

# HPMA Excellence in HRM Awards 2014

Tell us how you, your team, HR deputy or HR director has made a difference.

The HPMA Excellence Awards have been recognising and rewarding outstanding work in healthcare human resource management for over twenty years.

Winning projects, large and small, have made a real difference to patient care and influenced HR practice in healthcare and beyond.

We are looking for enthusiasm, innovation, strength, leadership, partnership, generosity, influence, sustainability, engagement, imagination, simplicity, flexibility, focus, passion, dedication, commitment and touch of entrepreneurial spirit.

23<sup>rd</sup> annual awards

## Dates for your diary

Closing date for entries	12.00(noon) Thursday 13 March 2014
Judging day for shortlisted teams	Tuesday 29 April 2014
Awards ceremony	Thursday 26 June 2014



The Healthcare People Management Association (HPMA) is focused on improving capability, practice and impact in healthcare human resources. Together with the support of the four UK health departments and numerous sponsors, we invite entries across 16 categories – so tell us your good practice stories:

### Category 1 Capsticks award for innovation in HR

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

Capsticks is the UK's leading specialist healthcare law firm. Our national employment team of over 40 specialist lawyers advises healthcare clients across the country, including NHS trusts and commissioning bodies, national advisory bodies and independent healthcare providers. We have the skills and experience to help you achieve your goals, because we know the healthcare business inside out. At a time of unprecedented pressure on workforce leaders in healthcare to deliver both savings and quality, we are helping them and their organisations by providing innovative and cost-effective legal solutions. [www.capsticks.com/expertise/health-and-social-care/employment/](http://www.capsticks.com/expertise/health-and-social-care/employment/)

### Category 2 Social Partnership Forum award for partnership working with trade unions

An initiative that demonstrates employers working in partnership between employers, trade unions and other stakeholders in the processes of formulating, consulting, implementing and evaluating issues related to the provision of health or social care.

The Social Partnership Forum is a tripartite arrangement between the Department of Health, NHS Employers and NHS Trade Unions. Its role is to discuss, debate and involve partners in the development and implementation of the workforce implications of policy. Effective partnership working brings important benefits for both employers and staff and can have a positive influence on the patient experience. The best performing organisations have staff who are engaged with their employer and motivated by the work they do. [www.socialpartnershipforum.org](http://www.socialpartnershipforum.org)

### Category 3 NHS Health at Work Network and Syngentis [The Health & Work Community Interest Company] award for excellence in improving employee health & wellbeing

A project concerned with improving the health and wellbeing of staff to boost business performance.

The NHS Health at Work Network is the national network of NHS occupational health services in England and is dedicated to improving the health of NHS staff through policy influence, sharing best practice and working collaboratively. [www.nhshealthatwork.co.uk](http://www.nhshealthatwork.co.uk)  
Syngentis is the not for profit social enterprise that is progressing the work of NHS Plus in improving the fitness, health and productivity of the working age population. [www.syngentis.co.uk](http://www.syngentis.co.uk)

### Category 4 Gatehouse award for excellence in organisational development

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

GateHouse has been delivering bespoke learning and development programmes to public and third sector organisations throughout the UK for over twenty years. It specialises in management, leadership, personal skills, finance and budgeting, and project management. Its 18-strong faculty of course leaders and associates are all highly experienced in these sectors and can deliver inspiring programmes to audiences of all levels. [www.GateHouseCourses.com](http://www.GateHouseCourses.com)

### Category 5 Award for best practice and innovation using ESR. Sponsored by The NHS ESR Programme

Initiatives that demonstrate innovation and best practice use of the NHS Electronic Staff Record (ESR) system within an organisation.

The NHS Electronic Staff Record (ESR) the national workforce system for the NHS across England and Wales. To date it remains the world's largest integrated HR, Payroll and learning management system, paying 1.4 million NHS employees, which equates to 7% of the population in England and Wales. This ground-breaking and successful programme is delivered by the Department of Health and NHS, in partnership with McKesson, and is the complete workforce management solution for a 21st Century NHS. [www.electronicstaffrecord.nhs.uk](http://www.electronicstaffrecord.nhs.uk)

### Category 6 Bevan Brittan award for HR's contribution to organisational change and/or turnaround

We are looking for evidence of HR management that has had a critical and positive impact on organisational change and/or turnaround within an organisation or in the local health economy.

Bevan Brittan – The public services law firm. The NHS is at the heart of Bevan Brittan and at a time of unprecedented change for the NHS our clients appreciate legal support from innovative employment lawyers with exceptional knowledge of the health and social care sector. Don't take our word for it. "Their specialism is in NHS matters and that certainly comes through." Chambers UK, A Client's Guide to the Legal Profession 2014. [www.bevanbrittan.com](http://www.bevanbrittan.com)

## Category 7 CIPD award for best improvement in capability in a team

This category is for significant and insightful improvements to the capability and abilities of an HR team – improvements with clear and demonstrable benefits for the organisation.

The Chartered Institute of Personnel and Development (CIPD) is the largest Chartered HR Institute in the world. Our purpose is to develop better work and better working lives, and we're partnering with NHS Employers and the HPMA to help build great HR capability in the NHS.

[www.cipd.co.uk](http://www.cipd.co.uk)

## Category 8 The Aston OD award for Team Based Working

An OD or Service Improvement intervention or project that has improved outcomes for patients or service users through the introduction or extension of team based working. The judges will be particularly interested in evidence of sustainable improvements in inter-professional team working across care pathways and/or between partnership organisations.

Aston OD has pioneered the development of Team Based Working in the NHS for the past ten years. Originally established by Professor Michael West as a spin-out company from Aston University, Aston OD continues to work with Health and Social Care organisations across the UK and inter-nationally. Our aim is to ensure that research findings are translated into practical, evidence-based, diagnostic and development tools which improve patient outcomes, increase staff well-being and develop positive organisational cultures. [www.astonod.com](http://www.astonod.com)

## Category 9 The HSJ award for strategic approach to recruitment

Open to any healthcare organisation in the UK eg NHS Trust, private healthcare.

Where relevant, entries must include working examples of any digital and print media (eg on a review site). This award recognises well-planned, well-designed and well-executed work that has helped healthcare organisations to achieve their recruitment goals. Measurable evidence of how the strategy and execution met the brief and its objectives will be required. Any initiatives launched in 2013 are eligible in this category.

HSJ - finding you quality candidates: HSJ is the only title to offer news, opinion and practical advice across the UK healthcare sector and as a result dominates the UK healthcare market. It is an essential healthcare talent attraction resource offering a wide range of tools across several advertising platforms.

## Category 10 The CMP Resolutions 'Courage to Manage' Award

A project or initiative that has taken a proactive approach to promoting and maintaining a constructive and respectful working environment. Your project could have enabled managers to build their confidence and skills in addressing the difficult management responsibilities of managing performance and behaviours; it could be supportive of equality or diversity; or it could be part of reducing bullying and harassing behaviours or a grievance-culture. The judges are looking to uncover your 'culture of dialogue', your support strategies and your dispute resolution techniques.

CMP Resolutions, dispute resolution specialists, supports healthcare providers to become better at reducing the human and financial burden of workplace conflict. We take the conflict out of change, and strengthen dispute resolution process at work. We Close complaints; Manage disputes; and Prevent negative conflict to build respectful and effective environments. [www.cmpresolutions.co.uk](http://www.cmpresolutions.co.uk)

## Category 11 Academi Wales Award for leadership development

The judges are looking for entries that demonstrate a strong link between innovative leadership and enhanced organisational performance.

Academi Wales was established in June 2013 as the Welsh public service's centre for leadership excellence. Academi Wales provides access to cutting edge development opportunities for all public service leaders and managers, building capability, capacity and collaboration to deliver the best public services for Wales. [www.academiwales.org.uk](http://www.academiwales.org.uk)

## Category 12 APPRECIATE champion. Sponsored by Engage for Success

To an organisation that has significantly improved patient care through improved staff engagement.

Engage for Success is a movement committed to the idea that there is a better way to work, a better way to enable personal growth, organisational growth and ultimately growth for Britain by releasing more of the capability and potential of people at work. [www.engageforsuccess.org](http://www.engageforsuccess.org)

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[www.hpma.org.uk/home/awards](http://www.hpma.org.uk/home/awards)

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### **Category 13 Deputy HR director of the year. Sponsored by Mills & Reeve**

A UK healthcare Deputy HR Director demonstrating an outstanding contribution to the HR profession over the last 12 months. We welcome nominations from equivalent roles as we recognise that trust organisational structure and job title varies.

Mills & Reeve is a top tier law firm and a health sector specialist. We operate from six offices across England, with 11 specialist health partners and over 100 dedicated lawyers providing a full range of legal services to commissioners, providers and others. We are delighted to support the HPMA Awards 2014. [www.mills-reeve.com/health](http://www.mills-reeve.com/health)

### **Category 14 HR director of the year. Sponsored by Harvey Nash**

A UK healthcare HR director demonstrating excellent leadership and an outstanding contribution to the HR profession over the past 12 months.

Harvey Nash is the UK's leading healthcare executive search firm specialising in Board, senior management and senior clinical recruitment. With offices across the UK, they have a diverse team of senior professionals with unrivalled experience of healthcare to deliver outstanding results. Harvey Nash has an enviable reputation and track record, and their approach allows them to us access the best possible talent for their clients. [www.harveynash.com/healthcare](http://www.harveynash.com/healthcare)

### **Category 15 HR team of the year. Sponsored by Department of Health, Social Services & Public Health, NHS England, Scottish Government and Welsh Government**

This award is supported by Department of Health, Social Services and Public Safety in Northern Ireland, NHS England, The Welsh Government and The Scottish Government. A UK healthcare HR team working together and achieving exceptional things over the past 12 months.

The Department of Health, Social Services and Public Safety (DHSSPS NI), one of twelve Northern Ireland Government Departments, has devolved responsibility to oversee the management and delivery of the health service to the people of Northern Ireland. The Department is responsible for over 70,000 professionals working in health and social care, ambulance and the fire service and has an annual budget of approximately £4.6 billion pounds. [www.dhsspsni.gov.uk](http://www.dhsspsni.gov.uk)

The Welsh Government is the devolved Government for Wales and is committed to improving the health and well being of everyone living in Wales. This includes treating disease and addressing the wider social, economic and environmental influences that directly impact on the affect health and well being of its citizens. [www.wales.gov.uk/topics/health](http://www.wales.gov.uk/topics/health)

The Scottish Government (SG) is the devolved government for Scotland with responsibility for most of the issues of day-to-day concern to the people of Scotland, including education, transport, justice and health. The SG's Health Workforce and Performance Directorate aims to create the conditions to ensure that NHSScotland has the right workforce to enable it to deliver the Scottish Government's 2020 Vision for Health and Social Care. [www.scotland.gov.uk/Topics/Health](http://www.scotland.gov.uk/Topics/Health)

NHS England creates the culture and conditions for health and care services and staff to deliver the highest standard of care and ensure that valuable public resources are used effectively to get the best outcomes for individuals, communities and society for now and for future generations. [www.england.nhs.uk](http://www.england.nhs.uk)

### **Category 16 President's award for outstanding lifetime achievement. Sponsored by DAC Beachcroft**

Awarded to an individual who has made contributions of outstanding significance to the field of healthcare human resource management.

Offering expert guidance on all aspects of employment and pensions law within the NHS, DAC Beachcroft have the largest health employment and pensions team nationally. We are straight talking, no nonsense and completely focused on getting the job done in a cost-effective way. "The team is known for 'A tour de force in advising public and privately held healthcare clients on a range of concerns, including strategic restructurings, tribunal claims and whistle-blowings.' – Chambers UK 2014

Contact Udara Ranasinghe, on +44(0)20 7894 6727 or [uranasinghe@dacbeachcroft.com](mailto:uranasinghe@dacbeachcroft.com). [www.dacbeachcroft.com](http://www.dacbeachcroft.com)

### **Category 17 Overall winner. Sponsored by NHS Professionals**

The category winner which in the opinion of the judges deserves this special accolade. You may not enter this category directly. Category winners may be nominated by the judging panels.

NHS Professionals is the leading provider of managed flexible workforce services to the NHS with approximately 40,000 general and specialist nurses, doctors, midwives, administration and clerical and other healthcare professionals signed to its bank. We help our 62 NHS Trust clients implement tactical measures to improve workforce efficiency and productivity as part of an overall workforce strategy. Our aim is to save Trusts up to 20% of their flexible workforce costs by reducing shift demand, optimising pay rates and managing agency usage. For more information visit [www.nhsp.co.uk](http://www.nhsp.co.uk).

# Thank you to our sponsors



Health at Work Network



MILLS & REEVE



Electronic Staff Record Programme



## Closing date for entries

12.00(noon) Thursday 13 March 2014

## How to enter

1. Download the 2014 HPMA awards infosheet at [www.hpma.org.uk](http://www.hpma.org.uk) for a comprehensive reference pack. Criteria and submission questions vary across the categories, so review carefully to decide which best fits your project or initiative.
2. Prepare your entry offline (eg using a word processing package)
3. Check you have followed word limits, and fully answered each question, reflecting the listed criteria. This year judges will penalise submissions which exceed word counts.
4. Ask a colleague to double check your submission.
5. Confirm that your head of department or nominated director (for HR director of the year) is happy to endorse the entry.
6. Visit [www.hpma.org.uk](http://www.hpma.org.uk) and select the category you wish to enter.
7. Complete the online form. You will be asked to complete full contact details of project team (or nominator / nominee). Please do so carefully as we will use this data to contact you with the results of the shortlisting stages. We use Google Drive Forms for our entry system so you need to ensure your IT systems permit access if you experience problems.
8. Cut and paste your entry onto the website form, no attachments or images maybe included, text-only submissions permitted.
9. Make a final check that all details are correct (as you cannot return to your submission to make any amendments).
10. Submit your entry.
11. If you don't see the submission confirmation message at the end of the process, please contact the awards team and we will confirm receipt of your entry.
12. You must submit your entry by **12.00 (noon) Thursday 13 March 2014**.

In the event of a problem with your submission, please contact the awards team by calling 020 8334 4500 or emailing [mail@chamberdunn.co.uk](mailto:mail@chamberdunn.co.uk).

You can review the HPMA award winners' compendium online at [www.hpma.org.uk](http://www.hpma.org.uk) to find out more about the shortlisted teams, projects and initiatives from last year's competition.

## Rules of entry

1. Members of the project team or nominees should be working within the human resources (or equivalent) team and be based in a UK healthcare setting or support organisation.
2. Entrants do not have to be members of the HPMA. However only finalists and teams who are current HPMA members will be offered complimentary tickets (2 per entry) to the final. Non-members will be offered a finalist ticket discount price.
3. Entries must be submitted online by **12 noon on Thursday 13 March 2014**.
4. You can enter as many different projects as you wish, but do not enter the same project in multiple categories.
5. The judges reserve the right to move an entry to a new category, if appropriate.
6. If you have entered a similar project into the programme in the past and made the finals, please ensure that your submission differs significantly.
7. Entries will be assessed (at the shortlisting stage and at the judging panels) against the category criteria set out in the 2014 awards infosheet.
8. All entrants must be available on **Tuesday 29 April 2013**, as shortlisted teams are invited to present their projects to the judging panel in central London. We regret that we cannot give feedback on entries that are not shortlisted.
9. The judges' decision is final.
10. Winning entries will be published in a variety of media.
11. Project teams will be asked to share their experiences with the wider HPMA membership by contributing articles or presentations.

In the event of a problem with your submission, please contact the awards team by calling:  
0208 334 4500 or emailing [mail@chamberdunn.co.uk](mailto:mail@chamberdunn.co.uk).

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These awards are organised on behalf of the Healthcare People Management Association (HPMA) by Chamberlain Dunn  
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