

Ireland's Happiest Workplaces, published by The Sunday Times Ireland

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1. Background of the awards.

1. What are Ireland's Happiest Workplaces Awards, powered by WorkL published by The Sunday Times?

Ireland's Happiest Workplace Awards, powered by WorkL recognise and celebrate the very best organisations with consistently high levels of positive employee experience in the Republic of Ireland.

These awards are open to all organisations with more than 10 employees, and organisations can enter from the 1st December 2025 to the 30th of November 2026.

Results will be published in The Sunday Times Ireland and on the WorkL website in January 2026.

2. Who are The Sunday Times Ireland?

The Sunday Times Ireland is an edition of the British newspaper whose circulation makes it the third largest in Ireland's quality press market category. It was launched in 1993 with just two staff members. It is published by Times Media Ltd., a subsidiary of News UK, which is owned by News Corp. Times Media also publishes The Times.

3. Who are WorkL for Business?

WorkL for Business are experts in employee experience. We partner with organisations to help measure, track and improve employee experience, culture and performance.

We cater for the full employee lifecycle, covering new starters, annual engagement, pulse, wellbeing, diversity & inclusion and exit surveys. Our proprietary Instant Action Software that enables organisations to make data driven decisions to improve performance.

We can support with training and consultancy to help address any areas for improvement using the collective 300+ years experience of our L&D and HR in-house experts to effect real change and build strategy. This helps to turn insight into positive and practical outcomes for organisations and their employees.

4. What Categories will be recognised?

The awards recognise excellence across a range of categories, including:

- Happiest Workplaces: Small Organisation (10-49 Employees)
- Happiest Workplaces: Medium Organisation (50-249 Employees)
- Happiest Workplaces: Big Organisation (250-1,999 Employees)
- Happiest Workplaces: Very Big Organisation (2,000+ Employees)

Additionally, the Ireland's Happiest Workplaces Awards may recognise organisations as top employer in the following categories.

Please note not all of these categories may be featured in The Sunday Times coverage of the results:

- Top 100 in Ireland
- Most Inclusive
- Best for Wellbeing
- Best for Women
- Most Engaged Employees
- Best for Management
- Best for Development
- Best for Disabled Employees
- Best for Ages 19-24
- Best for Age 55+
- Best for LGBTQ+ Employees
- Industry stars

You can be featured in **more than one category** from your singular entry.

2. What are the benefits of entering the awards?

By entering the awards, your organisation has the opportunity to showcase themselves as one of Ireland's top organisations excelling in employee experience. The benefits include:

- **Build your Brand Awareness:** Receiving recognition as one of Ireland's Happiest Workplaces will transform your brand image and help you to stand out as one of the top employers in the United Kingdom.
- **Power your Recruitment and Retention strategy:** Showcasing the employee experience you provide will help to recruit and retrain the best talent for your organisation.

- **Enhanced Data and Insight:** By entering the awards you will receive your data on a user-friendly dashboard that pinpoints your areas for celebration and improvement.
- **One entry, multiple opportunities:** With one entry in the awards you will be considered for all categories across size (relevant to yours), as well as Best Places to Work for Women, Disabled, LGBTQ+, 16-34 year old & 55+ year old Employees and many more.

3. How to enter.

1. How do I enter my organisation?

You can enter your organisation by setting up and sending out an awards entry engagement survey on WorkL, more information can be found [here](#).

The survey can be set up and run anytime from the 1st of December 2025 until the 30th of November 2026. Survey completion for the 2026 awards is required by midnight on Monday the 30th of November 2026.

2. When do entries open and close?

The entries are now live! All survey completions for the 2027 awards are required by midnight on the 30th of November 2026.

3. What is the entry process/what is required from my organisation?

1. Select the package based on the size of your organisation.
2. Set up the survey/add an introduction to explain to your employees why they have been asked to complete the survey.
3. Set up a start and end date: the longer you keep your survey open the better chance you have to qualify.
4. Pay the entry processing fee.
5. Download your **Welcome Pack** that includes details of the survey process and Enhanced Data Package.

6. Go to the **Live Surveys Dashboard** and copy a link to the survey which you can then send to your employees.
7. Once your survey finishes you will have access to your own individual results/dashboard.

4. How much does it cost to enter my organisation?

Organisations can enter free of charge. However, there will be a €5,00 processing fee.

Add-ons / Enhancements

5. Further optional investment packages available are:

- a. Enhanced Data Package Data Package

To enhance your reporting and insight and help you really understand how your employees are feeling and what next steps you should take, you can add a granular data analysis package, 'Enhanced Data Package'. You will not only get a detailed analysis of the results, but also action plans and resources to drive the change in your organisation.

Pricing

- On application

Please contact us on happiestworkplaces@workl.com or on +44 20 4576 1730 where a member of our team will support you with any issues.

- b. Logo Licence Marketing Package (For successfully listed organisations only)

Promote your success by purchasing the official Ireland's Happiest Workplaces, powered by WorkL licence. The licence covers a 12 month period and covers use on internal company stationery, internal company reports and presentations, social media posts, email signatures, marketing emails, external company reports and presentations, company

website and in all digital recruitment advertising. Logos will be sold by the WorkL team.

6. In what ways can I pay the processing fee?

You can pay the processing fee to enter your organisation in the awards via debit or credit card.

Please note that if you choose to generate an invoice, the payment must be received within 14 days or the survey will no longer be able to continue and your entry to the awards will be cancelled.

If you have any difficulty with payment please contact us at happiestworkplaces@workl.com.

7. Is there a discount for charities?

Charities are eligible for a 10% discount on the Enhanced Data Package. The data package allows for a more granular analysis on your results (please see above).

8. Where do I find my survey?

If you have paid the processing fee, follow the steps below to find your survey:

1. Log into your WorkL for Business account.
2. Go to the surveys tab and it will appear under the live surveys section.

Disclaimer: Do not try to create a new survey again otherwise it will come up with an additional fee. If something doesn't appear right, please contact us and we will help you out!

If you have any questions please let us know via our [contact us](#) page, [Chatbot](#), phone us on +44 20 4576 1730 or send us an email to happiestworkplaces@workl.com.

4. Your entry

a) Awards entry survey - for employees.

Your organisation will have to complete the Awards Entry Engagement Survey in order to enter Ireland's Happiest Workplaces, published by The Sunday Times.

1. What are the survey questions?

The Awards Entry Engagement Survey contains 34 core questions that take each employee about 3-5 minutes to answer.

Designed by WorkL's team of behavioural scientists, psychologists, and academics the survey questions covers 6 key areas shown to effectively measure engagement and happiness at work:

- Reward and Recognition
- Information Sharing
- Empowerment
- Wellbeing
- Instilling Pride
- Job Satisfaction

If you need more information about the specific questions please contact us on happiestworkplaces@workl.com.

2. Are the surveys anonymous?

Yes, the surveys are completely anonymous.

3. How long should my survey be open for?

We recommend that you keep the survey open for at least 2 weeks to provide your employees with enough time to complete. Keeping your survey open for as long as possible allows for as many employees as possible to take it and increase your chances of qualifying.

If you do not set a date for your survey completion, the survey will automatically close on 30th of November 2026.

4. How many of our employees should I aim to take the survey?

In order to gain an accurate representation of your organisation and fair entry into the awards, you should aim to have the following participation rate for the awards:

- 60% for Small organisations
- 50% for Medium
- 50% Big organisations
- 40% Very Big organisations

You should aim for an even split of responses from all parts of the organisation if possible.

5. How can I measure my response rate?

When setting up your survey, you will be asked to include the actual number of employees that your organisation has. This will ensure that your response rate is accurate. You will be able to track your response rate live in the survey dashboard.

6. How can I share the survey with my employees?

You will be able to invite your employees to take part in the survey by using a shareable link that will be made available to you once the survey is live.

Once you have set up your survey, the system generates an unique shareable link that is available from the live surveys dashboard and can be forwarded to individuals. You can create a QR code for anyone who does not have an email address by entering the survey link into one of many available free QR code generators available online.

7. Is there a data security risk when I forward the shareable link?

Anyone who has the unique link can complete the survey; the survey link will automatically stop working once the survey submission has reached the number of employees in your organisation. Whoever has the link however can only complete the survey. They do not have access to the results, dashboard or any other information associated with the link therefore there is no risk of data security breach when sharing the link with your employees.

8. Is my survey customisable?

a. Can I change the dates and titles once my survey is created?

No, you cannot change the dates yourself. If this is something that you would like to do, please email support@workl.com

b. Can I add my own logo or additional questions?

No, the same survey layout and questions must be asked to all organisations to allow for comparative benchmarking. If you would like to add additional demographic questions and/or teams, regions and job levels you will require a business licence so please contact us on support@workl.com. *There is an additional charge if you would like this option.*

b) How could my organisation not qualify for entry?

1. [Response Rate](#)

Your company needs the following response rates for its company size:

- 50% for small organisations
- 45% for medium organisations

- 35% for big organisations
- 25% for very big organisations

If your company does not meet this rate, your entry will not count.

2. [Finishing the survey](#)

If your organisation does not finish and close your survey before the final deadline, your entry will not count.

d) Will my organisation be entitled to receive a refund if we do not qualify for the awards?

1. [Our Refund Policy](#)

The payment is for entry into the awards, so in the event that an organisation does not meet the qualifying criteria, we do not offer refunds. We strive to maintain transparency and clarity in all aspects of our awards process and should you require clarification, please do not hesitate to reach out to our team for assistance.

5. Data and dashboard

1. What data do I get back?

You will receive topline information that includes Data highlights, Net Promoter score, Industry benchmarking and survey questions breakdown.

To enhance your reporting and insight, however, to help you really understand how your employees are feeling and what next steps you should take, you can add a granular data analysis package, 'Enhanced Data Package'. You will not only get a detailed analysis of the results, but also action plans and resources to drive the change in your organisation.

Add-ons / Enhancements

2. Further optional investment packages available are:

Enhanced Data Package

To enhance your reporting and insight and help you really understand how your employees are feeling and what next steps you should take, you can add a granular data analysis package, 'Enhanced Data Package'. You will not only get a detailed analysis of the results, but also action plans and resources to drive the change in your organisation.

Pricing

- Small Organisation - €1,200
- Medium Organisation - €2,350
- Big Organisation - €3,500
- Very Big Organisation - €4,650

Please contact us on happiestworkplaces@workl.com or on +44 20 4576 1730 where a member of our team will take you through payment and activation of Enhanced Data Package.

6. Results announcement

1. When will results be announced?

The results will be published in January 2027.

2. Will I be able to use Ireland's Happiest Workplaces, powered by WorkL, logo if I win?

You will be contacted by WorkL to discuss a purchase of the official Ireland's Happiest Workplaces logo to use on internal company stationery, internal company reports and presentations, social media posts, email signatures, marketing emails, external company reports and presentations, company website and in all digital recruitment advertising, all forms of print advertising,

marketing and the right to use on company merchandise (subject to creative approval).