



ENTRY INFORMATION PACK

2024



Congratulations!

You have taken the first step to participating in the SJ Shooter Real Estate Dubbo Chamber Rhino Awards. Entering the Awards is a valuable endeavour that can deliver great benefits to your organisation and to your people.

This pack is designed to help you understand the entry process, as well as provide a step-by-step guide to completing your online entry.

This is the Rhino Awards' 28th year, and every year they get bigger and better.

In some categories, eligible winners will receive automatic entry into the 2024 Business NSW Regional Awards.

If you have any questions about the Rhino Awards or your entry, please call the Chamber on 0457 844 883 or email executiveofficer@dubbochamber.com.au

Table of Contents:

Key Dates	3
Award categories.....	4
Benefits of entering.....	17
Conditions of entry.....	18
How to enter	18
Entry structure	18
Judging	20
The 2024 Rhino Awards are proudly sponsored by:	21

Key Dates

Entries Open	Wednesday 26 th June 2024
People's Choice Nominations Close	Tuesday 30 th July 2024
Entries Close:	Monday 29 th July 2024 (11:59pm)
Judging Closes:	Monday 26 th August 2024
Peoples' Choice Voting:	30 th July 2024 – 26 th August 2024
Gala Evening:	25 th October 2024 6:00pm, Convention Centre (Civic Centre) – winners announced!

Award categories

Judges' Choice

Please Note: Asterisk indicates award winner is automatically entered to the Western NSW Business Chamber Awards.*

EXCELLENCE IN LARGE BUSINESS*

The Excellence in Large Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key area of business excellence. This category is open to businesses with 21 or more employees at the time of entry, who have been trading for a period of over 24 months at time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 21 or more employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Small Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the previous 12 months at the time of entry and how you achieved all or part of them. Maximum word count: 300
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. Maximum word count: 400
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. Maximum word count: 400
4. Demonstrate how your business contributes to the local economy in your region. Maximum word count: 400
5. Outline the key challenges your business has faced over the past 12 months at the time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. Maximum word count: 400

EMPLOYER OF CHOICE*

Sponsored by: **RDA Orana**

The Employer of Choice Award recognises a business that has implemented strategies and initiatives to create a stimulating and supportive workplace environment.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months across the key areas of employee recruitment, engagement and retention. Category criteria are based on initiatives that have had a positive impact on both employees and the business.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions 1. What are the initiatives you have undertaken to develop a positive workplace culture within your business? Maximum word count: 400

2. Describe how your business adopts inclusive practices and recognises the needs of a diverse workforce, including examples. Maximum word count: 400

3. Excluding business growth or expansion, what percentage of staff turnover has there been in your business in the previous 12 months and what are the reasons for this turnover? Maximum word count: 300

4. How does your business empower its workforce to develop their skills, contribute to a positive workplace culture and deepen their engagement with the business and the community? Maximum word count: 400

5. Detail measurable evidence outlining how these initiatives make you an employer of choice.

Maximum word count: 400

EXCELLENCE IN INNOVATION*

The Excellence in Innovation Award recognises a business that has implemented innovative solutions for new and existing needs through the introduction or improvement of a product, technology, or application that impacts the wider community.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of innovation.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.

✓ A representative of this business has not been a judge in this category in 2023.

✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline the innovation implemented and how it has addressed a new or existing need. Maximum word count: 400
2. Describe why the innovation is unique within your industry and how it differentiates your business from its competitors. Maximum word count: 300
3. Describe how the innovation was received by the market and external stakeholders. Maximum word count: 300
4. Demonstrate how the innovation has or is likely to have a positive impact on business or the community. Maximum word count: 400
5. Provide measurable evidence of how the innovation has improved the identified need, driven growth and contributed to the success of your business. Maximum word count: 400

EXCELLENCE IN SUSTAINABILITY – GREEN RHINO*

Sponsored by: **Taronga Western Plains Zoo**

The Excellence in Sustainability Award recognises a business that has demonstrated its commitment to sustainable business practices and is working to reduce the impact of its operations on the environment.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at time of entry across the key area of environmental sustainability. Category criteria are based on initiatives and projects executed within the business not related to its core offering.

Award eligibility check box

- ✓ The business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline your business sustainability goals and objectives including measurable targets. Maximum word count: 300
2. Outline the initiatives you have implemented to achieve sustainable practices within your business. Maximum word count: 300

3. Describe your sustainability achievements over the past 12 months including environmental outcomes. Maximum word count: 300

4. Describe how you involve your workforce and external stakeholders in your sustainability initiatives. Maximum word count: 400

5. Detail measurable evidence explaining how your business sustainability practices have improved business operations, driven growth and/or contributed to the success of your business. Maximum word count: 400

OUTSTANDING EMPLOYEE

The Outstanding Employee Award recognises an inspirational employee who has demonstrated a passion for their role and a commitment to their workplace and the community. It is open to businesses to nominate an employee.

Entry criteria

Employers are required to highlight their employees' commitment over the past 12 months to their workplace, the community and to being an outstanding employee. To be eligible to enter this category, the employee must have been employed by their current employer for a minimum of 18 months, at the time of entry.

Additional T&C's In addition to the general T&Cs, the following apply to this category: - Should the entrant leave the organisation before the Regional or State Gala event, they will not be eligible to receive an award.

Award eligibility check box

- ✓ The employee has been employed by their current employer for at least 18 months at the time of entry.
- ✓ The employee is not a Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I or the employee have not been a judge in this category in 2023.
- ✓ I or the employee am not a judge in the 2024 Business Awards program.

Questions

Entrants' full name:

Current job title:

Name of the organisation or business you work for:

Commencement of employment date:

1. Provide a brief profile, including their current role and scope of responsibilities. Maximum word count: 200

2. Outline their measurable achievements and key milestones while with the business. Maximum word count: 300
3. Outline how the employee demonstrates integrity and professionalism in the workplace. Maximum word count: 300
4. Detail the specific activities and initiatives they have undertaken that have demonstrated a passion for their role and a commitment to the workplace and/or the community. Maximum word count: 400
5. Outline the reasons why they are an outstanding employee. Maximum word count: 400

OUTSTANDING YOUNG BUSINESS LEADER

The Outstanding Young Business Leader Award recognises an inspirational business leader aged 35 or under at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding business leader. To be eligible to enter this category, the individual must have held a management position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 35 years or under at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I have not been a judge in this category in 2023.
- ✓ I am not a judge in the 2024 Business Awards program.

Questions

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

1. Provide a brief profile, including your current role and scope of responsibilities. Maximum word count: 200
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry, or community to create a smarter and more inclusive future, with examples of how you have used your leadership skills. Maximum word count: 400
3. Describe the key challenges you have faced as a young business leader and how you overcame them. Maximum word count: 300

4. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them. Maximum word count: 300

5. Outline the reasons why you are an outstanding young business leader. Maximum word count: 400

OUTSTANDING BUSINESS LEADER

The Outstanding Business Leader Award recognises an inspirational business leader aged 36 years or over at the time of entry who has demonstrated a commitment to their workplace, industry, and the community through leadership, whilst providing mentorship to others.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to creating a smarter and more inclusive future and to being an outstanding mentor and business leader. To be eligible to enter this category, the individual must have held senior management or executive level position within their organisation for a minimum of 18 months at the time of entry.

Award eligibility check box

- ✓ I am aged 36 or over years at the time of entry.
- ✓ I am not an employee, Regional President, State Councillor or Board Member of NSW Business Chamber Limited.
- ✓ I have not been a judge in this category in 2023.
- ✓ I am not a judge in the 2024 Business Awards program.

Questions

Entrants' full name:

Current job title:

Date of birth:

Name of your organisation or business:

1. Provide a brief profile, including your current role and scope of responsibilities. Maximum word count: 200
2. Detail the specific activities and initiatives you have undertaken to reshape your workplace, industry or community to create a smarter and more inclusive future, with examples of how you have used your leadership skills. Maximum word count: 400
3. Describe the key challenges you have faced as a business leader and how you overcame them. Maximum word count: 300
4. Provide an overview of your five-year goals and strategies for future business growth, detailing how you are working towards achieving them. Maximum word count: 300
5. Outline the reasons why you are an outstanding business leader, including the ways in which you provide mentorship to others. Maximum word count: 400

EXCELLENCE IN SMALL BUSINESS*

Sponsored by: **Summit Cranes**

The Excellence in Small Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with 5 to 20 employees at the time of entry, who have been trading for a period of over 24 months at the time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has 5 to 20 employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Micro Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the previous 12 months at the time of entry and how you achieved all or part of them. Maximum word count: 300
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. Maximum word count: 400
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. Maximum word count: 400
4. Demonstrate how your business contributes to the local economy in your region. Maximum word count: 400
5. Outline the key challenges your business has faced over the past 12 months at the time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. Maximum word count: 400

OUTSTANDING COMMUNITY ORGANISATION*

Sponsored by: **SJ Shooter Real Estate**

The Outstanding Community Organisation Award recognises an organisation that works to improve the social, cultural, or environmental wellbeing of the community.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding community organisation. This category is open to social enterprises and not-for-profit organisations that have been trading for a period of over 24 months at time of entry.

Award eligibility check box

- ✓ The organisation has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ The organisation has not entered the categories of Outstanding New Business, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Explain the social purpose of your organisation and how it contributes to the social, cultural, or environmental wellbeing of the community. Maximum word count: 300
2. Provide an overview of your organisation, including the product or service you deliver within the community. Maximum word count: 200
3. Provide an overview of the key features of your business development strategy and projected outcomes for the future. Maximum word count: 300
4. Demonstrate how your organisation contributes to the local economy in your region. Maximum word count: 400
5. Outline the key challenges your organisation has faced over the past 12 months and explain how you have managed the impact of these challenges. Maximum word count: 400

OUTSTANDING NEW BUSINESS - Baby Rhino

Sponsored by: **Air Link Airlines**

The Outstanding New Business Award recognises a start-up business that has effectively driven growth and is able to demonstrate the potential to achieve future success.

Entry criteria

Entrants are required to demonstrate their commitment over the past 12 months to being an outstanding start-up. This category is open to new businesses trading for a period of less than 24 months at time of entry.

Award eligibility check box

- ✓ This business has been trading for a period of less than two years and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has not been purchased or acquired and is not part of a franchise.
- ✓ The business has not entered the categories of Outstanding Community Organisation, Excellence in Micro Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Provide an overview of your new business including the product or service delivered to the market, how you identified it as a market need and who your target customer is. Maximum word count: 200
2. Provide an overview of the key features of your business development strategy and projected outcomes for the future. Maximum word count: 300
3. Describe why your product or service offering is unique within your industry and differentiates your business from competitors. Maximum word count: 300
4. Detail the measurable growth and key milestones you have achieved since launching your business. Maximum word count: 400
5. Describe the key challenges your business has faced as a new business and how you overcame them. Maximum word count: 400

APPRENTICE OR TRAINEE OF THE YEAR

Awarded to an apprentice and trainee that has gone above and beyond the call of duty and made a valuable contribution to the success of the business they work for.

Employer Questions

1. What is the employee's most outstanding contribution to your organisation?
Maximum word count: 200
2. Provide an example of the employee's attitude and teamwork.
Maximum word count: 200
3. How does the employee's involvement in your business benefit both the business and your customers?
Maximum word count: 200
4. Describe the employee's attitude and commitment to his or her profession, including examples that display initiative in the workplace.
Maximum word count: 500

Questions to be answered by the apprentice or trainee.

1. Describe your apprenticeship or traineeship and why you choose the field of specialisation?
Maximum word count: 200
2. What are your goals after completing your apprenticeship or traineeship?
Maximum word count: 200
3. Briefly describe your achievements in the workplace and/or your field of specialisation.
Maximum word count: 500
4. Describe how training has supported your career development.
Maximum word count: 300

EXCELLENCE IN MICRO BUSINESS*

Sponsored by: **Dubbo City Toyota**

The Excellence in Micro Business Award recognises a business that has effectively driven growth and is able to demonstrate the specific strategies implemented to achieve business success and/or resilience.

Entry criteria

Entrants are required to demonstrate their achievements over the past 12 months at the time of entry across the key area of business excellence. This category is open to businesses with less than 5 employees at the time of entry, who have been trading for a period of over 24 months at time of entry.

Award eligibility check box

- ✓ This business has been trading for a continuous period of two years or more and is not bankrupt or trading insolvent at the time of entry.
- ✓ This business has less than 5 employees on the payroll in Australia at the time of entry.
- ✓ This business has not entered the categories of Outstanding Community Organisation, Outstanding New Business, Excellence in Small Business or Excellence in Business.
- ✓ A representative of this business has not been a judge in this category in 2023.
- ✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Detail what your business goals and key milestones were for the previous 12 months and how you achieved all or part of them. Maximum word count: 300
2. Provide an overview of the key features of your business plan including goals, innovations, strategies, projected outcomes for the future. Maximum word count: 400
3. Describe why your product or service offering is unique within your industry and how it differentiates your business from its competitors. Maximum word count: 400
4. Demonstrate how your business contributes to the local economy in your region. Maximum word count: 400
5. Outline the key challenges your business has faced over the past 12 months from time of entry and explain how you have managed the impact of these challenges on your workforce and external stakeholders, as well as the impact they have had on your strategic direction. Maximum word count: 400

EXCELLENCE IN DIVERSITY & INCLUSION*

This Excellence in Diversity and Inclusion Award recognises businesses that address the needs of a diverse community, including seniors, people from Culturally and Linguistically Diverse (CALD) backgrounds, and people with disability. An inclusive business facilitates the needs of all its employees and customers.

Entry Criteria

Entrants are required to demonstrate their commitment over the past 12 months at the time of entry to address the needs of a diverse community. This category is open to businesses that have been trading for a continuous period of two or more years.

Award eligibility check box

- ✓ The organisation has been trading for a continuous period of two or more years and is not bankrupt or trading insolvent at the time of entry.
- ✓ A representative of this business has not been a judge in this category in 2023.

✓ A representative of this business is not a judge in the 2024 Business Awards program.

Questions

1. Outline your current staff level and diversity – including employees with disability, older people (over 55), women, young people (18-24 years), Aboriginal and Torres Strait Islander people and people from CALD backgrounds. Maximum word count: 200
2. Identify and describe your positive and/or proactive inclusive practices within the business that go beyond regulatory compliance. Maximum word count: 350
3. Describe your HR and employment hiring practices that demonstrate your commitment to being an inclusive employer. Maximum word count: 350
4. Identify and describe how your business has created an accessible and inclusive environment that is welcoming for customers with a disability, seniors, and people from CALD backgrounds. Maximum word count: 400
5. Explain why your business embarked on being more accessible and inclusive and describe what further actions you will take in the future to become more accessible and inclusive to employees and customers. Maximum word count: 400

The Jean Emile Serisier Roll of Honour Award

Sponsored by: **Dubbo Business Chamber**

Recognises those who demonstrate outstanding entrepreneurial spirit, strategic business direction and innovative ideas, whilst providing inspiration to a new generation of upcoming business leaders.



Peoples' Choice Awards

Service with a Smile

Sponsored by: **Daily Liberal**

Awarded to Dubbo's most popular employee, as voted by the public.

Dubbo's Favourite Business

Sponsored by: **2DU & ZooFM.**

Awarded to Dubbo's most popular business, as voted by the public.

Dubbo's Favourite Tradie

Sponsored by: **Tradie's in Sight**

Awarded to Dubbo's most popular trade-based business (i.e., electrician, plumber, builder, painter) as voted by the public.

Hospitality

Sponsored by: **MoneyQuest Dubbo**

Awarded to a restaurant, cafe, function centre, pub, licensed club, or caterer that demonstrates excellence in hospitality.

Benefits of entering.

Entering the Business Awards provides your business with an unparalleled opportunity to:

- Gain recognition at a local, regional, and state level
- Raise the profile of your business and showcase your business to a state-wide, countrywide, and global audience.
- Build a reputation for excellence inside and outside of your industry.
- Benchmark your business year on year and against other businesses in your area and industry.
- Improve employee engagement by involving your employees in the entry process.
- Boost staff morale through the recounting of successes and wins in your business.

All finalists and winners receive an official Business Awards FINALIST or WINNER logo that can be used on collateral, websites, business cards and signage.

Conditions of entry

- a) All entrants or nominees must operate in the Dubbo Postcode.
- b) Businesses must have been operating for more than two years unless the guidelines for the category the business is applying to specifically states otherwise.
- c) The Judging Panel reserves the right to place your entry into a category it feels most appropriate. The judging panel reserves the right to create or delete categories based on the entries received.
- d) The applicant acknowledges that if they win an award that the award is personal to the winner and is not assignable.
- e) Awards presented will be to the organisation or person named on the application form.
- f) No alterations to applications will be permitted after the date of submission although submissions may be withdrawn prior to announcement of winners.
- g) A representative must be present at the gala function on 25th October 2024.
- h) There is no entry fee.
- i) Your privacy is protected, and all entries are regarded as CONFIDENTIAL, and all individuals involved in the judging process are required to complete a Confidentiality Agreement.
- j) Entries must be submitted in the following format. All required questions must be answered to be eligible.
 - i. Answers to be presented using the entry form.
- k) All entrants or nominations must be registered with the ATO as a business and hold a current ABN number.
- l) Eligible winners of the starred categories will receive automatic entry into the 2024 Western NSW Business Awards. (To be eligible, a winner must be a member of the Dubbo Chamber and have subscribed to our alliance with the NSW Business Chamber; or be a member of the NSW Business Chamber)
- m) State category winners from 2023 cannot enter the same category in 2024 but can enter a different category or categories.
- n) The winner of the Gold Rhino award is selected by the judges.
- o) The Gold Rhino Award will be awarded to the business with the most points, awarded across all the business categories.
- p) Where there is more than one business with the same total point balance, the winner will be determined by the business with the most points awarded in the General question area.
- q) Sponsors may enter the award but may not enter the category that they are sponsoring.
- r) Entry is not open to office bearers of Dubbo Chamber.

How to enter

All entries must be submitted online via : <https://dubbo.awardsplatform.com/>

Entry structure

Your Entry Details

- Business Trading Name*
- Business Display Name – this is how we will refer to your business name in any marketing or promotions. For example, if you become a finalist, it is how we will list your company name on the website, email marketing and slides on the night etc.
- ABN*
- Date Established*
- Annual Turnover*
- Number of Employees*
- Entry Contact First Name*
- Entry Contact Last Name*
- Entry Contact Phone Number*
- Entry Contact Email*
- Entry Contact Job Title*
- Company Description*

You will also be asked to accept the Terms and Conditions of entry in this section.

**Indicates mandatory field.*

Judging

The 2024 Rhino Awards and the NSW Business Chamber Business Awards follow a rigorous judging process at both regional and state level.

Judges are selected from subject matter experts or practitioners in the area relating to the award category, academics in the field, award category sponsors and NSW Business Chamber representatives.

All our judges come from outside of the region and must declare any conflict of interest.

Judging takes place online, which is why only online entries will be accepted into the NSW Business Chamber Business Awards.

Entries are judged individually. Scores are then collated and averaged, and weightings are applied to achieve a final score.

Due to the volume of entries across all regions, entrants will not receive feedback from the judges regarding their entry.

Finalists will be announced once judging is complete.



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DUBBO REGIONAL COUNCIL

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