

2025

**PTHB STAFF
EXCELLENCE
AWARDS**

*Celebrating and
Valuing great work*



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Powys Teaching
Health Board

PTHB Staff Excellence Awards 2025

We all know someone who deserves special recognition for their work and commitment.

The PTHB Staff Excellence Awards are designed to achieve just that - to recognise and celebrate the contribution that individuals and teams make to Powys Teaching Health Board achieving its aims and objectives, and in providing high quality care and services to local people.

The awards are a way of showing the Health Board's appreciation for a job well done and publicly recognising the dedication of our staff.

The entries don't need to be large scale, technical or ground-breaking projects. The most important thing is to demonstrate what the staff, team or volunteer have done – and why and how it has made a positive difference for the people of Powys. We're looking for examples of where someone's work has made a real difference to the lives of using our services and their families and carers – or the lives of our staff - by living our values of respect, fairness & equality, integrity, trust, kindness & caring, and working together.

Staff Excellence Awards celebration events will take place in Summer 2025. We will confirm the arrangements nearer the time.

- Eligibility:** Most Award categories are open to:
- all employees and volunteers of Powys Teaching Health Board, hosted teams and primary care in Powys
 - partnership working with other organisations **where PTHB is the lead body or a significant contributor.**

Please check each Award category for full details.

Nominations: To be considered for an award, individuals and teams should be nominated by completing an Awards nomination form and sending it in before the closing date of 31 March 2025. All nominations will be asked to demonstrate how they meet the category criteria, and the values of Powys Teaching Health Board. Nominations will need to demonstrate achievements between September 2023 and March 2025.

Please ensure that your nomination is between 200 words and 600 words. Nominations with less than 200 words or with more than 600 words will be returned for re-submission.

Judging Process: A judging panel including representatives on behalf of Independent Members, Executive Directors, Chat To Change and staff-side representatives will come together during the spring to review the applications within each categories. A consistency panel will then meet to review the shortlist across all categories and agree our winners.

Enquiries: More information is available from the intranet at:
https://nhs.wales365.sharepoint.com/sites/POW_comm_awards

Administrative support to the nomination and judging process is provided by the Workforce & OD Team and the Engagement & Communication Team.

Staff Excellence Awards 2025

We have eight categories in our Staff Excellence Awards 2025 to celebrate achievements right across the health board:



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<p>Category</p>	<p>PTHB Supportive Colleague (sponsored by Unison)</p>
<p>Description</p>	<p>This award is for a person who has made an exceptional difference to the lives of colleagues or is always there to support you. Working with this person makes you feel proud to be part of PTHB.</p>
<p>Nominations accepted from</p>	<p>Employees and volunteers of Powys Teaching Health Board, hosted teams and primary care in Powys.</p>
<p>Nominations accepted for</p>	<p>Employees of PTHB (individuals)</p>
<p>Criteria</p>	<p>The winning entry will demonstrate:</p> <ul style="list-style-type: none"> • Exceptional support for colleagues • Exceptional commitment to the health board and our patients & communities <p>They will also demonstrate exceptional individual commitment to the Health Board's values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other's ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	PTHB Team of the Year
Description	This award is for an exceptional contribution by a team to patients/clients, customers, colleagues, communities and the NHS as a whole.
Nominations accepted from	Employees and volunteers of Powys Teaching Health Board, hosted teams and primary care in Powys.
Nominations accepted for	Employees of PTHB (teams of two or more people - this could be a specific department, or it could be a team of people who have come together across different parts of the health board to deliver a project or programme)
Criteria	<p>The winning entry will demonstrate:</p> <ul style="list-style-type: none"> • Excellence and commitment to continual learning, staff development, patient/customer service and innovation. • Sustained and exceptional achievement in one or more of the following: team building, patient/customer care, outstanding results, planning and delivering strategy. • Putting quality at the heart of everything you do. <p>They will also demonstrate commitment to the health board’s values across the whole team, and an exemplar of the values to the organisation as a whole:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	Quality and Excellence in Practice
Description	This award will be made to an individual, team, project or initiative that has demonstrated quality and excellence in clinical or professional practice, which may include using research, innovation and service improvement to transform clinical or corporate services
Nominations accepted from	Employees and volunteers of PTHB (including primary care and hosted services)
Nominations accepted for	Employees and volunteers of PTHB (including primary care and hosted services) as well as partnership working where PTHB is the lead body or a significant contributor
Criteria	<p>The winning entry will demonstrate excellence in clinical or professional practice to achieve the organisation’s objectives. This could be in clinical or corporate services that demonstrate one or more of the following:</p> <ul style="list-style-type: none"> • Consistently achieving excellent standards of service delivery • A consistent commitment to quality at the heart of everything you do - in line with Health and Care Quality Standards (Safe, Timely, Effective, Efficient, Equitable, Person-Centred) and Enabling Standards (Workforce, Culture, Information, Leadership, Whole System Approach, Learning Improvement & Research) • Using research, innovation and service improvement to transform service delivery • Being an exemplar for Welsh Language, Equality & Diversity, Environmental Sustainability or Financial Sustainability. <p>They will also demonstrate commitment to the health board’s values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	Rising Star
Description	This award will be made to an individual who has recently joined the organisation or started in a new role and who is making a massive impact for patients, service users, colleagues or the organisation
Nominations accepted from	Employees and volunteers of PTHB (including primary care and hosted services)
Nominations accepted for	Employees of PTHB (individuals)
Criteria	<p>The winning entry will demonstrate:</p> <ul style="list-style-type: none"> • a significant positive impact early in their career or in taking on a new role • the skills and attitude to excel in their future career. <p>They will also demonstrate commitment to the health board’s values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	Partnership and Working Together
Description:	This award will be made to an individual, team or project making a difference for patients and communities by working together with the local authority, voluntary sector, business, emergency services or other partners.
Nominations accepted from:	Employees and volunteers of PTHB (including primary care and hosted services)
Nominations accepted for:	Employees and volunteers of PTHB (including primary care and hosted services) as well as partnership working where PTHB is the lead body or a significant contributor
Criteria	<p>The winning entry will demonstrate excellence in:</p> <ul style="list-style-type: none"> • working through a whole systems approach to create cohesive teams beyond organisational boundaries • promoting collaboration to deliver shared goals for the people of Powys and/or for staff in line with the health board’s strategic objectives. <p>They will also demonstrate commitment to the health board’s values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	Great Place To Work Award
<p>Description:</p>	<p>This award will be made to an individual, team, project or initiative that has improved the health and wellbeing of PTHB/NHS staff and improved working lives.</p>
<p>Nominations accepted from:</p>	<p>Employees and volunteers of PTHB (including primary care and hosted services)</p>
<p>Nominations accepted for:</p>	<p>Employees and volunteers of PTHB (including primary care and hosted services) as well as partnership working where PTHB is the lead body or a significant contributor</p>
<p>Criteria</p>	<p>The winning entry will demonstrate:</p> <ul style="list-style-type: none"> • delivering excellence in staff health and wellbeing, the working environment, training and development opportunities, workplace systems and policies, recruitment and staff engagement • improving inclusion and reducing inequalities for health board staff • striving to make Powys a great place to work. <p>They will also demonstrate commitment to the health board’s values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	Improving Health in Powys
Description:	This award will be made to an individual, team, project or initiative that is improving the health and wellbeing of the people of Powys.
Nominations accepted from:	Employees and volunteers of PTHB (including primary care and hosted services)
Nominations accepted for:	Employees and volunteers of PTHB (including primary care and hosted services) as well as partnership working where PTHB is the lead body or a significant contributor
Criteria	<p>The winning entry will demonstrate:</p> <ul style="list-style-type: none"> • doing what matters and doing what works to improve the health and wellbeing of the patients and/or communities of Powys, and to reduce health inequalities • achieving great health outcomes for patients and communities including through research, innovation and service improvement <p>They will also demonstrate commitment to the health board’s values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.



Category	Leadership and Taking Responsibility
Description:	This award will be made to an individual who involves people in making compassionate decisions and making the right things happen
Nominations accepted from:	Employees and volunteers of PTHB (including primary care and hosted services)
Nominations accepted for:	Employees of PTHB (individuals).
Criteria	<p>The winning entry will demonstrate excellence in:</p> <ul style="list-style-type: none"> • inspiring colleagues leading to improved performance, recognising and rewarding team and individual efforts • compassionate leadership behaviours – attending, understanding, empathising and helping <p>They will also demonstrate commitment to the health board’s values:</p> <ul style="list-style-type: none"> • Working Together is about having great teamwork and good relationships with our public, other departments and with our partner organisations. It is about understanding that we can only deliver excellent services to the people of Powys if we recognise the contribution of others to achieving our goals. • Trust is about having confidence in each other’s ability and the capability to deliver excellent service in a safe and reliable way. Trust is what makes us work well together and we want the people who use our services to trust us. • Kindness and Caring is about showing genuine concern for others, especially in moments of weakness or vulnerability. • Respect is treating others as we want to be treated ourselves. It is also about respect for the environment and our global impact. • Fairness and Equality is about ensuring that we do not disadvantage anyone in everything we do. It includes the steps we take to promote inclusion, support equality and diversity, and ensure that the Welsh Language is not treated less favourably. • Integrity is living true to your values, true to your word and true to your principles. Doing what you said you would do and communicating if you cannot.

Nomination Form: PTHB Staff Excellence Awards 2025

Wherever possible we ask you to submit your nomination online [via the PTHB Staff Excellence Awards SharePoint hub](#). This form is provided to help you plan your nomination before you submit it using the online form.

The closing date for nominations is 31 March 2025

1. Who is making this nomination?

Your Full Name:	
Your Job Title:	
Your Department & Base:	
Your Telephone:	
Your Email:	

2. Who are you nominating?

Name of Individual, Team or Project	
Please provide the name of a representative if you are nominating a Team or Project	
Job Title(s):	
Department & Base:	
Telephone:	
Email (please include at least one email address):	

3. Which Category are you nominating them for?

Each nomination should be in **one category only** so that your nomination can focus on the specific criteria for that category. However, you can submit nominations for the same individual, team or project in different categories.

PTHB Supportive Colleague	<input type="checkbox"/>	PTHB Team of the Year	<input type="checkbox"/>
Quality and Excellence in Practice	<input type="checkbox"/>	Rising Star	<input type="checkbox"/>
Partnership and Working Together	<input type="checkbox"/>	Great Place to Work	<input type="checkbox"/>
Improving Health in Powys	<input type="checkbox"/>	Leadership and Taking Responsibility	<input type="checkbox"/>

4. Why are you nominating them?

4.1 Please provide a short summary of your nomination in no more than 200 letters/characters. This is a short summary that will appear in our publicity materials

(no more than 200 letters/characters)

4.2 Please set out below the reasons why you think this individual or team deserves an award. What did they do? How did they do it? How does this reflect the health board values? (200-600 words)

Remember the judging criteria are unique for each award so read the information on the previous pages carefully to help your answer below.

(your nomination should be no less than 200 words and no more than 600 words)

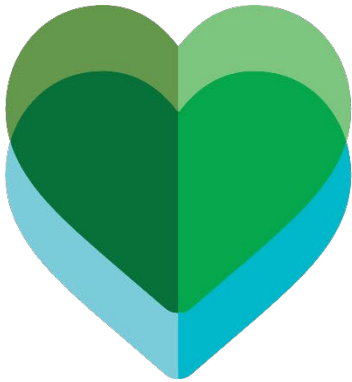
5. Returning your nomination

This form is intended as a template to help you plan your nomination. When you have completed this template, please visit [the PTHB Staff Excellence Awards SharePoint hub](#) and submit your nomination using the online form. If you are having difficulty completing the online form please contact powys.engagement@wales.nhs.uk. All nominations should be submitted no later than 31 March 2025. Submissions after this date will not be accepted.

Thank you to our sponsors who have supported the Staff Excellence Awards 2025

The Powys Health Branch of UNISON sponsor our Supportive Colleague category.

Powys Health Charity (registered charity no 1057902) provides support for the delivery of the Staff Excellence, reflecting their charitable aims which include the health and wellbeing of staff. Powys Health Charity is the official NHS Charity for Powys Teaching Health Board. Its aim is to support the health and wellbeing of all staff, patients and community members of Powys.



Elusen lechyd Powys Powys Health Charity

If you know a local organisation whose values are strongly aligned with the NHS and who would like to sponsor our Staff Excellence Awards please ask them to contact the Powys Teaching Health Board Engagement and Communication Team via email at powys.engagement@wales.nhs.uk