

Capsticks award for innovation

A cutting edge, creative initiative within any sphere of HR, OD or workforce management that has led to improved practice.



Criteria

- Evidence of true innovation, not simply new ways of working or implementation of policy
- Clear demonstration of need and rationale
- Detail of the process of implementation
- Evidence that the innovation is making a difference to patient/client care
- Plans for further research, development and full evaluation.
- The potential for the transfer of learning to other organisations.

Submission questions

1. Describe your project, including evidence of how your project demonstrates innovation (200 words or fewer).
2. Outline the project design, business need and rationale that support your chosen project strategy (200 words or fewer).
3. What are the measurable achievements, expected benefits and impact on patient care of your project (400 words or fewer)? The judges are looking for qualitative and/or quantitative metrics that demonstrate the impact of your project.
4. Outline your plans for further research, development and full evaluation (200 words or fewer).
5. What is the potential learning from this project, and how best could this learning be shared (300 words or fewer)?

KEY DATES

Entry Deadline:
Thursday 27 April 2023

Category panel judging presentations:
Monday 19 – Friday 30 June
(held virtually)

Awards Celebration:
Tuesday 19 September

Held in person in Leeds on the evening
of day 1 of the HPMA UK Conference
at Leeds Armouries

Please go to hpma.awardsplatform.com and register to enter.

Winner & Finalists 2022



Capsticks award for innovation in HR



WINNER

Staffordshire & Stoke-on-Trent Health & Care Reserves

Staffordshire & Stoke-on-Trent ICS People Function
(hosted by Midlands Partnership NHS Foundation Trust)

The Reserve workforce model developed by Staffordshire & Stoke-on-Trent ICS as a pilot is now an exemplar of good practice nationally. The team collaborated, in partnership with NHS and Local Authorities, recruiting a new contingent workforce to plug huge gaps in the domiciliary care and care home workforce across Staffordshire and Stoke-on-Trent.

Their robust programme of support and learning, including new approaches to secondment agreements, Memorandum of Understanding and training and shadowing programmes demonstrated the power of 'positive disruption', learning in action and ongoing evaluation of the impact on the workforce and those who recognised that they needed a new workforce model and set about to create one. The innovative project is clearly scalable.

Judges were impressed with the effort to target development of a new talent pipeline and focus on the experience candidates have before joining the reserve hub so not to lose them through the process.

For further information on this project please contact Megan Page, Project Lead at Staffordshire & Stoke-on-Trent ICS People Function (hosted by Midlands Partnership NHS Foundation Trust) via megan.page@mpft.nhs.uk.



FINALISTS



SPRiTe

Imperial College Healthcare NHS Trust

SPRiTe brings together, in a single place, real time information from their Electronic Patient Record and Staff Health Roster systems. Users are able to see real time changes in patient numbers, acuity and dependency of patients and staffing levels across the hospitals to assist with real time staff deployment decisions. Judges praised the clever use of existing data sources to build a useable dashboard which supports workforce planning.

For further information on this project please contact Pen Parker, Associate Director People & OD – People Planning & Information at Imperial College Healthcare NHS Trust via penny.parker1@nhs.net.



Speciality & Associate Specialist (SAS) Doctors' and Dentists' Development Programme HSC Leadership Centre, Business Services Organisation, Northern Ireland Specialist and Associate Specialist (SAS) Doctors and Dentists in Northern Ireland are the engine of healthcare service delivery supporting and sustaining core and specialist services. This project offers this hard working group of clinicians their first bespoke leadership programme; supporting what has traditionally been an under invested group of medical staff, leading to many examples of personal growth, career enhancement and the creation of a 'voice' to be listened to.

Judges remarked that the project epitomised innovation ... a legacy gap which could have been filled in a transactional way but instead something quite transformational was built and will endure.

For further information on this project please contact Fidelma Carolan, Senior Consultant at HSC Leadership Centre, Business Services Organisation via fidelma.carolan@leadership.hscni.net