

ENTRY DEADLINE: 20 NOVEMBER 2020

PEOPLE & ORGANISATIONAL DEVELOPMENT INITIATIVE OF THE YEAR

People and talent management is wide ranging and a hugely impactful focus of work. Positive action on staff engagement, development, training and education, employment law or cultural change, can result in better management which affects the entire organisation. New initiatives around wellbeing and ways of working with and for our staff are making huge strides towards a more satisfied workforce with many of these ideas come from human resources. The diversity and inclusion agenda and ensuring representation across the workforce pipeline for all protected characteristics are vital for a thriving workforce, patient satisfaction and organisational efficiency.

The award will be won by a team executing initiatives or projects which are adding value to patients, staff and the wider organisation. The project might have involved multiple stakeholders; whether they be the board, patients, clinical services or partners. Judges will be looking for excellence in the management of expectations with results that have improved performance and quality.

Eligibility

Entries are welcomed from any NHS organisations and general practice.

JUDGING CRITERIA

Ambition

- Describe the context of the initiative, why was a change necessary and who were the major stakeholders.
- Describe the goals and intended impacts of the initiative patients, staff, efficiency or value for money.
- Give details of the dynamics surrounding the project
 - How would it benefit patients and staff?
 - What disruption might take place?
 - How was disruption to be mitigated?
- How did you work with interested parties and forming the project and then planning?

Outcome

- Outline the success providing clear supporting evidence in the form of testimonials, qualitative and quantitative information
- How did the project team work together successfully? What feedback have you had from interested parties?
- What benefits have been achieved for service users?
- What benefits have been achieved for staff, systems and processes?

WHY WAS LAST YEAR'S WINNER SUCCESSFUL?

The judges felt that this project was one of the most important ways to make a difference to staff experience. It evidenced a just culture and a way of really seeing and acting on the voice of those from underrepresented groups, to change outcomes and make a real difference to people's lives. They were impressed by the truly data-driven ambition, the good signs shown so far in terms of outcomes and overall excellent value driven. A superb piece of work!

2020 Winners
Black Country Healthcare FT

VIEW THE 2020 SHOWCASE

Spread

- How have you shared success with other organisations or other departments?
- Describe the efforts that have been made to share best practice beyond your immediate influence.

Value

- Describe the added value created by the initiative.
- How have your achievements enhanced the patient experience?
- How has your work improved patient flow, capacity, efficiency, reduced variation or saved money?

Involvement

- Provide clear evidence surrounding the consultative measures taken to inform, involve and enable participation in the design of the initiative, in particular with key stakeholders such as affected clinical or support staff
- How were patients and service users brought into the discussion?
- Describe the checks and balances that were put in place to ensure disruption to care was minimal and that stakeholders were kept informed of progress

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For more information on entering or help completing your entry, please contact Ryan Bessent on 0207 608 9045 | ryan.bessent@wilmingtonhealthcare.com