

Staff Excellence Awards 2026

Individual Awards Criteria

Rising Star Award

This is awarded to someone who has been working for CNTW or NTW Solutions for less than two years, including apprentices and the Project Choice programme and who has made a positive contribution to the Trust and the delivery of its services. Your entry should demonstrate evidence that this person is:

- Committed to personal development and progression through learning
- Exceeding expectations in a particular area or project
- Constantly achieving and attaining a high level in their work
- Shown inspirational and innovative qualities in the workplace.

Behind the Scenes Award – Individual (this award, for CNTW staff, is not open to staff who provide frontline care)

This award recognises an individual that works behind the scenes in a non-clinical support service to the Trust. Your entry should demonstrate evidence that this person:

- Has excelled in their role
- Has had a significant impact in their area of work
- Is a role model and inspiration
- Shows commitment and consistently follows through

Clinician of the Year

This is awarded to a doctor, nurse, psychologist, allied health professional or other clinically qualified member of staff who consistently provides high quality clinical care in line with the Trust's values whilst achieving the highest standard of patient safety and outcomes. Your entry should demonstrate evidence of:

Delivering a high quality service

- Working in partnership with service users and carers
- Delivering high quality person centred care
- Show evidence of delivering a high quality service
- Show evidence of being sensitive to individuals' needs
- Show support for service users and carers

Healthcare Worker of the Year

This is awarded to a healthcare assistant, support worker, assistant practitioner, peer support worker, clinical support assistant or any other non-qualified clinical staff member who has provided consistently high-quality care in line with the Trust's values, whilst achieving the highest standard of patient safety and outcomes. Your entry should demonstrate evidence that this person:

- Demonstrate success in improving a service
- Show evidence of delivering a high quality service
- Show evidence of being sensitive to individuals' needs
- Show support for service users and carers
- Delivering high quality person centred care

Innovation and Improvement

This award celebrates achievements in developing new ways of supporting service users, carers and staff through research or demonstrating good practice in patient safety or other clinical and non-clinical ways of working. This could include a team or a person who:

- Enhancing services or care through new knowledge
- Increasing understanding in a particular field of care
- Showing evidence of good practice or initiatives in patient safety
- Contributes towards sustainability and environmental goals or supports services to be delivered in a sustainable way

Working Together (for individuals or teams)

Staff often work together with others outside the organisation and this award celebrates this. You can nominate a team or person who, for instance:

- Has worked with other organisations, such as a charity, local authority, GP or emergency service, to achieve great things
- Has worked with a group of service users or carers to improve their experiences of a service

Leadership Award

Leaders exist at all levels of an organisation and leadership is not dependent on role or seniority. This award will be given to someone who has shown outstanding leadership. Your entry should demonstrate evidence that this person:

- Is committed to developing both themselves and others for the benefit of our service users, carers and staff
- Inspires through their ability to share a vision and instils a sense of purpose with others.
- Willingly offers their time and commitment in an accessible, open and supportive and motivational way
- Has developed innovative ways of working that have a positive impact on others

Manager of the Year

Managers play a crucial role in recognising staff for the work that they do, whether that be informally on a day-to-day basis or formally through appraisals or 1:1 meetings. Your entry should demonstrate evidence that this person:

- Inspires, fosters growth and productivity to their staff
- Has earned the trust and respect of their team
- Keeps promises to their team and provide explanations and feedback
- Encourages and nurtures members of their team
- Communicates well with their team and is open, honest and transparent

Unsung Hero

This award celebrates a person who does a fantastic job but whose contribution and role often goes unrecognised. Although just doing their normal day to day job, this individual's drive, commitment and support makes a genuine difference to others. This is the type of person who goes the extra mile and is always happy to help others. Your entry should demonstrate evidence that this person:

- An outstanding employee
- Someone who makes an impact on those who work around them
- Someone who makes a difference by their words or actions

Lifetime Achievement Award

This is awarded to a member of staff who has consistently, throughout their career in the NHS, demonstrated a high quality of performance and significant contribution to the organisation. Nominees should have twenty five or more years of service in the NHS (and at least two with CNTW or NTWS). Your entry should demonstrate evidence that this person has:

- Made a lasting contribution to NHS services in a corporate or clinical setting
- Provided inspiration to others in the sector and has had a long lasting impact on patients, service users and, or colleagues

- Shown positive and lasting quality of exemplary care and service to patients, service users and, or colleagues

Impact Award (for people not employed by CNTW)

This award is for someone who is not employed by CNTW or NTW solutions but who has made a remarkable contribution to the Trust.

Giving their time freely, for example, a volunteer or governor who has used their own skills and experiences to improve lives or services at the organisation.

Their contribution will have created a positive impact for people with mental ill health or disabilities.

- Through their efforts nominees will have made a positive difference to a service, or the lives of service users or carers.

Individual of the Year (this award is open to NTW Solutions staff)

This award recognises an individual that works for NTW Solutions, a subsidiary company of the Trust providing non-clinical support services. Your entry should demonstrate evidence that this person:

- Has excelled in their role
- Has had a significant impact in their area of work
- Is a role model and inspiration
- Shows commitment and consistently follows through

Transforming Care Award

The NHS is constantly evolving to respond to the demand for health and care services. This award will be given to an individual or team who can demonstrate how they have transformed care or services to provide improved outcomes and experiences.

This could include, but is not limited to:

- The development of technology or systems or harnessing technology to improve service delivery
- Improving the lives of those we support through new ways of working
- Establishing or embracing new processes or practices to improve care for patients, management of staff or efficiency savings.
- Embracing opportunities that come from advances in technology, data and connectivity.

Tackling Inequalities

The NHS aims to provide accessible, safe care and environments to everyone, no matter their background or characteristics. This award is for an individual or team whose work helps to tackle inequalities, promote wellbeing, and tackle stigma. This could be through:

- Working to improve the health and wellbeing of staff, service users and carers
- Challenging and raising awareness of inequalities
- Involvement in projects or initiatives that help to create, influence and deliver changes which reduce inequality

Lived experience and participation award

This is awarded to a person with lived experience or a carer who is employed by the Trust and has influenced and participated in work in to improve the experiences of others. This could include:

- Evidence of influence and impact which has led to change within the Trust
- Involvement in initiatives and activities which provide opportunities to achieve joint aims
- Evidence of innovation and creativity in approach and action. This could include involvement, co-production and co-design

Team awards criteria

Behind the Scenes Award – Team (this award, for CNTW staff, is not open to those who provide frontline care)

This is awarded to a service or team that works behind the scenes in a non-clinical support service to the Trust. Your entry should demonstrate evidence that this team:

- Provides value to the organisation or delivers above expectations
- Provides a good example for others to follow
- Shows success in delivering high quality support
- Shows commitment and consistently follows through

Clinical Team of the Year

This is awarded to a clinical team which provides all round consistently high-quality clinical care, whilst achieving the highest standard of patient safety and outcomes. This team should be able to demonstrate:

- Success in improving or delivering high quality services

- Caring with compassion and empathy
- Sensitivity to an individual's needs
- Meaningfully involving service users and carers

Working Together (for individuals or teams)

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Innovation and Improvement

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- Enhancing services or care through new knowledge
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Team of the Year (this award is open to NTW Solutions staff)

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- Provides a good example for others to follow
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