



LAUNCHING THE

HPMA AWARDS 2018



WELCOME



Healthcare People Management Association (HPMA), is focused on improving health through people. The HPMA, together with its partners and supporters, have been recognising, rewarding and sharing the outstanding work of people managers across health and social care in the UK.

In the 27th year of this awards programme, the HPMA invites entries across 18 categories. We are looking to hear from individuals and project teams that can share their people management good practice stories, so we can champion the creativity, passion, and leadership in our profession. Help us inspire HPMA members across the UK to better practice and also educate the wider healthcare community on the key role the profession plays in transforming health and social care.

We are delighted to include a great range of categories this year recognising almost every area of HR practice. It's set to be an incredibly strong competition.

For 2018 we are maintaining our online submission system which allows entrants to return to their entries right up until the closing date - so do go to hpma.awardsplatform.com to register and take a browse. Entries must be submitted online before the deadline 5pm Wednesday 21 February 2018.

You can enter as many projects as you like, but a particular project can only be entered into one category. Visit www.hpma.org.uk for more details category judging criteria, rules of entry as well as answers to FAQs.

Enter the HPMA Awards now and show how the people management contribution in your organisation is improving health.

Follow the awards on Twitter for regular updates

@HPMAAwards

@HPMA_National



Visit our websites to enter or for more details

www.hpma.org.uk

hpma.awardsplatform.com

KEY DATES

ENTRY DEADLINE:

17:00 Wednesday
21 February 2018

JUDGING DAY LONDON:

Tuesday 17 April 2018

AWARDS CELEBRATION AND CEREMONY:

Thursday 7 June 2018,
The Tower Guoman
Hotel, Tower Bridge,
London



CATEGORIES

SPONSORED BY

1

CAPSTICKS AWARD FOR INNOVATION IN HR

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



2

SOCIAL PARTNERSHIP FORUM AWARD FOR PARTNERSHIP WORKING BETWEEN EMPLOYERS AND TRADE UNIONS

An initiative that demonstrates the benefits of partnership working, between employers, trade unions and other stakeholders, in the provision of health and social care.



3

NEYBER AWARD FOR EXCELLENCE IN EMPLOYEE ENGAGEMENT

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



4

ACADEMI WALES AWARD FOR EXCELLENCE IN ORGANISATIONAL DEVELOPMENT

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



5

AWARD BEST USE OF YOUR ESR

Sponsored by **NHS ESR Programme**

Projects that demonstrate how an organisation's effective use of ESR is supporting delivery of Workforce policy including the productivity and efficiency agenda.



6

AWARD FOR HR ANALYTICS

This category recognises how the analysis of workforce data delivers insight, which generates action, leading to better decision making and an increase in HR effectiveness.



CATEGORIES CONT'D

SPONSORED BY

UNIVERSITY OF BRADFORD AWARD FOR CROSS-SECTOR WORKING

7

Increasingly solutions are not developed or delivered by one sector alone whether public SME, or private, or a combination, but require cross-sector collaboration or there is a solution developed by one sector which is utilised and implemented in another sector. This award is for a project, product or service across sectors that, has had a measurable impact and delivered real outcomes for HS customers.



VIVUP AWARD FOR WELLBEING

8

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



MOST EFFECTIVE USE OF DIVERSITY

9

Awarded to an organisation that has significantly improved diversity in governance, recruitment and/or promotion.

RESERVED

CHAMBERLAIN DUNN LEARNING AWARD FOR EDUCATION, LEARNING AND DEVELOPMENT INITIATIVE

10

We are looking for entries that demonstrate a strong link between L&D initiatives and key business goals. An organisational culture that promotes learning, focuses on talent and performance, uses innovative delivery approaches and encourages openness among employees about their development needs.



BMJ CAREERS AWARD FOR WORKING SMARTER

11

This new award is looking for projects, programmes or initiatives that demonstrate how HR teams have worked 'smarter', to save money while still improving quality, safety and patient care.



HSJ STRATEGIC RECRUITMENT AWARD

12

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 2017 are eligible.



MORE THIS WAY ↓

SHARING
IMPROVING
EXCELLING

CATEGORIES CONT'D

SPONSORED BY

13

GUARDIAN JOBS RISING STAR AWARD

The Rising Star award aims to recognise up-and-coming HR practitioners that are set for a bright future. Entrants can self-nominate or be nominated by a senior manager. Candidates must have worked for a minimum of two years in HR (but not necessarily in current role) and present evidence of their contribution to the business. The entrant should be below the level of deputy HR director or equivalent.

theguardianjobs

14

DEPUTY HR DIRECTOR OF THE YEAR

A UK healthcare deputy director (or equivalent role) demonstrating an outstanding contribution to their employer, the sector and the HR profession over the last 12 months.

NHS
England

15

HR DIRECTOR OF THE YEAR

Sponsored by **Liaison**

Awarded to a UK healthcare HR Director demonstrating excellent leadership and an outstanding contribution to the HR profession over the past 12 months.

LIASON

16

RECRUITMENT TEAM OF THE YEAR

Sponsored by **HealthSectorJobs**

This award recognises the recruitment team that has achieved outstanding results over the past 12 months.

Health
SECTORJOBS

17

HR TEAM OF THE YEAR

Sponsored by **The Welsh Government**

A UK healthcare HR team working together and achieving exceptional things over the past 12 months.


Llywodraeth Cymru
Welsh Government

18

PRESIDENT'S AWARD FOR OUTSTANDING LIFETIME ACHIEVEMENT

Sponsored by **DACBeachcroft**

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

DACbeachcroft.

HOW TO ENTER

- ◇ Register for an account at hpma.awardsplatform.com if you experience problems accessing the site to register please contact your IT department to unblock the site.
- ◇ Review the categories (criteria and submission questions) and decide which best fit your projects, change process or initiatives. You are welcome to discuss project suitability with the awards team on **0300 365 5560**. You are welcome to submit more than one project into the competition but each project should only be entered into one category.
- ◇ Prepare your entry, check you have followed word limits, and fully answered each question, reflecting the listed criteria. You will be scored again each criteria. Failure to address a criteria in your answers will impact your shortlisting score.
- ◇ Confirm that your head of department or nominated director (not lifetime award, which remains secret) is happy to endorse the entry. The nominations for lifetime achievement should be kept secret!
- ◇ 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.
- ◇ Additional attachments for the recruitment and analytics categories are permitted so remember to upload and submit files to support your entry when promoted.
- ◇ Make a final check that all details are correct and submit your entry. You may continue to return to your entry and resubmit until the entry deadline.
- ◇ If you do not receive the confirmation email, please contact the awards team and we will confirm receipt of your entry.
- ◇ In the event of a problem with your submission, please contact the awards team by calling **0300 365 5560** or emailing nationalevents@hpma.org.uk.
- ◇ Closing date for entries is **5pm Wednesday 21 February 2018**.

JUDGING PROCESS

◇ STAGE ONE

Entries will be initially assessed on the basis of online submissions alone. Therefore failure to address a submission question or stated category criteria will have a negative impact on your score at this short listing stage of the competition.

The judges (selected members of HPMA council, branches, representatives from the UK Health Departments, industry specialists and category sponsors) do not review any entry with which they have a conflict of interest, any personal or professional affiliation.

Each entry is evaluated and scored by multiple reviewers. Entries which fair the best through this process are included on category shortlists.

Closing date for entries **5pm Wednesday 21 February 2018**.

◇ STAGE TWO

All entrants must be available to at a judging day (**Tuesday 17 April**) as shortlisted projects will be asked to present their project entries in greater detail (**DAC Beachcroft offices, Fetter Lane, central London**).

Usually three shortlisted teams in each category are invited to present their project entry (up to 15 minutes) and answer additional questioning from our judging panels (a further 15 minutes). The judges further evaluate the shortlisted entries based on the original criteria and identify the winning project entry. In the event of a tie, the panel Chairperson casts the tie-breaking vote.

RULES & GUIDELINES

- ◆ Entries must be submitted online.
- ◆ Project submissions may be submitted into only one award category (although you can enter as often as you like with different projects).
- ◆ The judges reserve the right to re-allocate an entry to a different category, if appropriate.
- ◆ Entries will be initially assessed against the judging criteria set out
- ◆ Failure to address a submission question will have a negative impact on your score at the shortlisting stage of the competition.
- ◆ All entrants must be available to attend judging day in London on Tuesday 17 April 2018 as shortlisted projects will be asked to present their project in greater detail.
- ◆ Winning submissions will be published in a variety of media.
- ◆ Online feedback is now offered by our shortlisting judges on the awards platform. Judges feedback is not compulsory but encouraged.
- ◆ The judges' decision is final.

TIPS ON ENTERING THE AWARDS

- ◆ Read through all our award categories and make sure you enter your project in the most suitable category
- ◆ It would be a shame to have done all the work only to be told by your director at the twelfth hour that you can't enter it. Get senior management approval, and even involvement, to help your case
- ◆ Complete all questions on the online submission form, and keep the category you have entered in mind as you write
- ◆ Keep to our word count limits
- ◆ Thoroughly check your entry form before submission, and ask a colleague to take a look too
- ◆ Complete your submission well in advance of the deadline, so you have plenty of time to ask questions and prepare your answers
- ◆ Don't forget to call us if you have a query **0300 365 5560**
- ◆ And remember you can enter as many projects into the competition as you like.

Make your awards submissions stand out:

Remember that by the time the judges get to reading your entry, they may have already sifted through 40 others, so make yours stand out...

- ◆ **Tell a good story**
Write your project summary as though you are writing a really good story. Imagine you are back at school and have to think of a "beginning", a "middle" and an "end". The beginning should set out the objectives clearly. The middle should explain the strategy, and the end should reveal the results.
- ◆ **Keep it simple**
As many judges say: "less is sometimes more", avoid jargon and flowery language. Check for typos, grammatical mistakes and spelling.
- ◆ **First impressions count**
First impressions count, so make an instant impact.
- ◆ **Stick to the truth**
Don't exaggerate, lie or include spurious claims, as judges will see through them.
- ◆ **Involve the whole team**
Make the entry a joint effort, this will often produce a better, more comprehensive summary, as well as making the story more interesting.
- ◆ **Be ruthless when redrafting**
Once you've written your rough draft submission, read it over several times and cut out superfluous information. This will make it much clearer. It's also a good idea to get someone who hasn't been directly involved to cast their fresh eyes over it to double-check clarity.

If you have any queries, please don't hesitate to contact the awards team by calling **0300 365 5560** or emailing nationalevents@hpma.org.uk. Further information can also be found at www.hpma.org.uk or hpma.awardsplatform.com

If you are interested in further sponsorship opportunities with HPMA, please contact Lauren Crawford on **020 8334 4500**.