



High Performance Working Initiative (HPWI)

INFORMATION FOR COMPANIES

■ What is the High Performance Working Initiative?

It's a funding scheme to help firms start using high performance working practices to improve business performance and make work more satisfying. Increasing productivity is crucial to New Zealand's economic success and this is another step in the Government's programme to lift our economic performance.

We partially fund specialist business improvement consultants to help firms develop high performance working processes.

■ What do you mean by High Performance Working?

High Performance Working is a general approach to improving workplace practices. It involves:

- › a systematic approach to business improvement
- › enhanced workplace practices to raise productivity
- › a high level of employee engagement, and
- › an approach that becomes part of an organisation's normal and ongoing way of working.

■ What's in it for employers?

- › Higher productivity and competitiveness
- › More committed and engaged employees
- › Healthier and safer workplaces

■ What's in it for employees?

- › Better quality working life and a say in how work is done
- › More job security and recognition

■ How do we know it works?

There is a wealth of local and international evidence – check out our webpages for more information on this.

■ Is this open to any organisation?

Yes, any private sector organisation can get help, unless

they are already receiving comparable support through other government programmes, or where there are other more appropriate programmes. Some publicly owned commercial entities, such as State Owned Enterprises and Council Controlled Organisations can also take part.

■ What do organisations and firms have to commit to?

We expect you to show

- › time, enthusiasm and commitment to their project
- › a contribution to the project's costs during the implementation stage
- › a commitment to engage in follow-up activities such as participation in a case study or industry best practice guide
- › promotion and championing of the High Performance Working approach to others, and
- › a commitment to good workplace communications, relationships and culture.

■ So how does it work? How can I apply?

Contact us in the first instance – we are working to develop a network of High Performing Working partners who will be able to work with you to get your project going.

■ Who will the High Performance Working (HPW) partners be?

HPW partners will include regional business networks, industry, trade and union organisations and similar business entities.

■ What level of funding can we expect?

The Initiative is designed to kick-start firms in putting in place high performance working practices. Once we've helped you get started, we expect that ongoing rollout, development and maintenance of the work practices will be funded directly by you.



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0800 20 90 20

The typical two stages for funding are:

1. The inception stage (fully funded): initial training, diagnosis and identification of key business problems, planning and implementation of initial activities
2. The implementation stage (partially funded): more intensive, hands-on support in implementing and rolling out the HPW business improvement processes.

The level of funding approved will vary according to the nature of the activities proposed. However, we expect that our contribution to most projects would be \$10,000–15,000 per firm.

■ When can we apply?

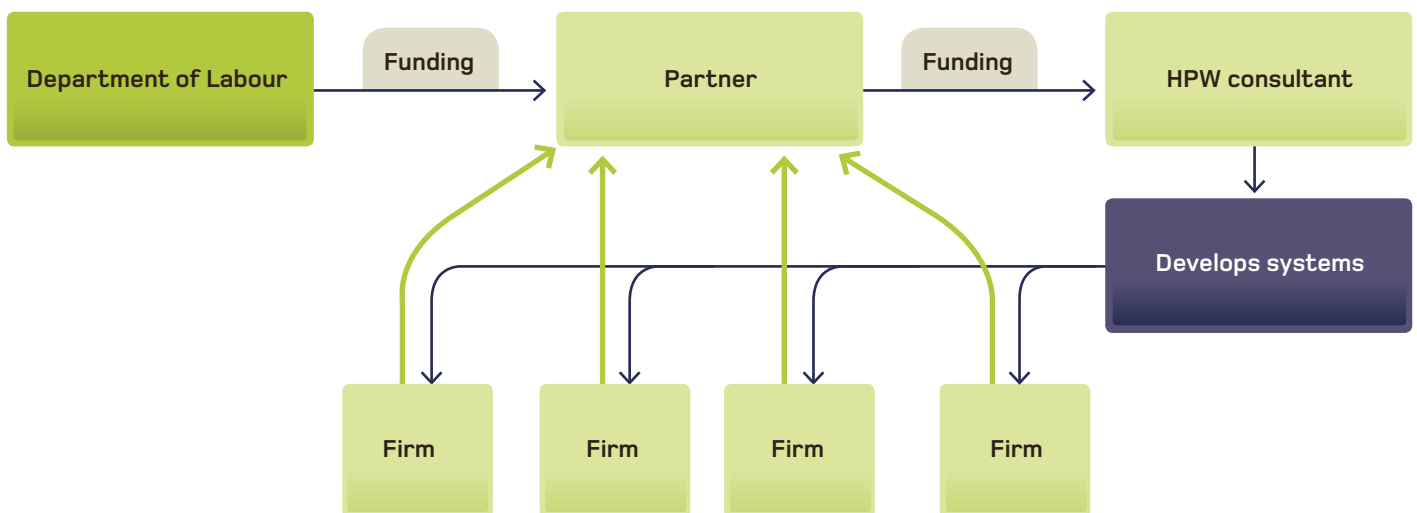
You can apply at any time.

■ How long are the projects expected to last?

This depends on the nature and scope of the project. However, in order to achieve measurable results, experience shows that similar workplace projects are designed around a 12-month timeframe.

■ Do I have to involve staff or the union?

Yes! Employee engagement is a key criteria – employees will be actively involved in making decisions about what needs to happen or what needs to change to improve productivity in their workplace.



→ For further information on the High Performance Working Initiative email HPW@dol.govt.nz or call 0800 20 90 20

About the Department of Labour

The Department of Labour provides information and investigates problems to do with employment and workplace health and safety. We can help employers and employees with:

- › employment conditions
- › minimum legal requirements
- › problem resolution
- › health and safety
- › ways to work better
- › labour market information.