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| 2025 Victorian Public Healthcare Awards General Award criteria |
| Category 09 - Celebrating a strong and sustainable workforceThis award recognises initiatives that improve employee experience, safety and wellbeing; build workforce capacity and capability; or advance future roles and capabilities including advancing models of care through technology.**Criteria topics and questions**Below are the criteria topics and questions we would like you to address in your submission. Pay attention to criteria weighting. Criteria questions that are weighted more heavily (with a higher number) are worth more than others. |
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| Criteria topic  | Criteria question  | Judging criteria for scoring  | Weight |
| Abstract (not scored) | Provide a clear and brief summary of the organisation and initiative, focusing on its objectives, staff engagement, methods and outcomes.  | This section should provide a brief summary of the work being undertaken.   | 0 |
| Objectives and planning  | What was the genesis of the initiative? Describe the service, system or area that was targeted for improvement. What evidence supported the need for the initiative? How does the work align with organisational priorities? What were your objectives? Describe how they meet the needs of your workforce?How was voice of the employee built into your work?Were the objectives focused on any/all of the following standards:* Improving employee experience including safety and wellbeing; flexibility, leadership and career development.
* Building workforce capacity and capability, including local training pathways and alternate workforces.
* Advancing future roles and capability, including advanced scope of practice roles, new multidisciplinary models and advancing models of care through technology.
 | * Is the genesis of the initiative well established?
* Is the evidence supporting the need for the initiative robust?
* Does the work align with organisational priorities?
* Were the objectives clear and did they meet the needs of their workforce?
* Did they involve the voice of the employee?
* Did the objectives focus on any/all of the following:
	+ Improving employee experience including safety and wellbeing; flexibility, leadership and career development.
	+ Building workforce capacity and capability, including local training pathways and alternate workforces.
	+ Advancing future roles and capability, including advanced scope of practice roles, new multidisciplinary models and advancing models of care through technology.
* Are a diverse range of perspectives included within the objectives?
 | 2 |
| Methods and implementation  | Describe the processes used to plan and implement your work. Who were the key stakeholders and how were they involved? Include the key tasks, timelines and whether data was used to monitor progress. | * Was there a clear implementation plan?
* Were key stakeholders involved in the initiative? Who and how?
* Was data utilised to monitor and support implementation?
 | 2 |
| Results and outcomes  | What were the specific results and outcomes from the initiative? Describe the way the initiative is improving workforce outcomes.Were any/all of the following objectives met?* Improving employee experience including safety and wellbeing; flexibility, leadership and career development.
* Building workforce capacity and capability, including local training pathways and alternate workforces.
* Advancing future roles and capability, including advanced scope of practice roles, new multidisciplinary models and advancing models of care through technology.

**Hint:** The judges look for data or service user stories that show how you have achieved your objectives. You are encouraged to supply data (charts and tables, etc.) or qualitative narratives in your support document. Please explain how the data (such as graphs, tables) or stories show improvement/benefit. If relevant include the sample/population size, so the judges know the scale of the work.  | * Does the initiative assist in improving employee experience, safety and wellbeing; building workforce capacity and capability; or advancing future roles and capabilities?
* Has the entry provided evidence of desired outcomes and benefits?
* If additional information is provided, does it illustrate the success of the initiative?
* Have they achieved any/all of the following:
	+ How effectively have they promoted the initiative and responded to their organisation’s workforce issues?
	+ Have they established who in their organisation will oversee any ongoing work relating to the initiative?
	+ Is the initiative supported by their leaders and are they engaging with their workforce to ensure continued improvement?
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| Status and sustainability  | What is the current status of the initiative? What are the plans to ensure this initiative provides ongoing benefits to your staff, patients, their families and/or the community? Have you shared, or are there opportunities to share the initiative with other areas in your organisation, or more broadly with the health sector?    | * Has the initiative provided appropriate information regarding its sustainability?
* Have ideas, tools and techniques been shared?
 | 2 |
| Budget  | What was invested in the initiative, including staff time and financial resources? Were external financial or in-kind resources secured?   | * Has the investment returned value?
* Can the organisation articulate the cost/benefit ratio?
 | 1 |
| Achieving quality, innovation and excellence in healthcare  | How is this initiative innovative? How does the initiative represent an innovative approach to creating a stronger and more sustainable workforce? What challenges or barriers did you overcome? How have you enhanced the staff experience and improved engagement? How does the initiative strive to build and uphold a strong safety culture aligned to the [Victorian Safety Culture Guide](https://www.safercare.vic.gov.au/publications/victorian-safety-culture-guide)?How does the initiative align to the domains of the [Victorian Clinical Governance Framework](https://www.safercare.vic.gov.au/publications/victorian-clinical-governance-framework#goto-downloads)? | * Does the overall initiative represent excellence in improving employee experience, safety, and wellbeing; building workforce capacity and capability; or advancing future roles and capabilities?
* Has the initiative overcome significant barriers to improve workforce outcomes?
* Has the initiative created a stronger and more sustainable workforce e.g. enhanced the staff experience, improved engagement and wellbeing, or built additional capacity and capability?
* Does the initiative strive to build and uphold a strong safety culture aligned to the [Victorian Safety Culture Guide](https://www.safercare.vic.gov.au/publications/victorian-safety-culture-guide)?
* Does the initiative align to the domains of the [Victorian Clinical Governance Framework](https://www.safercare.vic.gov.au/publications/victorian-clinical-governance-framework#goto-downloads)
 | 3 |
| Project summary(not scored) | Here we’re asking for a very short summary of your project, to be used for promotional purposes, should you become a finalist.* In two sentences, what was the problem your project aimed to solve?
* In one sentence, what was your idea to solve this problem?
* In one sentence, please describe your methodology and any innovations your project incorporated?
* In one sentence, please describe the outcome and impact of your project?
 | * This will not be assessed or scored as part of your entry.
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