

How to win an excellence award



The NHS Partners and HPMA Excellence in HRM Awards celebrate the best in healthcare human resources management, and are simple and straightforward to enter. Winning an excellence award is one of the best ways to raise the profile of your project, gain recognition for your creativity, effort and application, demonstrate and share best practice and to raise the profile of your trust. However, successful entries will only be those that follow the judging criteria as closely as possible. If you ignore or bypass one of the items, you will significantly spoil your chance of success, irrespective of how good your project may be.

This years judging criteria is as follows:

1. A design based on a thorough analysis of business need
2. An underpinning evidence base for the chosen strategy
3. Excellent project management and evaluation
4. Measurable achievement of expected benefits including cost effectiveness
5. Making a difference to patient /client care
6. The potential for the transfer of learning to other organisations

When preparing your entry, it is essential to keep in mind that the judges are looking for a convincing measurable achievement. Demonstrating in financial terms what has been achieved, if possible, is very important. Other forms of supporting data or evidence in addition to financial savings could include increased through-flow of patients, improved staff retention or fewer stress-related absences. Similarly, evidence of the creation of new roles, or attendance figures and feedback from learning development initiatives would also provide valuable evidence of how your ideas have made a positive difference. Detailing this evidence of the impact made by your strategy is crucial, as it provides the judges with a measurable indication of your project's overall success.

Last year many entrants failed to clearly demonstrate how their project made a difference to patient/client care. Gathering this

information does require some research, but is essential. Additionally, the judges need to be able to measure the potential for the transfer of your project to other organisations.

Finally don't forget the basics, such as getting someone to proofread your entry. If the content is difficult to read, or does not make sense, the judges will not have the time to work out what you meant. Similarly, do not forget to include simple information that you have taken for granted, being immersed in the project. This could be as basic as the purpose of the project, or the date when it began.

Once your entry is ready, do a final check against the judging criteria and the detailed entry guidelines. If you can put a tick against each point, then the effort and time you have spent will have been worthwhile.

Good luck and I look forward to reading an exciting batch of entries later this year.

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