

KENT INVICTA CHAMBER  
**BUSINESS AWARDS**  
2024

## Employer of the Year 2024

Sponsored by:



A McArthurGlen Property

**Before you begin, please read below:**

**Total Word Count:**

**The total word count of your entry should be no more than 3500 words. Entry forms exceeding this limit will not be accepted by the judges.**

A maximum of 5 supporting documents e.g. tables, graphs, photos or press cuttings may be uploaded at the end of this form as part of your entry; total file size for all documents is 5MB. Please note, we can only accept image files as part of your entry (jpg, pdf or png).

Please enter the entrant's name and company name as you would like to see it appear on a certificate/award, should you become a winner.

This form contains 9 questions. Please ensure that you answer all questions. Any entries not adhering to the rules at the end of the entry form will be eliminated at the next round.

Contact Name	Name of Entrant
Company Name	
Company Address	
Email Address	
Website Address	
Telephone Number	Twitter Account
Business Sector	Main Product/Service
Nature of Business	Number of full-time employees
Legal Status of Company	
Year that the business started trading	
Which Accredited Chamber are you a member of?	



# KENT INVICTA CHAMBER BUSINESS AWARDS 2024

Please tick the box if you are **not a member** of the Kent Invicta Chamber of Commerce

Must be completed*	Financials 2022	Financials 2023	Projection 2024/25
Turnover*			
Profit*			
Reserves*			

**EMPLOYER OF THE YEAR** – All questions must be complete:

What is your total headcount in 2024? :

What was the average number of sickness absence days per employee? :

What was your total headcount in 2023? :

What was your total headcount in 2022? :

- Please outline the trend over recent years in your sales turnover and profit levels together with a brief description of key events that have contributed to these over the last 2 years.**

*Tip: Trends that are apparent from financial results are more important than absolute numbers. Describe the major events or initiatives that have driven the trends and what you have learnt from these to inform future strategies.*

Details (maximum 500 words)

- What key objectives have you set for your business for the next 3 years?**

**How will these objectives be achieved and what level of investment is required?**

*Tip: As well as the turnover and profit levels you have set for the next 3 years, you should express your vision for the company. e.g. staff levels, premises, geographical reach, new markets.*

Details (maximum 500 words)



KENT INVICTA CHAMBER  
BUSINESS AWARDS  
2024



KENT INVICTA CHAMBER  
**BUSINESS AWARDS**  
2024

- 3. What do you do to ensure diversity and to guard against discrimination in the recruitment and management of your staff?**

Details (maximum 500 words)

- 4. The key to business success in tough economic times is to retain a motivated and engaged workforce. What do you do as an employer to engage your staff, and what plans do you have in the future to keep them engaged?**

Details (maximum 300 words)

- 5. What do you do to develop and get the most out of your staff?**

Details (maximum 500 words)

- 6. Give examples of the kind of things you do as an employer that differentiate you from other employers locally or in your industry sector? What makes you an employer of choice?**

Details (maximum 300 words)



KENT INVICTA CHAMBER  
**BUSINESS AWARDS**  
2024

- 7. How do you use remuneration and benefits packages to recognise exceptional effort? How else do you say 'thank you' to your staff?**

Details (maximum 300 words)

- 8. Have you received any recognition or achievements in your business for staff related initiatives and policies over the last 3 years? (e.g. certificates, awards, Investors in People)**

Details (maximum 300 words)

- 9. How do you guard against excessive stress and pressure being placed on staff to achieve a successful work/life balance?**

Details (maximum 300 words)



# KENT INVICTA CHAMBER BUSINESS AWARDS 2024

## Entry Rules

1. Entries are treated in confidence.
2. All entries must be completed online via 'Judgify' ([judgify.me/chamberawards2024](https://judgify.me/chamberawards2024)).
3. Entries should be in English and must be checked for spelling and grammar.
4. You may upload up to 5 supporting documents at the end of your entry (eg: tables, graphs or photos). The maximum permitted file size is 5MB in total. Please note, we can only accept image files as part of your entry (jpg, pdf or png). Website links used within your entry will not be activated by the judges. Supplementary information may be requested at judging level.
5. Please note the maximum word count for questions relating to your category. This word count limit does NOT include the questions. If your entry exceeds the word count specified it will be disqualified by the judges.
6. Entrants may be asked for staff or customer testimonials.
7. Entries will be judged by an independent and impartial panel of judges.
8. Finalists will be notified on Tuesday 29<sup>th</sup> October 2024. Award winners will be announced at the Awards Gala Dinner being held at Westenhanger Castle, Stone St, Westenhanger, Hythe, CT21 4HX on Thursday 21<sup>st</sup> November 2024.
9. Entry to more than one category is allowed.
10. Applicants must be authorised to enter their organisation into the awards programme.
11. Incomplete entries will not be judged.
12. All entries will be acknowledged on receipt. Entry forms will become the property of Kent Invicta Chamber of Commerce and entries will not be returned.
13. The Chamber reserves the right to withdraw an award from any applicant supplying false information within their entry. Judges reserve the right to audit any information supplied.
14. The closing date for entries is at **23:59pm (GMT) on 4<sup>th</sup> October 2024**.
15. These Awards are open to Members and Non-Members of the Chamber apart from Sponsors and those involved with judging.

*By registering and completing an entry for the Awards you agree to these terms and conditions*

*Please tick the box to confirm you have read and agreed to the above rules of entry*