



INTEGRATION JOINT BOARD

Report Title	Recognising Achievement
Lead Officer	Judith Proctor, Chief Officer
Report Author	Gail Woodcock, Integrated Localities Programme Manager (ACHSCP)
Date of Report	28/07/2016
Date of Meeting	30/08/2016

1: Purpose of the Report

This report brings forward a proposal to develop a programme of achievement recognition, including an awards ceremony to celebrate and formally recognise the dedication, efforts and achievements of our staff.

2: Summary of Key Information

2.1 Background

The Aberdeen City Health and Social Care Partnership brings together around 1800 staff, employed by Aberdeen City Council and NHS Grampian to undertake a wide range of challenging roles including: nurses; social care staff; GPs; allied health professionals; primary health professionals; public health and wellbeing staff; and administrative support, and management.

There are also a range of other staff who work in partnership with our core workforce, including third sector, independent sector and housing colleagues.

These staff undertake challenging roles 24 hours a day, 365 days per year, doing their best to improve outcomes for our citizens, often under very difficult circumstances. In addition, many of our workforce will spend their personal time caring for others, volunteering in local communities, and fundraising for special causes.

It would be true to say that our workforce is the most important asset of our partnership.



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2.2 Proposed Recognising Achievement Programme

Staff achievements are currently recognised in an ad hoc manner, through personal thanks from colleagues and managers, highlighting work through our various communications tools, including the partnership newsletter and through arrangements within the employing partners: Aberdeen City Council and NHS Grampian.

It is suggested that a planned programme of recognising achievement activities within the partnership would help to promote our new organisation and contribute to the creation of an increasingly positive culture throughout our workforce.

The Values of the Partnership, as articulated in the Strategic Plan are:

- Caring
- Person Centred
- Enabling

The development and delivery of our programme of recognising achievement would help to tangibly demonstrate these values across our workforce. There is also an opportunity to promote these values through the creation of specific awards linked to each of these values.

2.2.2 Core Elements of Recognising Achievement Programme

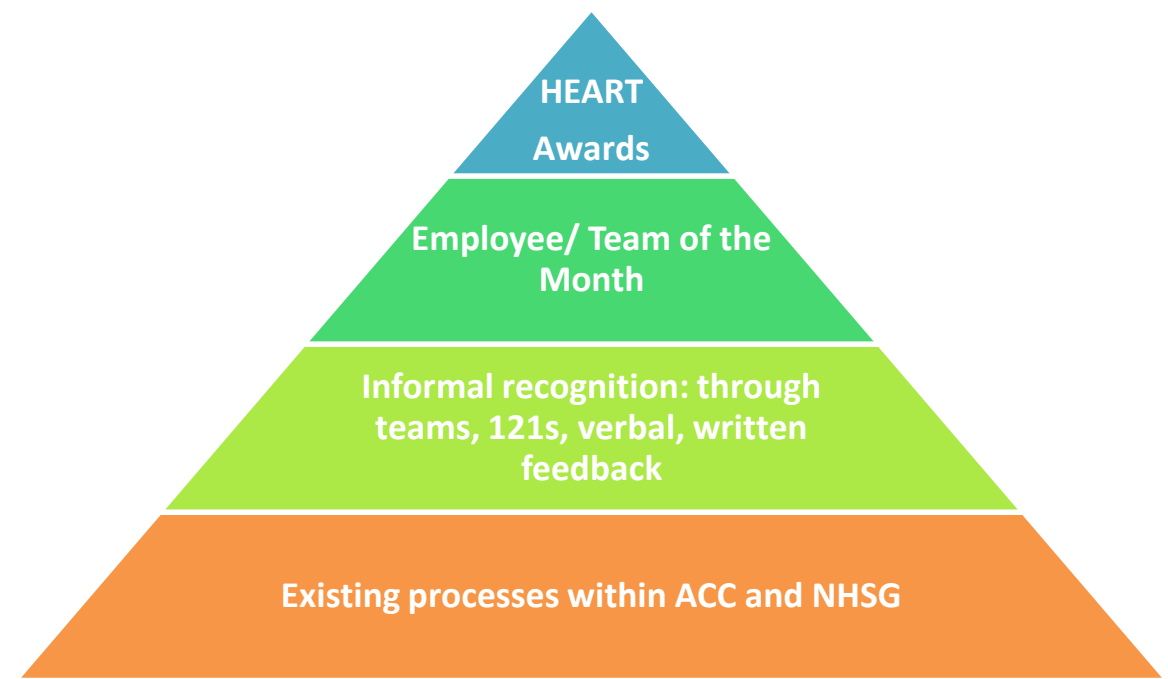
It is considered that the Recognising Achievement Programme would be developed and improved on over time. The initial structure would support staff achievements to be highlighted on an ongoing basis, allowing for formal recognition of staff (individuals and teams) on a regular basis, with the pinnacle of the programme being an annual Awards Ceremony.

This formal programme would be in addition to existing mechanisms and the processes within the Council and the NHS.



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2.2.3 Recognising Achievement Framework:



2.2.4 "HEART" Awards

The HEART Awards would be presented at an Awards Ceremony on an annual basis, highlighting excellence, and celebrating the skills and dedication of our diverse workforce:



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The proposed Awards Event held in February, will provide an opportunity for around 300 employees of the Partnership to hear about the excellent work of individuals and teams within the Partnership, and be entertained through a range of home grown and partner activity. The format of the event would include entertainment, a sit down dinner, and awards presentation. The purpose of the event would be much broader than the presentation of a number of awards, and a careful balance will be sought between entertainment and the serious elements, ensuring a rewarding evening for all attendees – and supporting the aspiration of formally recognising a significant proportion of our workforce.

The event will be structured to facilitate and encourage informal interaction between board members and senior managers and front line staff, helping to develop relationships and our desired “Team Aberdeen” ethos.

Nominees for the awards will be identified through a process where colleagues can nominate teams and individuals that they feel have gone above and beyond. It is also planned to have an award that can be nominated by service users.

Nominations will then be shortlisted through a panel including board members and wider partner representatives. Those shortlisted, along with the nominators will then be invited to the awards event.

A proportion of places at the event will be retained for “random” distribution across teams, to ensure that all staff, regardless of the profile or connectedness of their work have an opportunity to enjoy the event.



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Employee/ Team of the Month

This strand of our recognising achievement programme will encourage colleagues to nominate each other and teams to be highlighted as the employee/ or Team of the Month.

The nomination process will be undertaken through the online Innovation Tool that is currently being rolled out through the partnership, and is anticipated to be launched at the first partnership conference in November.

Until this system is operational, nominations will be received via a generic Partnership email address.

It is intended that the Employee/ Team of the Month will be selected by the Aberdeen City Staff Forum.

The Employee/ Team of the Month will then be highlighted in the Partnership newsletter and on the website.

3: Equalities, Financial, Workforce and Other Implications

3.1 Financial Implications

It is anticipated that the total cost for the staff recognition programme will be within £25,000 per year. As this activity aligns with the organisational development and cultural change strategic transformation priority, it would be appropriate to fund this from the Integrated Change Fund.

3.2 Equalities Implications

None

3.3 Workforce Implications

The recommendations in this report align with the Culture and Organisational Change workstream within our Transformational Programme. The implications of recognising and formally demonstrating our appreciation of all staff within the Partnership will be positive and seek to increase motivation and pride in the work that is delivered throughout our workforce.



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Other Implications

Risks and Opportunities

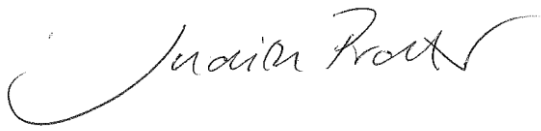

Members of the planning team have experience of planning and delivering other significant events including the Aberdeen City Council Star Awards. The learning from the successful delivery of other events will help to ensure risks around the operational delivery of the event are mitigated.

4: Recommendations for Action

It is recommended that the Integration Joint Board:

1. Endorse the development of a programme of activities to recognise the efforts and achievements of staff working for the Aberdeen City Health and Social Care Partnership.
2. Agree to the establishment of an annual awards ceremony to serve as the pinnacle of formal recognition for our workforce.

5: Signatures

	Judith Proctor (Chief Officer)
	Alex Stephen (Chief Finance Officer)