**Care Award Category Guidance Notes 2024**

**This guidance is to help with the completion of the nomination form. It indicates the criteria against which the judges will base their decisions. If you are able to provide some practical examples of the work of the practitioner and / or testimony from service users, key people in their lives or colleagues, it will give an overview of the individual’s practice. (The judge’s decisions are final and where further information comes to light after shortlisting the judges reserve the right to remove candidates from the shortlist. To enable us to be as fair as possible to all nominees, please do not nominate past award recipients for the same award again)**

**Practitioners who are short listed for any award represent the sector in Wales and will be role models for people working in the sector, it will help the first sift of short listing if you can provide examples from practice and ‘capture’ just what it is that makes this person outstanding.**

**Care Practitioner**

*There are two award categories, one for Care Practitioners working in traditional Residential Care Homes and one for practitioners working in the community in a variety of settings such as Domiciliary / home care, support for carers, extra care or reablement programmes.*

**Individuals nominated for this award:**

* should be working as ‘hands on’ supporting individuals living in their own homes or in residential care homes.
* will continually demonstrate they work within the criteria laid down in the Social Care Wales Codes of Professional Practice for Social Care Workers
* will use Person Centred Approaches to support individuals using services to take as much control over their day-to-day life decisions as they are able or willing to do.
* will support individuals to maintain or regain life skills, always respecting the uniqueness of everyone, maintaining dignity, and promoting choice and independence.
* will recognise the importance of the Key People in individuals’ lives, encourage community links and work effectively as a team member to support individuals to enjoy a good quality of life.
* will be qualified practitioners, keep themselves up-dated and act as a role model for their peers.

**Excellence in Leadership and Management**

*This award has two categories. The first is for Managers of community-based services, such as Domiciliary care providers or small group homes. The second is for managers of larger settings, such as larger establishments providing residential or nursing care provision.*

**Managers nominated for this category will:**

* lead their team to deliver best practice using their leadership skills and role modelling to embed citizen led practice.
* research current and emerging practice and base their systems and procedures on evidence based practice.
* keep abreast of Welsh Government Policy and the legislative framework relevant to their area of practice and be able to speak about the way they have embedded change into policy and practice
* follow Social Care Wales Practice Guidance and promote the use of Social Care Wales Codes of Professional Practice and Induction Framework in their setting
* work within all relevant professional Codes of Conduct.
* support the team to develop into reflective practitioners who question, challenge and place the people who use services and the key people in their lives at the centre of service provision.

Supporting evidence could be in the form of testimony from people using services, colleagues and practitioners from the community. It may be useful to include information from recent inspection reports.

**Exceptional Newcomer**

This award is for anyone who is new to work in the social care sector. The individual will have been working **in the sector for only 12 months when nomination is submitted.** He or she will have demonstrated outstanding development during the period of induction and built on this during the early months in their workplace. They will have demonstrated a sound value base and good interpersonal skills and will work to the principles of good practice outlined in the SCW Codes of Professional Practice for Social Care Workers.

**Independent Sector Nurse of the Year**

The nominee will demonstrate outstanding practice in work with individuals using services and in support for the development of staff. **Not open to nurses working within the NHS**. He or she will:

* use evidence based practice to inform daily work practice
* have leadership skills that have positively changed or influenced care delivery
* be an effective team worker who supports the development of colleagues
* demonstrate values that promote holistic, person centred social and health care
* have instigated and participated in research based practice, and
* influenced positive partnership working with individuals using services, members of the community, external agencies and other professionals.

**Promoting Fulfilled Lives**

The nominee will have worked extensively with individuals and the key people in their lives to develop innovation in practice that promotes well-being and enriches individuals’ life experiences. This is a wide category, the impact may be organisational, strategic or at an individual level. It reflects the basic nature of

change required at every level of service provision to meet the Welsh Government’s Personalisation Agenda. They will be aiming for genuine citizen led services. Examples of innovation need to be recorded, together with outcomes.

**The Peter Clarke Award for Promoting Excellence in Services for Children and Young People**

The nominee will have demonstrated commitment to improving the lives of children and young people and supporting each child to achieve the ambitions outlined in the Welsh Assembly Government’s Seven Core Aims laid down in Children and Young People: Rights to Action. Supporting evidence will contain practical examples of their work and testimony from the children and young people with whom they work, colleagues and other professionals. They will be able to speak about the legislative Framework in which they work and describe the impact of recent legislative change and the way they have implemented this in policy and practice.

**The Craig Thomas Lifetime Achievement in Care**

This award covers a wide range of nominee. It recognises the work of an individual who has worked over time to raise the profile of social care and make a difference to the quality of service provision. (see above)

**Catering in Care**

When completing the application form, please identify the type of establishment in which the nominee works. The person nominated for this award:

Will have a daily ‘hands on’ approach in catering of every kind

* will excel in meeting the particular needs of each individual taking time to find out their personal tastes, likes and dislikes etc.
* must hold an up-to-date Food Safety Certificate level 2, 3 or 4 and a certificate of HACCP training. Copies of which should be attached to the application

Any certificates in Nutrition and Special Diets may also be included with application and the establishment must hold a current Environmental Health Certificate of a grade in Bronze - Silver - Gold or 3 - 4 - 5 Stars a copy of which should be included with the application.

**Excellence in Dementia Care**

The person nominated will:

* demonstrate a thorough understanding of the nature and impact of mental health issues on individuals
* understand the impact of dementia upon the key people in individuals lives
* keep abreast of emerging practice
* actively promote the importance of person centred care and the biographical model of practice
* challenge outdated or poor attitudes and practices
* work to support individuals and their families to take as much control over their lives as they are willing or able to
* act as a role model to colleagues, and
* promote the respect, dignity and wellbeing of individuals using services in all aspects of their work.

Examples of the nominee's work should be recorded, together with outcomes.

**Excellence in Learning Disability Services & Mental Health**

This person will strive to make a difference to the life experiences of the people with whom they work. They will:

* be aware of historical attitudes towards people who have learning disabilities and the long term impact this has upon the perceptions of the wider community today. Demonstrate a thorough understanding of the nature and impact of mental health issues have on individuals and the key people in their lives.
* demonstrate the way they support the use of person centred approaches
* understand the importance of respect, dignity and ‘aspirations’ and support in ways that aims to extend boundaries of expectation
* work with individuals to establish a greater richness, quality of life and wellbeing. Support individuals and their families to take as much control over their lives as they are willing or able to
* support others to promote equality and secure the rights of the individuals they support.
* act as a role model to colleagues, continuously promoting person / child centred ways of working in the organisation, and promote respect, dignity and wellbeing of individuals using services in all of their work.
* keep abreast of emerging practice and be prepared to challenge outdated or poor attitudes and practices

Examples of the nominee's work should be recorded, together with outcomes.

**Outstanding Service**

This is a wide category open to any individual who works to support the quality of service provision. It may be someone who has worked in the sector in an administrative or ancillary role or a Care Practitioner who has demonstrated a commitment to service provision that has made significant improvement to the lives

of people using services. The submission would usually be supported by testimony from individuals using services, external professionals and peers.

Examples of the nominee's work should be recorded, together with outcomes.

**Commitment to Training and Workforce Development**

This category is for those who make a lasting difference to the quality of service provision, by developing the skills and knowledge of their colleagues in-house or in an external training and development role. The person will have a good understanding of the ways the Social Care Wales Codes of Professional Practice should be implemented in every day work, know about the SCW Learning Hub and the uses this has in preparing frontline workers to work within the 'Spirit and Letter' of the Law. They will be able to speak about the legislative Framework in with they work and describe the impact of recent change. Nominees will understand the importance of sound induction processes and support ongoing training and development. This person will embed the values and ethos of social care in all their work.

Examples of the nominee's work should be recorded, together with outcomes.

**Commitment to a Support Function Award**

The nominee for this category will have demonstrated outstanding work in supporting the organisation to provide an environment where individuals are able to live their lives to the full in a comfortable and pleasant setting. This will involve:

* supporting individuals to make decisions about their surroundings
* where appropriate working with individuals to support them to maintain, develop or regain the skills to manage their own environment and take control of their daily living activities
* recognising the importance of practical issues and the atmosphere within the setting
* understanding the importance of person centred approaches and using this in the way they work
* working effectively as a team member and role model
* promoting the uniqueness of each individual and respecting their ownership of their personal environment

Examples of the nominee's work should be recorded, together with outcomes.

**Excellence in Palliative & End of Life Care**

The individual nominated for the award may be a strategic worker, who:

* ensures staff are skilled and working to ensure good end of life palliative care in available in their setting.
* is aware of The Palliative and End of Life Delivery Plan and be able to discuss the way their organisation manages good quality palliative and end of life care
* is skilled at multi professional working
* may be a specialist i.e. paediatrics, pain control, older people
* will have examples of excellence in own practice, and
* in influencing / instigating best practice in the work of others

The nominee may also be a care worker who has demonstrated he or she:

* uses a holistic approach
* has the knowledge and practices to maintain e.g. pain control, dignity, and a peaceful death
* is able to provide examples of evidence based practice and,
* is able to reflect on the way they have used their skills and knowledge to support the individual and those close to them throughout this time.

#### Deadline for entries

##### 31st March 2024

For further information about the awards and details of each category, please visit www.careforumwales.co.uk