

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, *St Georges Epsom St Helier Hospital (GESH)*
- Project Search – 10 years of impact, *Imperial College Healthcare NHS Trust*

2 Award for health and wellbeing

- 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
Adding a Welsh touch
Cymru (Welsh)
Health Education and
Improvement Wales (HEIW)

- 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'

Hill Dickinson

- **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 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

Browne
Jacobson

- **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*

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 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