

RAIL INDUSTRY AWARDS

AUSTRALIA + NEW ZEALAND

Tuesday 1 September 2026
International Convention Centre
(ICC), Sydney



Nominate now

Employee Engagement Excellence Award

Judged by the Australasian Railway Association (ARA)



Sponsored by:

RioTinto

The Employee Engagement category reflects the spirit of cooperation and respect between an organisation and its employees. It encourages organisations to work constructively with employees to achieve industry growth.

Criteria

This category is open to organisations that have implemented a project and/or continuous improvement practice that constructively engages employees in workplace decision making, leading to either:

- Improvements in efficiency or productivity;
- Improvements in workplace safety;
- Improvements in employee wellbeing; or
- Business and/or industry growth.

Other examples of employee engagement that have resulted in positive 'win/win' outcomes in the workplace that do not fit the above three examples will also be considered.

Questions to address

1. How has the organisation identified an issue regarding its engagement with its employees and employee representatives, and how has that organisation taken steps to remedy the situation? *400-word limit.*
2. Describe the project the organisation developed/implemented to improve employee engagement. *400-word limit.*
3. What outcomes has this project produced and how has it improved the organisation's efficiency, wellbeing, productivity or safety? Please provide figures if possible and appropriate. *500-word limit.*
4. How has the project added to the benefit of the rail business and/or industry in relation to engaging with employees? Please provide testimonials and figures if possible and appropriate. *500-word limit.*
5. Why should the Nominee receive the Employee Engagement Excellence Award? *200- word limit.*
6. Do you give permission for key points from your nomination to be shared with the wider rail industry? See supporting documents item (b) below.

Supporting documents

- a. Supporting Material: Options. *10-page limit.*
- b. Overview of Nomination: Please upload an overview of your nomination with contact details for inclusion in the Rail Knowledge Bank and Awards website. *One-page limit.*