



HPWi

High Performance Working Initiative



**Department
of Labour**
TE TARI MAHI



What is the HPW initiative?

- It's a programme to help firms start using high performance working practices to improve business performance and make work more satisfying.
- Dept of Labour works with and funds Trusted Partners who engage specialist business improvement consultants to help develop high performance working processes.
- The level of funding will vary, but we expect about \$7,000-15,000 per firm with a contribution from participants



What do we mean by High Performance Working?

It's a generalist approach to improving workplace practices involving:

- 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 impacting positively on the bottom line
- Improved competitiveness - domestically & internationally
- More committed and engaged workers
- 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, recognition and reward



What do firms have to commit to?

- a genuine commitment to best practice workplace communications, relationships and culture
- time, enthusiasm and commitment
- Employee engagement - employees must be actively involved in making decisions about what needs to change to improve productivity in their workplace.
- contribution to implementation costs
- participation in follow-up activities e.g. case study
- promotion and championing of the High Performance Working approach to others- "chatter"



Further Information

www.dol.govt.nz

