



## Allocate Awards 2021

### Categories and nomination questions

1. Welfare and Wellbeing at the heart of rosters and rotas
2. Creating a great place to work
3. Impacting clinical care and patient experience
4. Working inclusively
5. Operational roster excellence
6. Workforce Innovation



## Category 1 - Welfare and Well-being at the heart of rosters and rotas

This award recognises that rosters and rotas can be used to protect staff welfare and support wellbeing. It celebrates focus on enhancing not only employee's working lives but their personal lives too as the two are so connected. We know that colleagues that feel looked after are better equipped to positively impact the organisation and patient care. How do you ensure rosters and rotas are fair and safeguard staff? Have you used Allocate's solutions as a tool to help raise staff morale, monitor welfare, implement well-being initiatives, and reduce stress in the workplace, perhaps impacting absenteeism? In your nomination you should highlight how your entry has achieved, or is making tangible progress towards improving welfare and wellbeing of staff with the use of roster and rota tools and policies. .

Examples that could reflect this include:

- Staff retention rates, use of bank, and the pace of recruiting new staff
- Staff survey feedback scores to demonstrate the satisfaction of staff
- Use of guidance on retention friendly rostering
- Examples of supporting flexible working or saving time through clinical apps
- Evidence of the positive impact of exception reporting and managing rota gaps to better support doctors in training

### Nomination questions:

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8. If a colleague, please enter their name or if a team please list all members
9. Describe your initiative providing a clear description of the background including rationale i.e. business need or objective, context and the planning process (500 words)
10. What were the challenges and how were they overcome? (200 words)
11. Describe the measurable achievements and expected benefits, where applicable, including improved value for money and impact on patient care or service users of your initiative (500 words). The judges are looking for qualitative and/or quantitative statistics that demonstrate the impact of your project
12. What can other organisations learn from your actions to build a plan for improvement in their own organisations? (50 words)



## Category 2 Creating a great place to work

Submissions could reference what an organisation or department and its leaders are doing to shape culture or day to day experience at work – could include evidence from CQC ratings, NHS staff survey – demonstrating the link between greater productivity and motivated staff, how they are engaging and inspiring people and promoting equality and employee focused care in their organisation and how this will be maintained.

The judges will be looking for examples of strong leadership and how staff are engaged to drive continuous improvement. Evidence of mission and intent filtering through into policies and practice. In your nomination you should highlight how your culture has been improved, or is making tangible progress towards excellence. Examples that could reflect this include:

- Detail explicit actions taken to make improvements
- Provide data on the take up of staff initiatives
- Staff attendance to training and engagement sessions
- Staff feedback on team initiatives and improvements.

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### Category 3 - Impacting clinical care and patient experience

This award recognises how the organisation has used technology and processes to ensure workforce planning and/or deployment and care delivery is done, taking account of patient and service user needs and outcomes.

In your nomination you should highlight how your entry has achieved, or is making tangible progress towards putting care needs first.

Examples that could reflect this include:

- Setting the establishment by using patient or service level information
- Making deployments and flexible changes to staffing based on real patient or care needs data
- Using patient feedback data to make quality improvements.

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## Category 4 Working inclusively

The winning initiative will demonstrate effective collaboration either with other organisations (including STPs/ ICSSs) or teams that are working to a whole workforce approach and recognise that the focus is no longer on a single organisation or staff group: how medics, nurses, Allied Health Professionals (AHPs), support services and other groups are managed, developed and cared for with equal rigour and control. In your nomination you should highlight how your entry has achieved, or is making tangible progress towards delivering a sustainable workforce.

Judges will be looking for innovations that extend beyond a single organisation and/or staff group in planning and deployment and how they are supported across teams to deliver care.

Examples that could reflect this include:

- Extending the use of systems to multiple organisations and/or staff groups and improving multi-organisations or team working or exploring team roles and skills
- Multi-professional staffing in clinics
- Initiatives that work across doctors and nurses for better handover
- Team job planning that extends beyond doctors, work to better plan AHPs, science and the support workforce.

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## Category 5 Operational roster excellence

This award recognises organisations that can provide evidence of excellence in rostering practice in any staff group. The winning initiative will demonstrate improvements and show how they are in the top quartile of performance on key metrics for divisions or the whole organisation.

In your nomination you should highlight how your entry has achieved, or is making tangible progress towards roster excellence.

Examples that could reflect this include:

- Insight data metrics, and demonstrate improvements through focusing on specific areas
- Using Model Hospital Data to show how you compared data on productivity, quality and responsiveness to identify opportunities to improve.

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## Category 6 Workforce Innovation

This award recognises a team or individual that has utilised Allocate solutions to change the way care is delivered or staff are engaged. The judges will be looking for real innovations in workforce planning, deployment or engagement. For example, system level staffing whether substantive or temporary, across trusts, or multi-professional team rosters. In your nomination you should highlight what changes have been made and why or how you are working towards improving care.

Examples that could reflect this include:

- Before and after metrics on capacity, spend and workforce data
- Staff and patient feedback demonstrating improvements
- Use of new or previously under-utilised Allocate products

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