



Aspire to Inspire Awards

Eligibility Criteria

Eastern Health's Aspire to Inspire (A2i) Awards celebrate those who achieve greatness; those who go above and beyond the day to day requirements of their role.

The following criteria are essential to all Value and Achievement category nominations. Nominees should:

- clearly exceed the expectations or demands of their role.
- go above and beyond their specific role and position requirements.
- demonstrate a significant benefit to our patients, clients, community or other employees.
- exemplify leadership, resourcefulness, intellectual curiosity and passion.

Due consideration to the above ensures that the A2i Awards appropriately recognise employees who are working in ways that truly model outstanding behaviour and performance. These Awards are to celebrate the achievements of our extraordinary people.

All Eastern Health employees are eligible for nomination.

- Allied Health
- Medical
- Nursing
- Support services (clinical and non-clinical)
- Corporate services (administration employees)

NOMINATIONS PROCESS

Being nominated for an A2i award is an outstanding achievement. This is an opportunity to recognise and reward either an individual or team who has gone above and beyond their regular call of duty.

Nominations can be submitted by any Eastern Health employee. A process of endorsement and shortlisting will follow nomination as guided by selection criteria. The nominee must meet the Selection Criteria outlined for the relevant award (as listed for each award). An individual need only be nominated once to be considered for an award. Nominations will only be accepted via the **online** nomination form. Self-nominations will not be accepted. Unsuccessful nominees may be re-nominated in subsequent years.

RECIPIENTS

All eligible nominations will be submitted to the Executive Committee for final award determination.

Value Awards

PATIENTS FIRST

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

This employee /team ensures that patients and their family/supporters always understand what's happening; they are regularly praised and complimented by patients or colleagues for their attitude and approach to patient care. Their treatment of patients is based on forming relationships quickly and building rapport through empathy. They understand the importance of human connection, they are brave and they are prepared to deliver 'bad' and 'good' news; they are known organisationally to be an exemplar of this value. Above all else, they help our patients manage adversity.

Qualities

- Places patients' needs and preferences at the centre of their work.
- Includes the patient in all aspects of their care, keeping them informed and involved in regular communication.
- Takes the time to get to know their patients and what matters to them.
- Communicates using plain language, asks open questions and paraphrases to check understanding.
- Hears, listens and responds.

RESPECT

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

An employee or team known for their fair, equitable and transparent approach in their engagements with patients, colleagues and consumers. This person is courageous; they advocate for inclusion, demonstrate appropriate workplace behaviours and set the standard at the highest level for others to model. This person/team drives peer to peer accountability for respect.

Qualities

- Recognises the rights and dignity of patients, relatives, carers, colleagues and members of the community.
- Seeks and takes into account others experiences and viewpoints.
- Has appropriate regard for their own worth.
- Acknowledges and responds to individual and group differences.
- Values the people they work with and the work they do.

EXCELLENCE

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

An individual or team who delivers the highest standards of service and clinical practice, while embracing and promoting best practice. They strive to be the best they can be, go beyond what is expected and come to work to make a difference. This person or team is regarded with high esteem. Their effect within the organisation is to go above and beyond, bringing excellence from the outside in, inspiring others to follow suit. They never settle for anything less. They may also have lifted the perceptions and opinions of Eastern Health through their peers at other health services, via their consistent demonstration of excellence in their work. This person/team drives peer to peer accountability for excellences

Qualities

- Strives to be the best they can be.
- Prioritises safety and acts safely.
- Delivers high standards of service and clinical practice.
- Seeks, acts on and provides constructive feedback.
- Embraces and promotes best practice.
- Is curious, questioning and learning all the time.
- Goes beyond what is expected.
- Comes to work to make a difference.

AGILITY

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

An employee or team who is/are widely known for their flexible approach to ongoing management of changing needs and demands in our workplace. This is demonstrated in the way they empower others to follow their lead. They are future focussed, critical thinkers who set the pace through prompt action, early adoption of change and embrace improvement. They always ensure the team know about 'plan B' which enables a quick response as things change. This person/team drives peer to peer accountability for agility.

Qualities

- Has a 'can do' attitude.
- Always looking for smarter, better ways to do things.
- Flexible and responsive to changing and different needs.
- Willing to try something different.
- Thinks critically and responds rapidly.

KINDNESS

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

This person/team smiles through adversity and is known for their resilience and positivity. They are regarded by their peers as exuding warmth and compassion and they are generous of spirit and make time for others. They recognise and are known for their acts of kindness, which have had a profound impact on others. This person/team drives peer to peer accountability for kindness.

Qualities

- Warm, smiles and is inviting in tone and body language.
- Prioritises making people feel comfortable.

- Is caring, thoughtful and patient.
- Says thank you often and engages in supportive, meaningful conversations.
- Looks for opportunities to demonstrate acts of kindness.
- Strives to meet a person’s personal and clinical needs.

HUMILITY

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

This team or individual’s actions are so focussed toward the needs and considerations of others that they almost go unnoticed in the diligence, and thoughtfulness of their hard work. Their efforts are extended outward from themselves yet they conduct themselves with grace. They acknowledge and understand their own (and others’) humanity. They seek assistance and guidance when needed. They may be known as quiet achievers, deserving but not seeking praise. This person/team is a role model for humility.

Qualities

- Is approachable and seeks feedback.
- Is honest and owns their mistakes.
- Leaves their ego at the door and puts themselves in the patients’ shoes.
- Does not think less of themselves, but thinks of themselves less.
- Models being a member of the team as much as being a leader.

Achievement Awards

WORKPLACE SAFETY & WELLBEING AWARD

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

Acknowledging and recognising staff or teams who have instigated and implemented an initiative that has improved health, safety and wellbeing for staff.

Qualities

- Demonstrates initiative, passion and commitment for improving safety and/or wellbeing
- Is consultative in their approach
- Has a collaborative team focus
- Is a positive role model
- Balances organisational needs with staff needs
- Drives peer to peer accountability for workplace safety and wellbeing.

VOLUNTEER AWARD

WHO IS ELIGIBLE

Registered Eastern Health individual or team volunteers and auxiliary members (not EH Employees or volunteers from external organisations)

CRITERIA

To recognise dedicated volunteers who exemplify Eastern Health’s values whilst significantly contributing to the healthcare needs of our community.

Qualities

- Respectful
- Shows initiative
- Considerate/understanding
- Passionate/Strives to make a difference
- Responsible
- Approachable/Non-judgemental
- Team player

SUSTAINABILITY AWARD

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

Acknowledging and recognising an employee or teams who have done their best to deliver Eastern Health’s services through the sustainable use of resources, targeted environmental initiatives (where appropriate) and working beyond what is expected to make a difference.

Qualities

- Shows initiative to identify sustainable opportunities

- Considers the implications of the initiative on clinical practice and service delivery and ensures that high standards are maintained
- Advocates for the implementation of the initiative beyond their immediate department, ward or unit
- Implements the sustainable initiative within the department, clinical unit or ward through role modelling
- Demonstrates success by embedding the sustainable initiative within workplace goals
- This person drives peer to peer accountability for sustainability.

CLOSING THE HEALTH GAP AWARD

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

Acknowledging and recognising an employee or teams who demonstrate a commitment to promoting the objectives of Closing the Health Gap.

Qualities

- Takes action to raise staff awareness and contributes to the engagement of staff on issues of cultural responsiveness
- Respects diversity and is a positive role model
- Demonstrates an awareness of the determinants of health and a strong commitment to improving the health outcomes of Aboriginal people
- Contributes to engendering positive relationships with Aboriginal communities and enhancing opportunities for Aboriginal people
- Works to create a more welcoming culture and/or physical environment within Eastern Health service facilities.

CONSUMER PARTICIPATION AWARD

WHO IS ELIGIBLE

Eastern Health Employees – Individuals and Teams (not Volunteers/Auxiliary Members)

CRITERIA

To recognise a team or individual who has demonstrated a commitment to engaging with consumers to improve the safety and quality of healthcare.

Qualities

- Demonstrates commitment to involving consumers in informed decision-making about their treatment, care and wellbeing at all stages with appropriate support
- Engages consumer, carers and the community in the planning, improvement and evaluation of services and programs
- Provides consumers with evidence-based accessible information to support key decision making along the continuum of care.