

Staff Awards 2026

Award Categories

This document provides guidance on all the award categories in Salisbury NHS Foundation Trust's Staff Awards 2026 and the criteria that needs to be fulfilled for each of the awards.

Please bring nominations to life by providing examples of the commitment, passion and attitude your nominee showcases in the workplace and the impact they have on our organisation. Evidence of exceptional performance (outputs from projects/improvement; feedback from colleagues, team, line manager, or patient, career progression etc) are welcome.

Our Trust's Vision is to provide an outstanding experience for our patients, their families and the people who work for and with us. Our Values are how we work towards achieving Our Vision.

Value	Explanation
Person Centred & Safe	Our focus is on delivering high quality, safe and person focussed care through teamwork and continuous improvement.
Professional	We will be open and honest, efficient and act as role models for our teams and our communities.
Responsive	We will be action oriented, and respond positively to feedback.
Friendly	We will be welcoming to all, treat people with respect and dignity and value others as individuals.
Progressive	We will constantly seek to improve and transform the way we work, to ensure that our services respond to the changing needs of our communities.

Evidence of the behaviours outlined in the Trust's Leadership Behavioural Framework, will strengthen nominations in all award categories, as living and modelling these behaviours effectively supports us all in delivering our Vision.

Behaviour	Explanation
Willingness	I have a willingness to change. My desire to learn and improve means I seek out opportunities to continuously progress and develop myself, others and the services we provide for our population.
Perseverance	I have the psychological resilience to persist in the face of difficulty as I am driven to achieve outstanding results. I understand I can't achieve great results alone, so I seek support from my team, mentor and coach. I remain patient, person centred and aligned to our core purpose.
Curiosity	I have a keen interest in how things work and why they are done that way. I allow solutions to emerge from our people instead of trying to solve the problem myself. I ask effective questions at the right time to enable me to be responsive, ensuring we improve our understanding of the issue and seek other views.
Self-Discipline	I keep a positive attitude and dedicate time for myself and my team to grow, develop and thrive. As a professional, I deliver what I promise on time to meet my commitments and by doing so enable others to deliver. I regularly reflect to understand how I could lead better tomorrow.
Inclusivity	I build trust in relationships, and break down barriers that limit people's potential. I am courageous in challenging entrenched bad practices and injustice. I acknowledge my limitations and biases, and strive to expand my knowledge through empathy and curiosity. I recognise that diversity of thinking leads to a safer, more compassionate and inclusive workplace.
Humility	I understand that I don't have all of the answers therefore I routinely go and see where the work is done, to listen and learn. I'm not afraid to be vulnerable and value other people's views and recognise and celebrate their contributions.
Civility	I demonstrate kindness and respect, knowing that these behaviours lead to better outcomes. I always communicate in a friendly and meaningful way, giving my full attention, expressing appreciation no matter who I'm speaking to.
Compassion	I am person centred and care deeply for my team. I would like colleagues to feel valued and supported, while creating a working environment and team culture which enables everyone to perform to the best of their ability.

Nominations invited from staff, volunteers, patients, and members of the public.

Patient Experience Award

This is awarded to a team or individual that has made a significant impact upon improving the patient experience, either for an individual patient in their work area or for the Trust as a whole.

The judges will be looking for evidence of the following:

- A positive impact on patient experience or patient safety.
- How teams or individuals used information or feedback to improve the patient experience or patient safety.
- Teams or individuals who have demonstrated ways in which they have championed and improved the quality and safety of patient care.
- Teams or individuals who uphold the Trust's Values.
- A recognition of the importance of tackling health inequalities – recognising that inequalities in access to healthcare and outcomes exist across our community.

Nominations invited from Salisbury NHS Foundation Trust Staff

Team of the Year Award (Clinical)

This is a clinical team which consistently demonstrates good team working, to deliver an efficient and high-performing service. They have successfully implemented change and/or improved services for the benefit of their patients, taking into account the quality and safety of the care they provide.

The judges will be looking for evidence of the following:

- Effective teamwork and collaboration.
- Teams working together to support personal and professional development of members.
- Improvement work that has taken place on behalf of patients.
- Evidence of high-quality services and upholding the Trust's Values.

Team of the Year Award (Non-Clinical)

A non-clinical team which consistently demonstrates good team working, to deliver an efficient and high-performing service. They have successfully implemented change and/or improved services. This could include developing new ways of working and shared learning.

The judges will be looking for evidence of the following:

- Effective teamwork and collaboration.
- Teams working together to support personal and professional development of members.
- A flexible approach by team members.
- Evidence of high-quality support services and upholding the Trust's Values.

Improving Together Award – New for 2026

This award recognises a team or individual who has demonstrated a sustained commitment to *Improving Together* and the associated drive for improvement in services - continuously seeking ways to enhance services, processes, teamwork, and outcomes for patients, colleagues, and the wider Trust. The nominee(s) will have shown a proactive approach to identifying opportunities for improvement and working collaboratively to make meaningful, measurable change. In addition, the nominee(s) will have demonstrated leadership in improvement by inspiring others, modelling positive behaviours, and creating the conditions for colleagues to contribute, learn, and grow. Their efforts should reflect the Trust value of Improving Together by learning, adapting, sharing knowledge, and helping others to develop confidence and capability.

The judges will be looking for evidence of the following:

- Continuous improvement efforts - Demonstrating ongoing commitment to refining services, pathways, or ways of working, rather than one-off changes
- Collaborative problem-solving - Working with colleagues, patients, or partners to identify issues and co-design solutions.
- Quality improvement impact - Evidence that improvements have led to better outcomes, safer care, smoother processes, or enhanced patient or staff experience.
- Innovative approaches – Using creativity, new ideas or fresh thinking to address challenges or improve efficiency
- Learning and development - Actively developing skills, sharing learning, or supporting others to grow, contributing to a culture of continuous improvement.
- Leadership in improvement - Demonstrating the ability to influence, motivate, and empower others; fostering psychological safety; championing improvement; and enabling colleagues to participate confidently in change.
- A recognition of the importance of tackling health inequalities – recognising that inequalities in access to healthcare and outcomes exist across our community and/or health inequalities within our workforce.

Leadership Award

An individual with excellent leadership skills who inspires people to go the extra mile. Good leaders are not necessarily individuals occupying a leadership/management position. To lead, they must be able to connect, motivate, and inspire a sense of ownership of shared objectives. They are innovative and value their peers while actively mentoring and encouraging people they work with. They are tireless in their efforts to change the system for the benefit of all.

The judges will be looking for evidence of the following:

- Excellent communication skills.
- An individual's ability to inspire and motivate others to achieve objectives.
- How barriers to change have been overcome.
- How the individual has promoted equality and inclusion and promoted personal and professional development as part of support to their colleagues.
- Demonstrated how they uphold the Trust's Values and model the behaviours in the Leadership Behavioural Framework.

Lifetime Contribution Award

An individual who has dedicated their career in the Trust for the benefit of patients and staff and who inspires people to go the extra mile. They are innovative and value their peers while actively mentoring and encouraging people they work with and are tireless in their efforts to change the system for the benefit of all.

The judges will be looking for evidence of the following:

- Long service.
- A person that modelled the values of the trust for an extended career.
- A person that has been widely respected.

Better Together Award – New for 2026

This award recognises a colleague or team from across the BSW Hospitals Group – Salisbury NHS Foundation Trust, the Royal United Hospitals Bath, or Great Western Hospitals, or a partner organisation from the wider health and care system who has demonstrated exceptional commitment to *working together across organisational boundaries*.

At a time when collaboration across acute, community, primary care, voluntary, public-sector and private partners has never been more important, this award celebrates those who go above and beyond to improve outcomes, experience, and ways of working for the benefit of patients and staff across BSW.

The judges will be looking for evidence of the following:

- **Commitment to shared patient outcomes** - Demonstrating a focus on what is best for patients, regardless of which Local Care Organisation provides the care.
- **Cross-organisational collaboration** - Working effectively with colleagues across SFT, RUH, GWH, or wider system partners to solve problems, improve pathways, or deliver joint initiatives.
- **Understanding partner needs** - Showing awareness of the pressures, priorities, and constraints of other organisations and adapting approaches accordingly.
- **Openness and accessibility** - Building trust through transparent communication, responsiveness, and a willingness to share information, learning, or resources.
- **Innovative partnership working** - Introducing new ways of working, shared processes, or collaborative models that improve efficiency, safety, or patient experience.
- **Sustained relationship-building** - Demonstrating long-term commitment to strengthening relationships across the BSW system.
- **A recognition of the importance of tackling health inequalities** – recognising that inequalities in access to healthcare and outcomes exist across our community and/or health inequalities within our workforce.

Rising Star of the Year Award

This award looks to celebrate an individual with less than five years' experience at the Trust who gives up their time, lends their experiences and delivers better services for themselves and others in their area.

The judges will be looking for evidence of an individual working together with others to ensure they better meet the needs of those they serve. This could be through:

- Clearly demonstrating our Trust core values with a 'can do' attitude.
- Showing real initiative and being a great team player.
- Providing critical but constructive feedback on the performance of the team they work in.
- Looking at new ways to continuously improve the services and area they work in.
- Demonstrating civility and respect and showing a great commitment to inclusion and diversity.

Contribution from an International Colleague Award

Our colleagues from around the world are a huge asset to us and this award recognises the contributions made by those staff who've joined us from another country*. The colleague could work in any department, at any grade and have been working at the Trust for any length of time.

They need to demonstrate a passion for their work, going the “extra mile” when required and demonstrating a “can do” positive attitude.

The judges will be looking for evidence of the following.

- Upholding our Trust Values and behaviours
- Initiative to learn
- Excellent team working
- Leadership potential
- Impact to service improvement or patient care

*Excludes all countries within the British Isles and Ireland

Unsung Contribution Award (Clinical)

An individual working in a clinical role who has made an exceptional contribution to the Trust and its services, but whose contribution and role often goes unrecognised. They show dedication and commitment to their role and make a genuine difference to others.

The judges will be looking for evidence of the following:

- Compassion and concern being shown for the wellbeing of patients, carers, or colleagues.
- The individual being a valued member of their team. Listening and involving patients, carers, or colleagues, helping them make choices and contribute.
- The individual's special qualities and contribution not being recognised as much as they should.
- An individual who upholds the Trust's Values.
- A recognition of the importance of tackling health inequalities – the individual recognises that inequalities in access to healthcare and outcomes exist across our community and/or health inequalities within our workforce.

Unsung Contribution Award (Non-Clinical)

An individual working in a non-clinical role who has made an exceptional contribution to the Trust and its services but whose contribution and role often goes unrecognised. They show dedication and commitment to their role supporting clinical services and make a genuine difference to others.

The judges will be looking for evidence of the following:

- The individual doing their bit to support the work of the Trust as a whole.
- Compassion and concern being shown for the wellbeing of everyone.
- The individual being a valued member of their team. Listening and involving everyone.
- The individual's special qualities and contribution not being recognised as much as they should.
- An individual who upholds the Trust's Values.
- A recognition of the importance of tackling health inequalities – the individual recognises that inequalities in access to healthcare and outcomes exist across our community and/or health inequalities within our workforce.

Nominations will NOT be taken for the following awards.

SOX of the Year Award

Nominations are not required for this award. The judging panel will work through all the SOX of the Month awards to date to choose the overall winner.

An individual or team working that goes beyond their job description to help the Trust deliver its objectives and values. Bringing about change and clear benefits for patients, their colleagues, and the Trust as a whole. They epitomise creative thinking, commitment, determination, and drive.

The judges will be looking for evidence of the following:

- Excellence in customer service.
- A standard of service that consistently exceeds expectations.
- Demonstrable and sustainable improvements in patient care and safety.
- Dedication to quality improvements and efficiency in their service.
- Teams or individuals who uphold the Trust's Values.
- A recognition of the importance of tackling health inequalities – the team or individual recognise that inequalities in access to healthcare and outcomes exist across our community and/or health inequalities within our workforce.

Governors' Volunteer of the Year Award

Nominations are not required for this award. Judged by the Governors. This award will be presented to the winner at the 'Volunteers Thank You Lunch' on Friday 11th September. An individual or team of volunteers who work tirelessly and generously give their free time, enthusiasm, and energy to help improve NHS services, facilities and support for patients, visitors, and their families.

The judges will be looking for evidence of the following:

- Significant impact of what they do on the people and service they support.
- How they have demonstrated a positive attitude, regularly contributing to the wider team.
- The individual or team being an exemplary role model for volunteering and upholding the Trust's Values.

Joint Chief Executive and Managing Director's Award

Nominations are not required for this award. The winner(s) will be chosen by the Trust's Chief Executive and Managing Director. This award recognises a member of staff or team deserving of public recognition for their achievements over the last year.

Chair's Award

Nominations are not required for this award. The winner(s) will be chosen by the Trust's Chair. This award recognises a member of staff or team deserving of public recognition for their achievements over the last year.

For more information on any of the award categories, please email: sft.staff.awards@nhs.net