

# Staff Awards 2023

## Award Categories

This document provides guidance on all the award categories in Salisbury NHS Foundation Trust's Staff Awards 2023 and the criteria that needs to be fulfilled for each of the awards.

### **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.

### **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.

## **Nominations invited from Salisbury NHS Foundation Trust Staff / continued**

### **Continuous Improvement, Education and Research Award**

This award recognises a team or individual who continuously looked at ways to develop, or have undertaken a number of service/quality improvements, made changes to the way they work, made savings, or undertaken research, education or training for the benefit of patients, their department and the Trust as a whole. This may include implementing ideas which has resulted in improved practice, a new way of working or a saving of time or money. It may also include individual development through education or training, for the benefit of patients. They may have carried out or published innovative research papers or been involved with clinical trials.

The judges will be looking for several pieces of evidence of the following.

- Details of research, academic or personal development success.
- The team or individual identifying areas which could be improved or made more efficient and effective using an innovative approach.
- Improved services, for example through quality improvement or monitoring of outcomes for staff or patients.

### **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.

### **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.

## **Nominations invited from Salisbury NHS Foundation Trust Staff / continued**

### **Outstanding Partner of the Year Award**

At a time when working with partners across the health and care system (be that public sector or private) has never been more important, this award seeks to acknowledge a partner organisation that has demonstrated outstanding commitment to working together.

The judges will be looking for evidence of the following.

- Commitment to delivering for the patient beyond organisational boundaries.
- Understanding the needs of all partners.
- Openness and accessibility between partners.

### **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 hand-in-hand 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.

### **Sustainability Award**

An individual or team who has strived to implement sustainable change and work towards a greener future at the Trust. This could include implementing ideas which have resulted in improved and more sustainable practices or ways of working, saving resources and/or reducing waste, encouraging colleagues to think 'green', and caring for our natural environment. The aim of the award is to promote examples of what and how action is taken that has a positive environmental impact.

The judges will be looking for evidence of the following.

- The team or individual identifying practices or ways of working which could be more sustainable e.g. reducing waste, reducing single use plastics, reducing energy consumption, implementing or encouraging sustainable travel, running virtual clinics.
- The individual or team with a clear commitment to support the work of the Trust's Green Plan and Net Zero targets.
- An individual or team's ability to inspire and motivate others to work towards being a sustainable organisation that is fit for the future.
- An individual or team that is thinking healthy people, healthy planet and implementing or planning a project or service that supports this aim.

## **Nominations invited from Salisbury NHS Foundation Trust Staff / continued**

### **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.

### **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.

## **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 of 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.

## **Nominations will not be taken for the following awards / continued**

### **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 8th 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.

### **Chief Executive's Award**

**Nominations are not required for this award.** The winner will be chosen by the Trust's Chief Executive Officer. 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 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](mailto:sft.staff.awards@nhs.net)**