

PRESS RELEASE

Healthcare People Management Association (HPMA) Excellence in HR Management Awards shortlist announced for the 2013 programme.

This year's 33 finalists span all four countries of the UK, and a range of organisations, demonstrating HR excellence across 10 category themes. The HPMA Excellence Awards have been recognising and rewarding outstanding work in healthcare human resource management for 23 years. The programme highlights projects, large and small, that have made a real difference to patient care and influenced HR practice in healthcare and beyond. Our finalists, who will attend the judging day on Thursday 9 May, are;

- **HR Team of the Year**

This award is supported by Department of Health, Social Services and Public Safety in Northern Ireland, Scottish Government and Welsh Government.

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

- Derbyshire Healthcare NHS Foundation Trust
- The Walton Centre NHS Foundation Trust
- York Teaching Hospitals NHS Foundation Trust

- **CIPD award for best improvement of HR capability in a team**

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

- Bradford District Care Trust, 'HR Solutions'
- Cheshire HR Service, 'HR IT Enablement'
- NHS Greater Glasgow & Clyde, 'NHSGGC Human Resources Development Programme'

- **Social Partnership Forum award for partnership working**

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

- NHS Merseyside, 'Partnership Working'
- West Dunbartonshire CHCP, 'Development of an Integrated Health and Social Care Partnership'
- Worcestershire Acute Hospitals NHS Trust, 'Self Care at Work'

- **Bevan Brittan LLP award for HR's contribution to organisational transition, reorganisation or turnaround**

A project that illustrates evidence of HR management having a critical and positive impact on organisational transition, reorganisation or turnaround within an organisation or in the local health economy.

- NHS Midlands and East, 'Supporting Staff Through Transition'
- South London Healthcare NHS Trust, 'Surviving and Maintaining High Quality Services through Administration'
- York Teaching Hospitals NHS Foundation Trust, 'Integration of York Teaching Hospital NHS Foundation Trust and Scarborough and North East Yorkshire Healthcare NHS Trust'

- **Mills & Reeve award LLP for workforce productivity supporting service transformation**

This category aims to recognise and reward organisations that have successfully addressed workforce productivity challenges to support service transformation

- Cardiff and Vale University Health Board, 'Roadmap to Integration: Planning a workforce to support Wyn'
- Imperial College healthcare NHS Trust, 'Management Performance Indicators: Are our Managers Performing?'
- York Teaching Hospitals NHS Foundation Trust, 'Job Planning'

- **Award for best practice and innovation using ESR, sponsored by NHS ESR Programme**

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

- Countess of Chester Hospital NHS Foundation Trust, 'Utilising ESR to support Workforce Planning, Trust Assurance and Cost'
- Derbyshire Healthcare NHS Foundation Trust, 'Training Passport'
- Whittington Health, 'ESR - The Journey'

- **GateHouse award for excellence in OD**
An OD initiative or project that has significantly benefited the organisation through improved effectiveness or viability.
 - Central London Community Healthcare NHS Trust, 'Culture Development'
 - Hull and East Yorkshire Hospitals NHS Trust, 'HEY It's In Our Hands'
 - Royal Free London NHS Foundation Trust, 'Providing world class care'

- **NHS Health at Work Network and Syngentis award for excellence in improving employee health & wellbeing**
A project concerned with improving the health and wellbeing of staff to boost business performance
 - Ashford & St Peters NHS Foundation Trust, 'Occupational Health Physiotherapy Service'
 - Nottingham University Hospitals NHS Trust, 'Know your Numbers'
 - The Walton Centre NHS Foundation Trust, 'NHS NW Games'

- **Capsticks award for innovation in HR**
A cutting edge, creative initiative within any sphere of HR management that has led to improved practice.
 - Business Services Organisation, 'Graduate Intern Scheme'
 - Derbyshire Healthcare NHS Foundation Trust, 'Values Based Recruitment'
 - South Eastern Health and Social Care Trust, 'Regional Recruitment - How innovative recruitment solutions and working together greatly benefits all'

- **Healthcare Performance award for best coaching and personal development strategy**
A strategy that invests effectively in the development of their people through coaching, to maximise potential of individuals and/or teams to the benefit of patients through improved performance.
 - 5 Boroughs Partnership NHS Foundation Trust, 'Coaching Culture Programme'
 - Blackpool Teaching Hospitals NHS Trust, 'Blackpool's Coaching Culture'
 - Taunton and Somerset NHS Foundation Trust, 'Leadership Matters'

- **NHS Wales Centre for Equality & Human Rights award for equality and diversity**
A project or initiative that demonstrates progress in addressing the equality or diversity challenges within an organisation.
 - Central London Community Healthcare NHS Trust, 'Trans: Form'
 - Hywel Dda Health Board, 'A way to words of comfort & their relevance.'
 - Welsh Ambulance Services NHS Trust, 'Beginners Guide to the Health Service'

Notes to editors:

1. For more information on the awards programme or to arrange an interview, please contact the HPMA's admin office on 0208 33 44 530 or email: admin@hpma.org.uk.
2. The HPMA aims to enable the delivery of high impact HR in the NHS, by improving the capability, practice and impact of HR & OD practitioners in healthcare.
3. The HPMA would like that their generous sponsors NHS Professionals, Harvey Nash, Bevan Brittan LLP, CIPD, DACBeachcroft LLP, Capsticks LLP, Mills & Reeve LLP, GateHouse, Healthcare Performance, Social Partnership Forum, NHS ESR Programme, NHS Health at Work Network, Syngentis, NHS Wales Centre for Equality & Human Rights, The Scottish Government, Northern Ireland Department of Health, Social Services and Public Safety and The Welsh Government.
4. HR director of the year award, sponsored by the Harvey Nash. This is awarded to a UK healthcare HR Director who has made an outstanding contribution to the HR profession over the past 12 months. Finalists will be announced in May.
5. President's award for outstanding achievement, sponsored by DACBeachcroft LLP. No finalists will be announced, only the winner at the awards presentation itself on Thursday 27 June 2013.
6. Overall winner, which is sponsored by the NHS Professionals. The category winner which in the opinion of the judges deserves this special accolade. No finalists will be announced, only the winner at the awards presentation itself on Thursday 27 June 2013.