

Possability



Innovation
& Excellence

A W A R D S 2 0 1 6



Possability

Innovation & Excellence

AWARDS 2016

Possability is committed to providing the best possible services to our clients that assist them to develop skills, be more independent and live a good life.

To achieve this we need to continually seek out and implement best practice in the sector. We also want to encourage our own employees to draw on and develop their own expertise to incubate new and enhanced practices that will benefit our clients and other people with disability. This requires a culture that values excellence and innovation throughout the organisation ranging from support workers, to practice development consultants and other support roles.

The Innovation and Excellence Awards acknowledge and celebrate the effort and initiative of employees to continually improve services. It also provides a platform to share knowledge and experience across the organisation by highlighting areas of best practice and innovation.

The awards also provide opportunities for professional development to either share their innovations with the disability sector and broader community, or to undertake professional learning to build on their achievements.

Awards for Excellence

Excellence for Possability means delivery of support to the highest possible standards reflecting the values and utilising the practices described in the *Possability Practice Framework* for Disability Services or Out of Home Care. Each individual within Possability can contribute to excellence in service delivery by acting in accordance with and championing Possability's core values, consistently exceeding the expectations of their role, being an ambassador for the organisation in every interaction with clients, families and stakeholders and being a role model for peers.

Three levels of award for excellence will be available. The presentation of awards at each level will be according to the level of excellence that is demonstrated and assessed using the Possability Practice Framework.

Each individual can contribute to excellence in service delivery by acting in accordance with and championing Possability's core values, consistently exceeding the expectations of their role, being an ambassador for the organisation in every interaction with clients, families and stakeholders and being a role model for peers. Excellence is rarely achieved alone, so awardees will also be provided with thankyou certificates to provide to key mentors and supporters within or outside the organisation.

Excellence Awards Selection Criteria

Nominations will be assessed by the extent to which the nominee contributes to excellence in service delivery by:

- Living and championing Possability's values
- Exceeding the expectations of their role
- Being a role model for peers
- Being an ambassador for the organisation in every interaction with clients, families and stakeholders.

Employee of the Year

Delivered to the individual whose support practice most demonstrates excellence according to the selection criteria within the organisation.

Prize: Interstate Professional Development Scholarship to the value of \$2,500 and 3 Support Professional of the Year Thankyou Certificates with a value of \$30 each.

Regional Employee of the Year

Delivered to the individual whose support practice most demonstrates excellence according to the selection criteria within their region.

Prize: Intrastate Professional Development Scholarship to the value of \$1,000 and 3 Regional Disability Support Professional of the Year Thankyou Certificates with a value of \$20 each.

Excellence Award

Delivered to nominated individuals whose support practice demonstrates excellence within Possability's Practice Framework (Maximum of 3 per region).

Prize: Achievement Certificate with a value of \$100.

Awards for Innovation

Innovation for Possability means the development or implementation of a practice that enhances opportunities, belonging or growth for clients. These innovative practices will have potential to impact positively across the organisation and the broader sector.

Four levels of award for innovation will be available. The presentation of awards at each level will be according to the quality of innovation that is demonstrated and assessed using selection criteria. Not all levels of award will necessarily be delivered every year. In recognition that innovation is about team work, awardees will also be provided with Thankyou Certificates to give to key contributors within or outside the organisation.

Innovation Awards Selection Criteria

Nominations will be assessed against the following criteria.

- Extent to which the nomination demonstrates development of a new practice or innovative implementation of evidence-based best practice, or efficiency that supports these aims.
- Extent to which the innovation has improved the opportunities, belonging and/or development of Possability clients.
- The scope for application of the practice at a local, organisational or sector level.

Gold Award

Delivered to an individual or team who has demonstrated innovation of such significance it has potential to influence practices broadly across the sector.

Prize: International Professional Development Scholarship to the value of \$5,000 and 5 Gold Award Thankyou Certificates with a value of \$30 each.

Silver Award

Delivered to an individual or team who has demonstrated innovation of such significance it has potential to influence practices broadly across the organisation.

Prize: Interstate Professional Development Scholarship to the value of \$2,500 and 5 Silver Award Thankyou Certificates with a value of \$30 each.

Bronze Award

Delivered to an individual or team who has demonstrated innovation which has had significant implications for an individual or group.

Prize: Intrastate Professional Development Scholarship to the value of \$1,000 and 5 Bronze Award Thankyou Certificates with a value of \$20 each.

Achievement in Innovation Award

Delivered to an individual or team who has demonstrated innovation which has had implications for an individual or group.

Prize: Achievement Certificate with a value of \$100.

Lodging a nomination

Nominations can be made by completing the nomination form available on the Possability Website from March 2016. Employees can self-nominate or be nominated by a colleague, client or family member.

Nominations must include two referees. If the nomination is completed by a colleague, client or family member, they can be one of the referees.

Nominations must be lodged by **30 August 2016** by sending them to the Manager, Marketing and Stakeholder Engagement:

Email: climb@possability.com.au

Or mail: Cathy Limb
Possability
175 Collins Street
Hobart TAS 7000

The Selection Process

Each nomination will be reviewed by a selection panel comprising the Chief Operating Officer, Practice Director and Regional Managers. Recommendations for awards will be made on a merit basis and referred to the CEO for endorsement. The final decision on the number of awards presented and to whom is at the discretion of the CEO. Any grievances in relation to this process will be managed through Possability's Grievance Process.

Award Presentations

The awards will be announced at the Possability Annual General Meeting in November 2016 and will be confidential prior to this announcement.