EXCEL 2026 hpma EXCELLENCE IN PEOPLE AWARDS

SHORTLIST

EXCELLENCE IN PEOPLE AWARDS

1 Mills & Reeve Award for achieving impact through open & inclusive leadership

MILLS & REEVE
Achieve more. Together.

- **Open by Design: Achieving Measurable Inclusion Through Compassionate, Board-to-Floor Leadership,** *University Hospitals Birmingham NHS Foundation Trust*
- **Flex Evelina: Flexible Working Putting Patients First,** *Guy's and St Thomas' NHS Foundation Trust*
- **Improving Sexual Safety at a regional scale,** *NHS England - London Region*
- **Ask Aunty Programme and Mobile App,** *NHS South West London ICB and St Georges Epsom St Helier Hospital (GESH)*
- **Project Search – 10 years of impact,** *Imperial College Healthcare NHS Trust*

2 Medstars award for health and wellbeing

Aria Medstars

- **New Hospital Programme Staff Welfare Space Standards,** *NHS England*
- **Early detection, real impact: how workforce wellbeing is transforming staff health through proactive screening,** *Humber Teaching NHS Foundation Trust*
- **Rapid Access Physiotherapy Assessment (RAPA),** *Mersey Care NHS Foundation Trust*
- **Optimising Your Wellbeing is our Commitment, Helping You to Help Yourself,** *Wye Valley NHS Trust*
- **Healthy Working Lives,** *Mid Yorkshire Teaching NHS Trust*

3 Health Education & Improvement Wales award for developing the profession and people professionals

GIG CYMRU NHS WALES

- **Peer Led Professional Development and Career Support for NHS People Professionals,** *Birmingham Women's and Children's NHS Foundation Trust*
- **Developing a Future-Ready Profession: A National AI Capability Programme for NHS Wales Workforce & OD,** *HPMA Cymru*
- **Justine Alldritt, Sarah Curran and the Sexual Safety Project Team,** *University Hospitals of North Midlands NHS Trust*
- **People Profession Map and Development Programme,** *South Western Ambulance Service NHS Foundation Trust*

4 Hill Dickinson Award for 'Passionate about OD'

- **From Banter to Boundaries: Transforming Workplace Culture Through 'Respecting Each Other at Work',** *Cwm Taf Morgannwg University Health Board*
- **21st Century Leadership Programme (21CLP),** *Central and North West London NHS Foundation Trust*
- **Unprofessional Behaviours and Sexual Safety Programme,** *Essex Partnership University NHS Foundation Trust*
- **NHS Scotland National Succession Planning**, *Public Services Delivery Scotland*
- **Call It Out!,** *North East Ambulance Service NHS Foundation Trust*

5 Award for learner of the year *sponsored by Korn Ferry*

England finalists

- **Jo Third,** *Talent Development and Retention Lead, Leeds and York Partnership NHS Foundation Trust*
- **Rose Ilunga,** *HR Advisor, Central London Community Healthcare NHS Trust*
- **Lucy Brearton,** *People Performance & Governance Officer, University Hospitals of Morecambe Bay NHS Foundation Trust*

Wales finalists

- **Tom Leigh,** *Organisational Development Culture Lead, Aneurin Bevan University Health Board*
- **Amy Jones**, *Associate POD Business Partner, NHS Wales Shared Services Partnership (NWSSP)*
- **Olivia Seaton**, *Administrative Assistant, Swansea Bay University Health Board*

6 Browne Jacobson Award for excellence in employee engagement

- **Engagement Mode Activated – 73% Hit Start and Had Their Voices Heard,** *West London NHS Trust*
- **Team-Based Rostering (London North West University Hospital),** *London North West Hospital NHS Trust*
- **Parental Pathways: From Insight to Impact in Supporting Working Parents,** *South Western Ambulance Service (SWAST)*
- **Celebrating Diversity: From Awareness to Action,** *Lewisham and Greenwich NHS Trust*
- **From Staff Voice to Lasting Change: The CTM People Plan,** *Cwm Taf Morgannwg University Health Board*

7 Award for best use of an 'Avoidable employee harm' approach *sponsored by Bevan Brittan*

- **Avoiding employee harm during investigations,** *NHS Wales Shared Services Partnership (NWSSP)*
- **Pause and Reflect Panel,** *Royal London People Team - Barts Health NHS Foundation Trust*
- **A Restorative Just Culture Approach to Reducing 'Avoidable Employee Harm',** *Homerton Healthcare NHS Foundation Trust*
- **BDCT Embedding the 'Last Resort' Approach to Disciplinary Action,** *Bradford District Care NHS Foundation Trust*

8 Social Partnership Forum Award for partnership working between employers and trade unions

- **Reduced Working Week Implementation,** *NHS 24*
- **Partnership-led transition of Soft FM colleagues to Agenda for Change (AfC) Terms & Conditions,** *Royal Free London NHS Foundation Trust*
- **Working Patterns Programme,** *North East Ambulance Service NHS Foundation Trust*
- **UHB Bullying and Harassment Campaign,** *University Hospitals Birmingham NHS Foundation Trust*

9 Capsticks Award for innovation

- **How we used rostering and financial data to drive rostering inefficiencies, upskill managers and reduce overspend,** *Cardiff and Vale University Health Board*
- **"What You Permit, You Promote",** *NHS England (North West)*
- **Entry Level Programme (Career Gateway),** *West Herts Teaching Hospitals NHS Trust*
- **Data-Led Digital Redesign of People Services through End-to-End Automation,** *Barts Health NHS Trust*
- **Talent Timebanking,** *NHS England*

10 Award for exemplary systems workforce planning and development *sponsored by NHS Professionals*

- **Planning as one: How integrated thinking transformed our 'Workforce Strategy',** *University Hospitals Birmingham*
- **Optimising Integrated Neighbourhood Health Workforce Ecosystems,** *Leeds Health & Care Academy*
- **Greater Manchester T Level Health & Care Industry Placement Programme,** *NHS Greater Manchester*
- **Agency reduction at BCHFT,** *Black Country Healthcare NHS Foundation Trust*
- **From Operational Insight to System Transformation: Embedding a Whole-System Workforce Regeneration Framework Across Hywel Dda,** *Hywel Dda University Health Board*

11 People team of the year *sponsored by Ward Hadaway*

- **Careers & Apprenticeships Team,**
  University Hospitals of Morecambe Bay NHS Foundation Trust
- **People and Organisational Development (POD),**
  NHS Wales Shared Services Partnership (NWSSP)
- **The CLCH People Team,** *Central London Community Healthcare NHS Trust*
- **Workforce Supply,** *Sussex Partnership NHS Foundation Trust*
- **People Directorate - University Hospitals Coventry and Warwickshire NHS Trust,**
  University Hospitals Coventry and Warwickshire NHS Trust

12 Deputy people leader of the year *sponsored by KPMG*

- **Jennifer Smith,** *Deputy Chief People Officer,*
  Chesterfield Royal Hospital NHS Foundation Trust
- **Karen Chummun,** *Deputy Director of People, Talent and Leadership,*
  NHS England (South East)
- **Hayleigh Jones,** *Deputy Director of People,*
  Cwm Taf Morgannwg University Health Board
- **Liz Rogers,** *Deputy Director of People, Welsh Ambulance Services University Trust*

13 People leader of the year *sponsored by DAC Beachcroft*

- **Donna Griffiths,** *Chief People Officer,*
  University Hospitals Coventry and Warwickshire NHS Trust
- **Lisa Ward,** *Director of People / Deputy Chief Executive, North West Ambulance Service*
- **Funmi Onamusi,** *Chief People Officer, Sussex Partnership NHS Foundation Trust*
- **Shajeda Ahmed,** *Chief People Officer, Frimley Health NHS Foundation Trust*

If you are interested in sponsoring the HPMA Excellence in People Awards 2026 please contact lauren@chamberdunn.co.uk