



Staff Awards 2019 nomination criteria

Category	Judging Criteria
Clinical Team of the Year	<p>A clinical team who consistently demonstrate good team working to deliver an efficient and high-performing service. They have successfully implemented change 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:</p> <ul style="list-style-type: none"> • outstanding teamwork and collaboration • teams working together to support personal and professional development of members • improvement work on behalf of patients • outstanding, patient-centred care that staff would be happy to recommend to friends or family • how the team’s behaviour and shared approach shows their belief in our values of caring, respect and communication
Non-Clinical Team of the Year	<p>A non-clinical team who consistently demonstrate good team working to deliver an efficient and high-performing service. They have successfully implemented change or improved services. This could include developing new ways of working and shared learning. The judges will be looking for evidence of:</p> <ul style="list-style-type: none"> • outstanding teamwork and collaboration • teams working together to support personal and professional development of members • a flexible approach by team members • outstanding support and customer service that help us to achieve our vision and mission • how the team’s behaviour and shared approach shows their belief in our values of caring, respect and communication
Clinician of the Year	<p>A clinician who constantly makes a difference to the lives of people they care for. This person shows genuine concern and compassion for others, interest in others, helping to meet their needs and providing the best possible quality of care. They treat people as valued individuals and strive to put the needs of others before their own, considering principles of equality and inclusion. The judges will be looking for evidence of:</p> <ul style="list-style-type: none"> • outstanding clinical practice and a genuine commitment to patient care • the special qualities that make this person stand out • how they champion dignity and respect, treat others how they wish to be treated and promote equality and inclusion • a positive impact on patients, carers or staff and a commitment to continuous improvement • how their behaviour shows a belief in our values of caring, respect and communication

<p>Non-Clinician of the Year</p>	<p>An individual working in a non-clinical setting who goes beyond their job description to help the trust deliver its objectives and values. Bringing about change and clear benefits for patients, colleagues and the trust. They epitomise creative thinking, commitment, determination and drive. The judges will be looking for evidence of:</p> <ul style="list-style-type: none"> • outstanding customer service that embodies our values and consistently exceeds expectations • dedication to quality improvement and efficiency in their service • the way this person's work ultimately helps to improve patient care by supporting front line services • how their behaviour shows a belief in our values of caring, respect and communication
<p>Leader of the Year</p>	<p>An individual with outstanding leadership skills who inspires people to go the extra mile. Good leaders are not necessarily managers. They are innovative and value their peers while actively mentoring and encouraging people they work with, tireless in their efforts to change the system for the benefit of all. The judges will be looking for evidence of:</p> <ul style="list-style-type: none"> • outstanding leadership and communication skills • their 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 developed and supported colleagues, showing true compassionate leadership • how their behaviour shows their belief in our values of caring, respect and communication
<p>Unsung Hero</p>	<p>An individual working in any role who has made an exceptional contribution to the trust and its services, but whose work often goes unrecognised. This person shows dedication and commitment to their role and makes a genuine difference to others. Judges will be looking for evidence of:</p> <ul style="list-style-type: none"> • compassion and concern for the wellbeing of patients, carers or colleagues • being a valued member of the team – listening to and involving patients, carers or colleagues, helping them make choices and contributing • special qualities and their contribution not being recognised as much as they should be • how their behaviour shows a belief in our values of caring, respect and communication
<p>Employee of the Year (Staff and Patient nominations)</p>	<p>An individual who goes beyond their job description to help HRCH deliver its objectives and values. Bringing about change and clear benefits for patients, their colleagues and the trust. They epitomise creative thinking, commitment, determination and drive. The judges will be looking for evidence of:</p> <ul style="list-style-type: none"> • outstanding patient care or customer service that consistently exceeds expectations • the special qualities that make this person stand out from their colleagues in the way they approach their job • the way they act as a role model for others • how their behaviour shows their belief in our values of caring, respect and communication

Rising star	<p>An individual who, early in their career at HRCH, has already made a significant impact or improvement at the trust. This award recognises people who are developing, learning and showing best practice. These are the rising stars who will help us to become outstanding in all we do.</p> <p>Judges will be looking for evidence of:</p> <ul style="list-style-type: none">• a commitment to professional development• a can-do attitude and the ability to get things done• their impact at HRCH – at a team or wider level – how have they made improvements in their team or service and shown their potential• how their behaviour shows a belief in our values of caring, respect and communication
--------------------	--