

## **Rules & Regulations "European HR Award 2009"**

### **Article 1. Participation**

Participation in the contest is open to all HRM-professionals in a participating country. Participants are employed in the HRM-profession and are/will become a member of the EAPM associated organisation. Aspiring members (e.g. students) may also enrol in the contest. All participants enrol as individuals although cooperation or joint contributions are allowed.

### **Article 2. Exclusions**

Excluded from participation are:

- Members of the Jury (and their relatives).
- Staff employed by the EAPM and its associated members.

### **Article 3. Enrolment**

Everyone employed in the HRM-profession will be informed of the contest by way of advertisements and publications in the (national) professional magazines, relevant websites and other media. For the main text body, a Flyer, drafted by the EAPM Congress Committee, and added to the rules & regulations, should be used.

Participants will enrol by sending in their contribution to the (national) contact person of the EAPM-associated member organisation. The participating EAPM-members have to install their "national" Jury and to communicate the contest in their countries by at the latest 1st of Jan 2009. The Jury will select, designate and communicate their winner at their national congress or any other relevant event in the year 2009. The deadline for enrolment should fit within these timeframes.

Participants will receive a confirmation letter within 14 working days, on behalf of the (national) Jury by the assigned contact person.

### **Article 4. Content of the contribution**

The contribution will consist of:

- The contribution itself (maximum 10 A4-format) and (for clarification) attachments plus a (short) resume of the participant. The contribution should be original and, where relevant, originating sources should be added.
- A signed copy by the participant agreeing with the rules & regulations "European HR Award 2009" plus evidence of agreement of the employer (if applicable) of the participant that there is no objection against integral publication of the participation.

### **Article 5. The Jury**

Under the responsibility of the participating EAPM-member organisation a (national) Jury will be established which will consist of reputable and high calibre HRM-professionals, from various branches and functions. From its midst, the Jury will elect a chairman, secretary and (optional) treasurer. It's advised that the secretary will be employed by the Agency of the EAPM-member organisation, that he or she will be the contact-person for the participants and the responsible spokesperson for the overall coordinator of the EAPM 2009 congress organisation.

The Jury is responsible for assessing the contributions and designating the winner and nominees. Sponsoring could be organised by the Jury and the EAPM-member organisation.

### **Article 6. The right to investigate**

The EAPM- 2009 congress organisation, the EAPM-member organisation and the (national) Jury are entitled to approach the participant and/or the organisation by whom the participant is employed to request further information. This will only be done, in cooperation with the assigned (national) contact/spokesperson.

### **Article 7. Nominations**

In the process of appraising the contributions, the Jury will first assess if the rules & regulations of the European HR Award 2009 are met. From all contributions a maximum of 5 participants will be selected for nomination. From these nominations, the Jury will designate not more than 1 winner. The participants are informed about the nominations, the nominees are invited to the national congress or any other relevant event in 2009 where the winner will receive the Award. EAPM 2009 delegate(s) may be invited for this event as well to promote the EAPM-congress 2009 and the European Award.

### **Article 8. Appraising the contributions**

The Jury appraises all contributions, along the following criteria:

- Vision: the contribution shows an integral vision on the future of the HR-profession and consists of a clear problem-analysis and link with actual and future HR-goals/policies.

Creativity / Originality: the contribution shows a creative and daring application of present and/or new HRM-tools, methods and/or philosophies. The contribution clearly distinguishes itself from other approaches and is perceived as original.

### **Article 9. Granting en communicating**

If and when the Jury decides that there are enough applications, in terms of quality and quantity, the Jury will assign a winner. If the requirements are not met, the Jury is fully entitled, not to grant nominees and/or a winner. The Jury makes a report containing the criteria and the arguments for the nominees and the winner. The report will be communicated to all present at the (national) congress or any other relevant event. The Jury will take care of a full English translation of their report and any other relevant items and send these in to the EAPM-coordinator by 1st of February 2009.

### **Article 10. Binding decision**

As the decision of the Jury is binding, there will no reclamation and/or correspondence on this with the Jury or any other body.

### **Article 11. The award**

The national winner of the "European HR Award 2009" will be invited to the Summer course during the EAPM-congress 2009 in the Hague (7-13 of June, 2009). For the winner, the accommodation and the congress-fee will be taken over by the EAPM-2009 Congress Committee. Other incentives (such as plaques, publications in national magazines, etc) for nominees and/or winner are at the discretion of the (national) Jury.

### **Article 12. Obligations of the winner(/nominees)**

It's expected that the winner will be present at the national (congress) or other relevant (national) event in 2009, as well as at the EAPM-congress 2009 in the Hague. They will send in a full English translation of their contribution and any other relevant items to the EAPM-coordinator by 1st of February 2009.

The winner is prepared to give a (short) introduction on the contribution at these events and grant permission for publication of his/her contribution. The nominees are expected to be present at the (national) congress or any other relevant event in 2009.

### **Article 13. Ownership**

Every contribution will be granted full ownership by the EAPM 2009 organizing bodies (EAPM 2009 Congress Committee and the participating EAPM-member organizations). Within this right, multiplication of the contributions is allowed by the Jury and any other communication on the contributions will be permitted. By signing the rules & regulations "European HR Award 2009", the participant adheres to this.

**Article 14. Initiative and organization**

The initiative of the "European HR Award 2009" is taken by the Congress Committee of the EAPM 2009 Congress in the Hague and shared with the EAPM-Board and Delegates. The Congress Committee may decide to select the European winner(s) on the basis of the received contributions and the Jury-reports. For that they might delegate or form a Jury which will decide or recommend a winner, within the same framework of the rules and regulations, set for the (national) Jury.

The "European HR Award 2009" will be positioned as the first European HR-Award of the leading EAPM-association and its participating members. This may become a tradition for future EAPM-events.

**Agreement of accordance**

***Participant***

Name of participant (m/f):

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Organization & Function:

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Address of Participant (business and private):

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Telephone number (business and private):

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E-mail address (business and private):

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Membership number EAPM-member association (or a copy of the application for this)

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Place and date of signing:

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Signature participant:

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Signature employer of participant (if relevant):

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**Important: without the signature of the participant and the employer (if relevant) ,  
the application for the Award will not be valid.**