

SHARING IMPROVING EXCELLING

EXCELLENCE IN HRM
AWARDS 2018



KEY DATES

ENTRY DEADLINE: 17.00 Wednesday 26 September 2018 online at hpma.awardsplatform.com

MASTERCLASS & AWARDS CELEBRATION: Thursday 22 November 2018 (3pm – late) The Holiday Inn Runcorn

HPMA NW Awards 2018 infosheet – six category descriptions, criteria and submission questions. Please go to hpma.awardsplatform.com and register (or login) to enter. All categories require you to provide an outline of your project (or summary of your nomination) in just 50 words, using accessible language and avoiding jargon. It's your 'lift pitch' so anyone discovering your submission can quickly read what it's all about. We also ask for a project title, for categories 1-5, which should be informative and/or descriptive.

1. We improve the culture

This award recognises projects and initiatives that have a positive impact on organisation culture. 2018 HPMA Awards entries from OD, Employee Engagement and Partnership working categories are encouraged to enter this category.

Criteria

- Excellent project management and evaluation processes
- Measurable achievement of expected benefits (including quality and value)
- Evidence of good leadership skills and excellent team working
- Making a difference to patient/client care
- The potential for the transfer of learning within and to other organisations.

Submission questions

- Outline the project, business need and underpinning evidence base that supports your chosen project strategy (500 words or fewer).
- Outline your project management process and evaluation (200 words or fewer)
- 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.
- Describe your learning from the project, and proposed next steps, also consider how others could benefit from a similar approach (500 words or fewer)?

2. We improve our service

An innovation or initiative in any sphere of HR or OD management that has led to improved practice or service. 2018 HPMA Awards entries from ESR, Working smarter, Education, L&D and Partnership working are encouraged to submit for this category.

Criteria

- A project, programme or innovation in HR or OD management that has led to improved practice or service.
- A narrative that illustrates how the strategy was implemented and the journey from implementation to success
- Evidence of return on investment and success in terms of how it has met its learning objectives and demonstrated a positive impact on the organisation.

Submission questions

- Describe your initiative or project, including background, rationale and wider context (500 words or fewer)
- 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.
- Describe your learning from the project, and proposed next steps, also consider how others could benefit from a similar approach. (500 words or fewer)

3. We take care of talent

This award recognises organisations that have adopted a proactive approach to talent management. Entries are initially selected from OD, Education, L&D, Diversity and Cross-sector working.

Criteria

- Clear description of background including rationale, context, planning and implementation
- Challenges and how they were overcome
- Evaluation of impact of project
- Sustainability, transferability and lessons learnt.

Submission questions

- Describe your project, including background to the project, rationale and wider context (500 words or fewer)
- What were the challenges, and how were they overcome (200 words or fewer)
- What are the measurable achievements, expected benefits and impact on patient care of your project (400 words or fewer)?
- Describe your learning from the project, and proposed next steps, also consider how others could benefit from a similar approach. (500 words or fewer)

4. We look after our people

Sponsored by NHS Employers

This award recognises programmes and initiatives that have seen demonstrable improvement in the quality of working life for staff. Entries are initially selected from Partnership working and wellbeing.

Criteria

- An effective, innovative wellbeing or engagement strategy
- A clear narrative that demonstrates why the strategy was implemented and how it is linked to broader business strategy
- Evidence of success: return on investment and how it has strengthened the organisation – please use metrics, anecdotes, staff feedback and case studies
- Impact on engagement, productivity levels and working lives.

Submission questions

- Describe your initiative or project, including background, rationale and wider context (500 words or fewer)
- Outline your project management process and evaluation (200 words or fewer)
- What are the measurable achievements, expected benefits and impact on patient care and quality of healthcare of your project? (400 words or fewer).
- Describe your learning from the project, and proposed next steps, also consider how others could benefit from a similar approach.(500 words or fewer)

5. We work across systems

Sponsored by The Finegreen Group

This Award recognises an individual or team who has made a significant workforce contribution at a system level, for example, Integrated Care Organisations, Health & Care Partnerships or North West regional system level.

Criteria

- Clear description of the background to the workforce contribution and the system context
- Challenges and how they were overcome
- Evaluation of the impact of the workforce contribution
- Sustainability, transferability and lessons learnt

Submission questions

- Describe the workforce contribution and context (500 words or fewer)
- What were the challenges, and how were they overcome? (200 words or fewer)
- What are the measurable achievements and expected benefits of the contribution? (400 words or fewer)
- How can you demonstrate sustainability, transferability and lessons learnt? (200 words or fewer)

6. North West Rising Star

Sponsored by Hempsons

This 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 band 8a.

Criteria

- Impact - makes a tangible contribution to the organisation and the wider HR / healthcare community
- Progression - demonstrates an upwards trajectory beyond the expected in their career
- Leadership - demonstrates a capacity for leadership
- Commitment - demonstrates a passion for HR
- Innovation - is ahead of the field in ideas and practices
- Credibility - demonstrates personal credibility within the organisation and HR community
- Strategic thinker - demonstrates an understanding of strategy and how HR will deliver strategy

Submission statement

- 1,000 word statement highlighting how the nominee meets the category criteria as a rising star. Feedback from their HR Director or other senior managers may be submitted to support the entry.

7. Overall winner

The overall winner is chosen from the category winners.

Go to hpmawardsplatform.com to enter.

If you have a query or question please call 020 8334 4530

Twitter [@HPMA_National](https://twitter.com/HPMA_National) or [@HPMAAWARDS](https://twitter.com/HPMAAWARDS)

Awards organised by HPMA National Events Team at [Chamberlain Dunn](https://www.chamberlaindunn.com)