

7th December 2020

Agenda Item: 4

REPORT OF THE CORPORATE DIRECTOR, ADULT SOCIAL CARE AND HEALTH

CELEBRATING SUCCESS – DEPARTMENTAL AWARDS SCHEME IN ADULT SOCIAL CARE AND PUBLIC HEALTH

Purpose of the Report

1. The report updates the Committee on work that has taken place to introduce a departmental awards scheme for staff across Adult Social Care and Public Health. The finalists and winners of the first departmental awards are to be announced at this Committee meeting.

Information

2. The Senior Leadership Team agreed earlier in the year to the development of an internal departmental approach to celebrating success. This was focused on the introduction of an internal awards process but is supported by a broader celebrating success programme of work, which is in progress.
3. It was agreed that the first awards would be focused on the achievements of staff in response to the Covid-19 pandemic. A simple nomination process was arranged and went live in October, with guidance for staff on what makes a good nomination. The closing date for nominations was Friday 13th November.
4. There were four categories for nominations:
 - **Excellence in Public Health**
 - **Excellence in Adult Social Care**
 - **Working creatively**
 - **Partnership working**
5. Staff were encouraged to nominate teams, services or colleagues that they think have been exceptional in supporting people and services and other colleagues during the emergency response.

6. Following an initial review process involving departmental peers to ensure the nominations met the criteria set, the short-listed nominations were discussed and scored by a judging panel consisting of interested staff within the department, a representative from another department, the Chair of the Adult Social Care and Public Health Committee and members of the Co-production Steering Group, who were provided with a scoring matrix.
7. The highest scoring nominations are to be announced as winners in relation to the four categories at today's Committee meeting. Runners-up in each category will also be announced. The winners will receive a trophy in recognition of their achievement.
8. Winners will be asked to give consent to be put forward for relevant external awards as appropriate in the upcoming year.

Future plans

9. Subject to a review of the first round of departmental awards, it is intended to undertake this process on a twice-yearly basis. Further work is also planned to develop the Celebrating Success intranet site, to review and broaden the themes and categories of awards, to look at inclusion of awards for care providers and to consider the viability of an electronic voting process for some categories to allow staff to vote for their favourite and open up the process to the whole department.

Other Options Considered

10. Continuing the current approach to awards means there is a less co-ordinated departmental approach, as some teams and staff members will engage in this activity and others will not. Once we have departmental finalists and winners the intention is to put them forward for national and local external awards, as appropriate.

Reason/s for Recommendation/s

11. The department is keen to improve its approach to celebrating success within the department, and departmental awards are a key element of this work.

Statutory and Policy Implications

12. This report has been compiled after consideration of implications in respect of crime and disorder, data protection and information governance finance, human resources, human rights, the NHS Constitution (public health services), the public sector equality duty, safeguarding of children and adults at risk, service users, smarter working, sustainability and the environment and where such implications are material they are described below. Appropriate consultation has been undertaken and advice sought on these issues as required.

Financial Implications

13. There will be a small financial implication in relation to the purchase of prizes for the finalists and award winners. This will be managed through the Corporate Director's budget.

Human Resources Implications

14. The awards will allow staff to recognise and celebrate the achievements of their colleagues through a very challenging time for the department as a whole.

RECOMMENDATION/S

That:

- 1) the Committee celebrates the achievements of the finalists and winners in the first departmental awards.
- 2) the Committee considers any actions required for the planning of future awards.

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Constitutional Comments (AK 17/11/20)

15. The report falls within the remit of Adult Social Care and Public Health Committee by virtue of its terms of reference.

Financial Comments (KAS 26/11/20)

16. The financial implications are contained within **paragraph 13** of the report and any cost can be contained within the Corporate Director's Budget.

Background Papers and Published Documents

Except for previously published documents, which will be available elsewhere, the documents listed here will be available for inspection in accordance with Section 100D of the Local Government Act 1972.

None.

Electoral Division(s) and Member(s) Affected

All.

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