, HKU Business School	Merit

Innovation Provider Award	
BIPO Service North Asia Limited	Elite
Master Edutainment Limited	Elite
Leapin (Hong Kong) Limited	Merit
Neufast Limited	Merit
Atlas Technology Solutions	Good Practice

Learning & Development Provider Award	
LinkedIn Hong Kong	Excellent
KOS Solutions Limited	Elite
ESSENTIA Corporate Development Ltd.	Merit
Hong Kong Productivity Council - HKPC Academy	Merit
Lee Hecht Harrison HK Limited	Merit
Scotwork East Asia Limited	Merit

MPF Provider Award	Awards
CIIC HONG KONG LIMITED	Good Practice

Payroll Provider Award	
BIPO Service North Asia Limited	Elite
KOS Staffing Limited	Elite
CIIC HONG KONG LIMITED	Good Practice

Talent Acquisition Provider Award	
KOS International Limited	Excellent

The Most Popular Recruitment Platform Award	
Jobs DB Hong Kong Limited	Excellent



# 2024/25 HR EXCELLENCE AWARDS – AWARDEE LIST

## HR Team Category

Outstanding HR Team Award	Awards
New World Development Company Limited	Excellent
Chow Tai Fook Jewellery Group	Elite

## GBA Category

Employee Wellness Award	Awards
The Macao Water Supply Company Limited	Excellent

Talent Management Award	Awards
Chow Tai Fook Jewellery Group	Excellent
Global Sources	Elite

HR Digitalisation Award	Awards
Chow Tai Fook Jewellery Group	Excellent

## NGO Category

Change Management Award	Awards
The Hong Kong Chinese Christian Churches Union Kwong Yum Care Home (Integrated Aged Care Service)	Elite

ESG Initiatives Award	Awards
Chinese YMCA of Hong Kong	Excellent

Diversity & Inclusion Award	Awards
Dialogue In The Dark (HK) Foundation Limited	Excellent

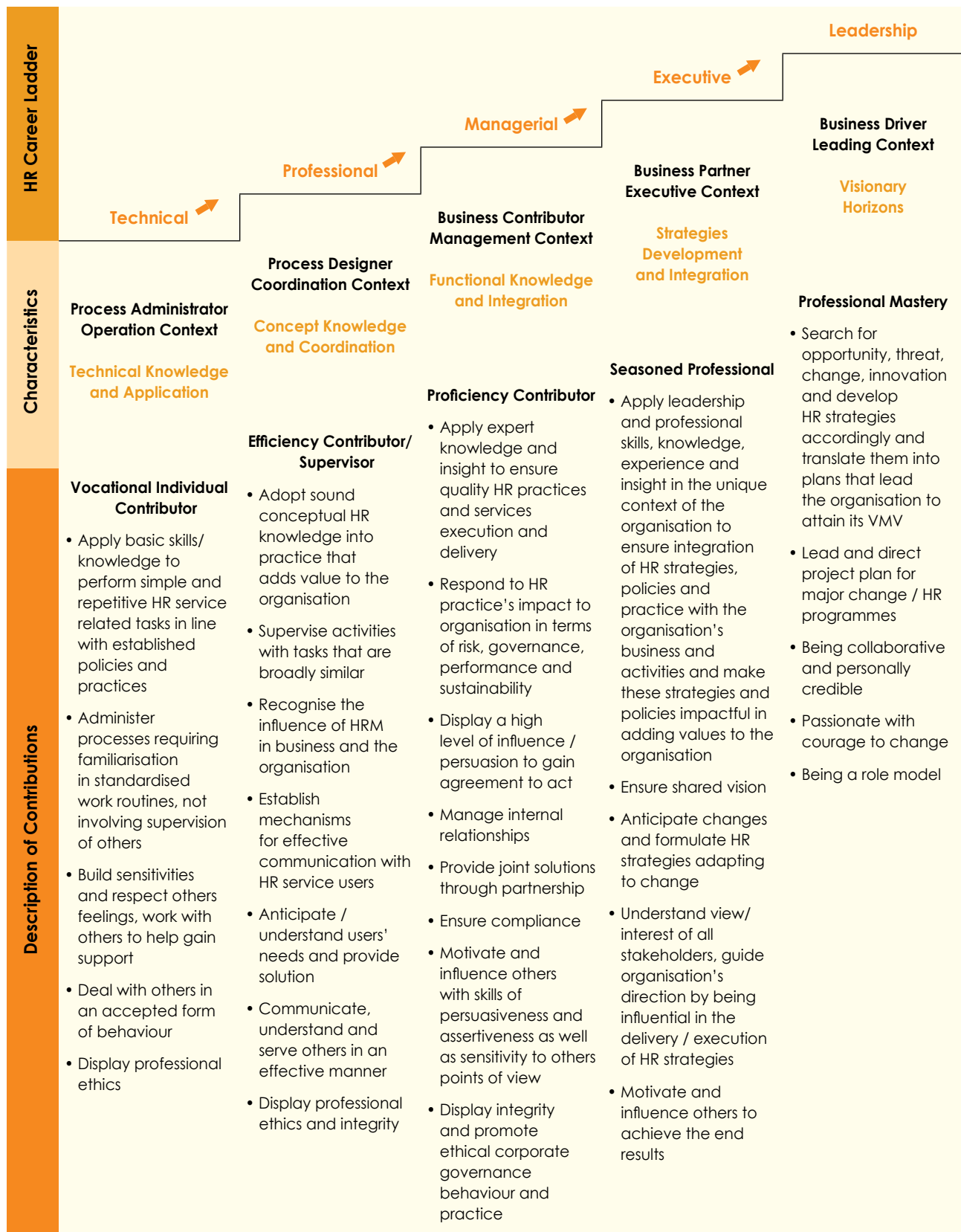
Talent Management Award	Awards
Fu Hong Society	Excellent
English Schools Foundation (ESF)	Elite

Employee Wellness Award	Awards
English Schools Foundation (ESF)	Excellent
Chinese YMCA of Hong Kong	Elite
S.K.H. St. Christopher's Home Limited	Elite

## SME Category

Innovation Award	Awards
Career Hackers	Excellent
Sportatous Limited	Elite

# HR CAREER LADDER



# TERMS & CONDITIONS

- Past entrants including awardees and finalists are eligible to enter the HR Excellence Awards 2025/26.
- Organisations / individuals of the Awards Organising Committee, judging panel, sponsors, supporting organisations, 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.
- 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 the HKIHRM for liaison with relevant entrants in relation to the Awards activities.
- 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 the HKIHRM and the judging panel is final and binding 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.
- 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 for successful application. HKIHRM takes no responsibility for any incidental costs incurred by entrants.
- 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.

