

HPMA Cymru Awards 2024

Awards Criteria



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Developing Health Through People

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Important information

Nomination forms for entries can be found [here](#).

Please note the closing date for all entries is **9am, Monday 15 April 2024**.

1) 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
- Evidence that the innovation is making a difference to patient/client care
- The potential for the transfer of learning to other organisations.

Q1) Describe your project, including evidence of how your project demonstrates innovation (200 words or fewer)

Q2) Outline the project design, business need and rationale that support your chosen project strategy (200 words or fewer)

Q3) 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

Q4) What is the potential learning from this project, and how best could this learning be shared? (300 words or fewer).

2) Excellence in Organisational Development

An OD initiative or project that has significantly benefited the organisation through improved effectiveness or viability.

Criteria

- An innovative strategy that addresses an important business need
- A narrative that illustrates how the strategy was implemented and the journey from implementation to success
- Evidence of good leadership skills and excellent team working
- Thorough evaluation of impact of project, with identifiable lessons learnt.

Q1) Describe your initiative or strategy, providing evidence to illustrate how it addresses a business need in an innovative way (400 words or fewer)

Q2) Describe your journey from implementation to success (400 words or fewer)

Q3) How does your project demonstrate leadership skills and team working (200 words or fewer)?

Q4) What are your key insights from this project. How has your approach challenged or enhanced organisational performance and culture (300 words or fewer).

3) Partnership Working Between Employers and Trade Unions

This award will be given to an initiative that fully demonstrates the benefits of true partnership working between employers and trade unions in the provision of health and social care.

Criteria

- Clear description of how the project came about, demonstrating genuine partnership working between employers and trade unions from the outset
- Information on the planning and implementation process, including any challenges and how they were overcome
- Detail about how employers and trade unions successfully worked in partnership – not simply collaboration
- Evaluation of impact of project.

- Q1) Describe how your project came about, including how trade unions were involved from the outset (200 words or fewer)
- Q2) Outline what you did, including how any challenges were overcome (200 words or fewer)
- Q3) Explain how employers and trade unions, and any other relevant organisation or group, worked in partnership successfully on this project (200 words or fewer)
- Q4) What has the project achieved or what are the expected benefits (200 words or fewer)? The judges are looking for qualitative and/or quantitative statistics that demonstrate the impact of your project.

4) Equality, Diversity & Inclusion

Awarded to an organisation that has improved diversity through a project or initiative and can demonstrate impact on staff engagement, governance, recruitment and/or promotion.

Criteria

- Clear assessment of diversity deficits in the organisation
- Evidence of the initiative or project benefiting not just the organisation but staff too
- Identification of measurements used to analyse success or failure in diversity in the organisation.

Q1) Identify the significant discussions and stimuli that led to creating the project or initiative (300 words or fewer)

Q2) How were the diversity deficits in your organisation assessed? (200 words or fewer)

Q3) Provide evidence of the changes made within the organisation to create greater diversity in governance, staff engagement, recruitment and/or promotion (400 words or fewer)

Q4) What measurements were used to highlight and quantify diversity in the organisation in order to assess success? (300 words or fewer).

5) Workforce Analytics

This category recognises how the analysis of workforce data delivers insight, which generates action, leading to better decision making and better business performance. Don't be intimidated by the term 'analytics', we are not only looking for big data projects with complex tools and huge investment. Your project could have brought performance insight by simply providing a new way of looking at, collecting or utilising key data in a new way.

Criteria

- Alignment of the analytics project with business objectives
- Clarity on the impact of the project, and the use of qualitative and/or quantitative data
- Overcoming barriers to collecting and analysing data
- Evidence of better decisions and performance increase as a result of new analysis.

- Q1) Introduce your project (300 words or fewer). You can include background to the project, key drivers for starting your project and pre-project baseline on key metrics used
- Q2) Explain why you developed this approach and the outcomes you were looking for (300 words or fewer). Judges will be looking for how your project aligns with your business objectives
- Q3) Describe how you carried out your project plan, including detail on how and what you measured (300 words or fewer). Judges will be looking for a logical approach. Try to be clear on the data you collected or the innovation you applied. Include how you have overcome any barriers to collecting and analysing data or rolling out and embedding the innovation
- Q4) What are your key insights from this project (300 words or fewer)? You may explain how experience and intuition has been challenged by your project and discuss potential learning for others.

6) Well-being

This award recognises organisations who can demonstrate how specific employee health, fitness or well-being initiatives are making a positive impact on staff satisfaction, motivation, health, or productivity.

Criteria

- An effective, innovative wellbeing strategy/project or initiative that addresses an important business issue
- A clear narrative that demonstrates why it was implemented
- Evidence of success: e.g. return on investment and how it has strengthened the organisation – you can use metrics, anecdotes, staff feedback and case studies.

Q1) Describe your initiative or project, including background, rationale and wider context (400 words or fewer)

Q2) Explain why you developed this approach and the outcomes you were looking for (300 words or fewer)

Q3) What are the measurable achievements, expected benefits and impact on patient care and quality of healthcare of your project? (400 words or fewer)

Q4) What are your key insights from this project? You may explain the benefits of the project, challenges and learning for others (400 words or fewer).

7) Rising Star

This is an award for a rising star within your organisation. This person will epitomise your organisations values and goes above and beyond within the workforce sphere. This award recognises those workforce practitioners who do their job brilliantly well. The nominee should be below the deputy director level or equivalent and there is no minimum band. We want to hear about the amazing rising stars working across workforce in NHS Wales, from our most junior colleagues to senior.

Nominees can self-nominate or be nominated by a senior manager. There are no submission questions for these but nominees should hit the following criteria:

Criteria

- Impact - makes a tangible contribution to the organisation and the wider workforce
- Performance - demonstrates sustained exceptional performance that consistently exceeds expectations
- Leadership - demonstrates a capacity for leadership
- Commitment - demonstrates a passion for the workforce profession
- Innovation - is ahead of the field in ideas and practices
- Credibility - demonstrates personal credibility within the organisation and workforce community.

Nominations should be no longer than 1500 words.

Q1) Reasoning for nomination:

8) Team of the Year

Awarded to a NHS Wales workforce team working together and achieving exceptional things over the past 12 months.

Criteria

- Evidence of quality health and wellbeing support and safety for the team
- Evidence of fostering belonging within their team, all team members have a voice that counts
- Evidence of effective use of team members skills and experience
- Evidence of an approach that fosters team growth, flexibility
- Exceptional performance and impact on frontline team experience and service delivery
- Evidence of excellent team working and cohesive relationships
- Thorough evaluation and assessment and exceptional feedback on service
- The entry can include specific projects and demonstrate the function's collaborative approach and ability to attract and develop excellent people.

Q1) Describe the team composition, ways of working and organisational context (200 words or fewer)

Q2) Give examples of technical excellence, innovative approach, or creative working that has enabled the team to reach exceptional performance levels and provide excellent service. (500 words or fewer)

Q3) How does your team demonstrate good leadership skills and excellent team working? (200 words or fewer)

Q4) How has the team contributed to the measurement and achievement of corporate objectives? (200 words or fewer)

Q5) Describe the evaluation and assessment of your team, and the feedback received. (200 words or fewer).

9) Welsh Language

This is an award for a team, project or initiative that has promoted and/or embedded the use of the Welsh language within the organisation.

Criteria

- Clear description of how the team, project or initiative has embedded Welsh language
- Planning and implementation process including any challenges and how they were overcome
- Evidence of engagement from staff at all levels
- Demonstrate an understanding of the importance of meeting Welsh language needs and the impact this can have on the delivery of safe, high-quality care, a positive patient experience and impact workforce.

Q1) Introduce the project or initiative (300 words or fewer). You can include background to the project, key drivers and any wider context

Q2) Explain why you developed this approach and how it meets Welsh language needs (300 words or fewer)

Q3) Explain how you engaged with staff at all levels to meet the needs of this project or initiative (200 words)

Q4) What are the measurable achievements, expected benefits and impact on patient/client care/workforce of your project and/or initiative? (400 words)

Q5) What are the lasting impact and ongoing learning from this project/initiative? (300 words).

10) Employee Engagement

Awarded to an organisation that has significantly improved patient care and has happier, more motivated and more productive workforce through improved staff engagement.

Criteria

- Evidence of systematic approach having impact across the organisation with support from the top of the organisation
- Evidence of staff engagement
- Evidence of the measurable benefits between the project interventions, staff engagement and improvement in patient care
- Evidence of an approach that is sustainable and contributes to a change in organisational culture.

Q1) Outline your project design for employee engagement. Judges are looking for evidence of a systematic approach (400 words or fewer)

Q2) Describe how your project has improved staff engagement, including rationale for your approach and the organisation landscape at outset (400 words or fewer)

Q3) What are the measurable benefits of your interventions and approach, specifically on staff engagement and improvements in patient care. The judges are looking for qualitative and/or quantitative statistics that demonstrate the impact of your project. (400 words or fewer)

Q4) Describe how your project is sustainable, and contributes to wider culture change (300 words or fewer).

11) Workforce Planning and Development

With this category we are looking to identify projects and teams that are leading innovative approaches to system workforce planning, developing workforce plans based on service planning to meet population health needs and developing a workforce that can provide health and care on a whole system basis.

Criteria

- Takes account of the needs of the whole health and care sector and its workforce in planning for the future, taking a 'one workforce' approach across the NHS, primary care, social care and the voluntary, independent and charity sectors
- Evidence of developing governance and infrastructure that enables workforce plans to align with local service and financial planning
- Evidence of impact, new ways of working and growing the workforce
- Evidence of using workforce plans to help shape education and training needs, recruitment and retention and workforce transformation.

Q1) Outline your project design and how you have taken account of the needs of the whole health and care system and its workforce in your planning (400 words or fewer)

Q2) Explain how you have taken action to introduce new ways of working and growing the workforce (300 words or fewer)

Q3) Describe how you have used workforce plans to help shape education and training, recruitment and retention and workforce transformation (400 words or fewer)

Q4) Outline how you have developed governance and infrastructure to enable workforce plans that align with local service and financial planning (300 words or fewer).

12) Smarter Working

This award is looking for projects, programmes or initiatives that demonstrate how workforce teams have worked 'smarter', to save money while still improving quality, safety and patient care. It could be use of technology, a change in workforce strategy or the development of new models of care. We're searching for highly transferable initiatives that address the need in every healthcare workforce team across the UK to improve efficiency and reduce costs.

Criteria

- Clear description of background including rationale, context, planning and implementation
- Financial savings and efficiency improvements, while improving quality, safety and patient care
- Thorough evaluation of impact of project, with identifiable lessons learnt
- Highly transferable and sustainable initiative.

Q1) Describe your initiative (design and implementation), including background, rationale and wider context (400 words or fewer)

Q2) What are the measurable and expected achievements, benefits and impact of your initiative (400 words or fewer)? The judges are looking for qualitative and/or quantitative metrics that demonstrate the impact of your project

Q3) What are your key insights from this project. You may explain how experience and intuition has been challenged by your project and discuss potential learning for others (300 words or fewer)

Q4) Describe how your initiative is highly transferable and sustainable (300 words or fewer)?

13) Recruitment Team of the Year

With this award, we want to recognise the very best recruitment teams working in healthcare. Entries will demonstrate originality and creativity, collaboration and teamwork and evidence of effectiveness in meeting a specific recruitment challenge.

Teams will be assessed on their innovation, strategy and planning, process management, candidate engagement and use of technology to achieve a successful outcome. It is essential that teams provide supporting evidence with relevant metrics that illustrate how the outcome was measured. There must be clear objectives and a measurable outcomes. The team's achievements should be over and above routine activities, and should be new or unique within the organisation.

Criteria

- Clear rationale behind the strategy and anticipated outcomes
- Details of the plan, the team members and their responsibilities, and any need for collaboration
- Impact of the strategy or initiative on the organisations including cost savings
- Challenges faced and how they were overcome e.g. reconfiguration, workarounds
- Sustainability, transferability and lessons learnt.

Q1) Describe your team and your recruitment challenge. Please include your agency partners where relevant. (300 words or fewer)

Q2) Please outline your strategy and how it was implemented (300 words or fewer)

Q3) Describe how your recruitment strategy has been evaluated, using metrics to qualify your success, return on investment and its impact (400 words or fewer)

Q4) Describe any key challenges you faced and describe how they were overcome (300 words or fewer).

14) Cross-Sector Working

Increasingly solutions are not developed or delivered by one sector alone but require cross-sector collaboration. This award is for a project, product or service across sectors, divisions and teams that, has had a measurable impact and delivered real outcomes for health service clients or customers.

Criteria

- Clear description of background including rationale, context, planning and implementation demonstrating cross sector working benefits
- Explicit detail about how parties were brought together
- Challenges and how they were overcome
- Evaluation of impact of project.

Q1) Describe your project, including background to the project, rationale and wider context (300 words or fewer)

Q2) Explain how parties on this project were brought together (200 words or fewer)

Q3) What were the challenges, and how were they overcome? (200 words or fewer)

Q4) 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 statistics that demonstrate the impact of your project.