



High Performance Working Initiative (HPWI)

INFORMATION FOR PROVIDERS

■ 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.

■ How is the funding delivered?

We are working to develop a network of High Performing Working partners who will engage providers to work with individual firms.

■ 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.

■ How do organisations become HPW partners?

The process includes the following key steps:

- › The organisation submits an expression of interest outlining the initial idea
- › We make sure the expression of interest fits our criteria
- › If the expression of interest is suitable, the organisation develops a full project proposal for funding

Once a proposal is approved and a funding agreement is in place, the HPW partners will be able to contract business improvement consultants directly to start working with individual firms.

■ Is this open to any organisation?

Yes, any private sector organisation (and some publicly owned commercial entities, such as State Owned Enterprises and Council Controlled Organisations) can get help, unless they are already receiving comparable support through other government programmes, or where there are other more appropriate programmes.

■ What do organisations and firms have to commit to?

We expect them 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.

■ What level of funding can firms 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 firms.

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.



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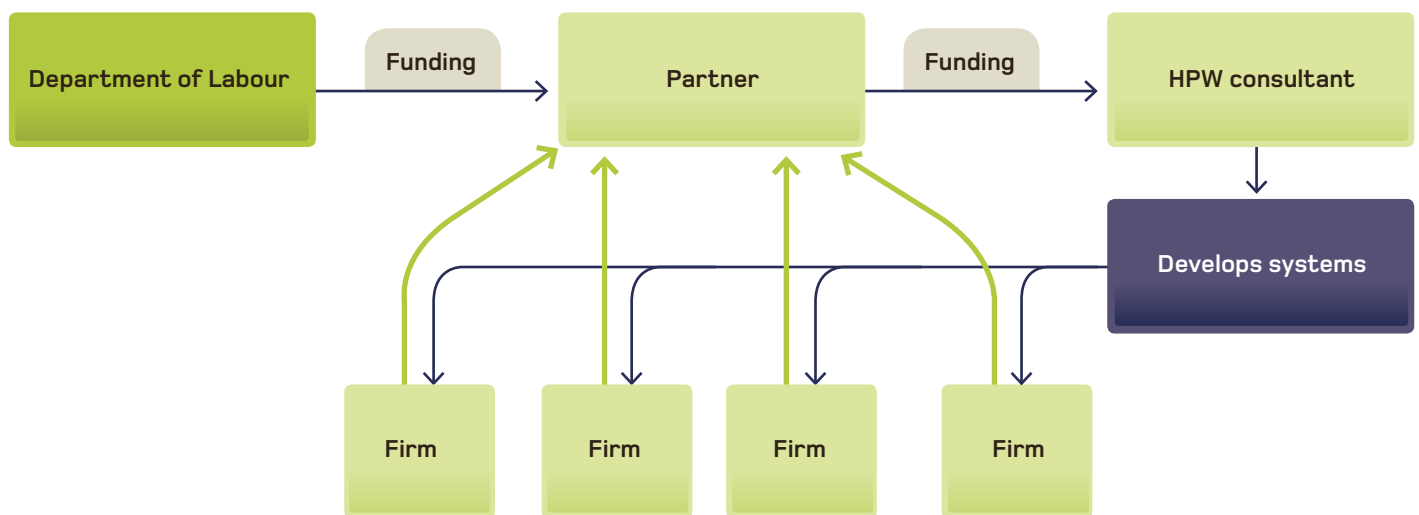
The level of funding approved will vary according to the nature of the activities proposed. However, we expect that our contribution to most projects would be \$10,000–15,000 per firm.

■ 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 companies 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

- › www.dol.govt.nz/HPW
- › 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.