

Vasey RSL Care: Saluting Excellence Awards Recognising Employee's Achievements



The Vasey RSL Care Saluting Excellence Awards 2024 are now open for nominations.

We are proud of our staff here at Vasey RSL Care – we know that you care about our community and do the very best you possibly can.

That is why our annual Saluting Excellence Awards are so important. They demonstrate that you are appreciated and valued by those around you – the people we support and care for, their families and your co-workers.

The Awards are a significant component of our Employee Recognition Program which strives to encourage and recognise excellence across the whole organisation.

Who do you admire and look up to in your place of work?

We want to make sure that all our deserving staff are recognised for their care, commitment and passion – but they can only be recognised if you take the time to nominate them – **so please do!**

Nominations close 5pm, Friday 30 August 2024.

Find out more about the different Award Categories on the following pages – then take a few minutes to complete your nominations online.

Scan the QR code:

Or visit the website [here](#)



I am very proud of the team we have here at Vasey RSL Care and I look forward to reading the nominations and hearing about the ways you make a difference in the lives of those we serve.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Janna Voloshin', written in a cursive style.

Janna Voloshin **Chief Executive Officer**

Award Categories 2024



The Jessie Mary Vasey Award: Excellence in Tradition



Excellence in Quality



Excellence in Camaraderie



Excellence in Person-Centred Care



Excellence in Dignity



Excellence in Security



Excellence in Fulfilment

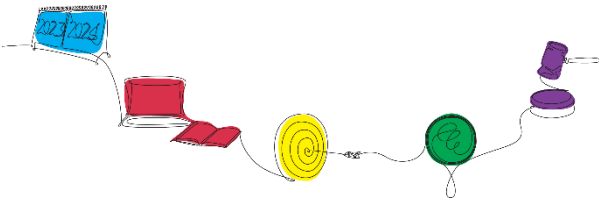


Excellence in Innovative Practice

Award Prizes

Each Award Recipient will receive:

- Gift card to the value of \$200
- Framed Certificate of Recognition
- Nomination Certificate
- Winner's pin



The 'Team Camaraderie' Award recognises how well the aged care home or department works together as a team for the greater good and positive outcomes for clients/residents/consumers.

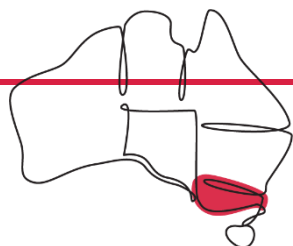
Team Camaraderie Award

Award Criteria:

This award is based on performance data for the aged care home or department as recorded by the HR Team, for a combination of measures including:

- length of service statistics
- training compliance
- occupancy/client targets
- feedback/recognition
- clocking/time attendance

Award Criteria



The Jessie Mary Vasey Award:



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Excellence in Tradition

Award Criteria:

Outstanding commitment towards honouring heritage and tradition.

Examples of **The Jessie Mary Vasey Award: Excellence in Tradition** may include (but are not limited to):

- Demonstrates Vasey RSL Care values and behaviours within the workplace.
- Honours and is sensitive to the heritage and traditions of the ex-service community.
- Is passionate about their role, is inspiring to others, and goes above and beyond their position description.
- Treats everyone fairly and provides all possible and appropriate assistance equitably.
- Takes into consideration equity of access to services by identifying and removing barriers, as far as is practicable within the scope of the role, to enable full participation in what the service has to offer.
- Encourages clients/residents to pursue their own goals and actively asks what is important to them.



Excellence in Quality

Award Criteria:

Commitment to evidence-based, innovative practice that puts the clients/residents/consumers at the centre.

Examples of **Excellence in Quality** include (but are not limited to):

- Actively contributes and embraces the quality process to achieve good outcomes for clients, residents and consumers.
- Translates ideas into actions; collaborates with others and is keen to share information and education resources to achieve improvement and encourage others to do so.
- Recognises that 'all feedback is gold' and welcomes feedback, good and bad, always seeking to resolve issues at the point of care.
- Takes a proactive approach to measuring, assessing and evaluating practice, obtaining data to assist in assessing practice change and improvement.



Excellence in Camaraderie

Award Criteria:

Warm and welcoming – fostering an environment of connection and belonging.



Examples of **Excellence in Camaraderie** may include (but are not limited to):

- Strives for excellence, achieves success and demonstrates integrity.
 - Fosters a team environment and instills a positive culture.
 - Works collaboratively with others and transfers and shares knowledge with everyone.
 - Values and acknowledges contributions made by others.
 - Treats all with respect, kindness and courtesy.
 - Facilitates an environment in the workplace that is comfortable and easy to work at for everyone around.
 - Flexible and adaptable to ideas/suggestions of others and respects their opinions.
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Excellence in Person-Centred Care

Award Criteria:

Providing compassionate care that is considerate of the individual. Demonstrating outstanding care practices and qualities and contributing to improving outcomes in care and enriching the lives of clients/residents/consumers.

Note: *Excellence in Care does not have to be Personal Care Workers and Nurses only: it includes all employees.*

Examples of **Excellence in Person-Centred Care** may include (but are not limited to):

- Provides outstanding compassionate care or service and practice.
 - Carries out position in accordance with clients/resident/ consumers rights and Vasey RSL Care procedures and values.
 - Consistently delivers positive outcomes in service provision for clients/residents/consumers.
 - Advocates for quality care or service and is a role model to others.
 - Shares their skills and knowledge with others.
 - Is committed to the health and wellbeing of everyone.
 - Anticipates client/resident/consumer needs and works to improve services.
 - Provides a high standard of care/service and the implementation of successful care or service delivery.
 - Goes 'the extra mile' for clients/residents/consumers.
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Excellence in Dignity

Award Criteria:

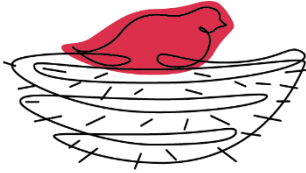
Recognising the worth and rights of each person, respecting their choices and privacy.

Examples of **Excellence in Dignity** may include (but are not limited to):

- Understands that ensuring the resident/client/consumer has control may sometimes be uncomfortable, but respects that person-centred care gives people real choice.
 - Understands cultural and identity differences between people, and respects their individual beliefs, values, practices and opinions.
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- Ensures the privacy, confidentiality and dignity of each client/resident/consumer/employee/volunteer is maintained in relation to personal and health information.
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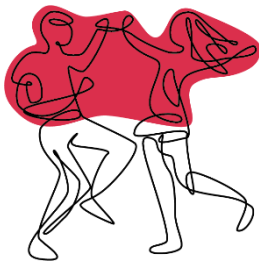
Excellence in Security

Award Criteria:

Providing residents/clients/consumers with safety, punctuality and attention to detail.

Examples of **Excellence in Security** may include (but are not limited to):

- Introduction of initiatives that contribute to a culture of safety and development of a solution or control for an identified risk.
 - Speaks out and reports when unsafe practices are witnessed and/or when procedures have been breached.
 - Fosters a sense of safety and security in those they work with and provide care/service to.
 - Aware of the needs and concerns of others around them.
 - Values others' time.
 - Uses skills and knowledge to perform work effectively; shows commitment to excellence.
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Excellence in Fulfilment

Award Criteria:

Doing everything in our power to enable clients/residents/consumers to continue to live a life with meaning and purpose.

Examples of **Excellence in Fulfilment** may include (but are not limited to):

- Encourages clients/residents/consumers to find a fulfilling purpose within the Vasey RSL Care community, as well as the wider community.
 - Sees opportunities to connect clients/residents/consumers with people, groups or activities that respond to their personal preferences and passions.
 - Enables clients/residents/consumers to strive towards their full human potential.
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Excellence in Innovative Practice

Award Criteria:

Seeking ways to achieve better outcomes, whether it's something that affects just one person or has much wider applications.

Examples of **Excellence in Innovative Practice** include (but are not limited to):

- Applies innovative thinking to everyday situations to achieve better outcomes for clients/residents/consumers.
 - Thinks 'outside the box' and develops, proposes or adapts new ways/ideas/solutions to approach and accomplish standards, goals, objectives, tasks, practices, processes or services. Is not afraid to raise them with their teams and to drive positive change.
 - Takes the initiative to always seek improvements and not to just accept the way it has always been done.
 - Is enthusiastic about organisational change and champions new initiatives within the organisation.
 - Is a creative thinker who challenges others to think 'outside the box'.
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Saluting Excellence Awards: Important Information

Please read before making a nomination

Nominations must be for achievement and contribution during the Nomination Period which is **1 July 2023 to 30 June 2024**. The nomination must meet the award criteria and the nominee must have demonstrated, contributed to, and reflected 'Our Promises' in their work (see item 7 below).

1. Who can nominate?

- Employees, clients, residents, consumers and family members of residents or consumers may nominate Vasey RSL Care staff including managers and supervisors.
- The nominator may nominate multiple employees whom they feel deserve recognition: each nominee must meet the relevant award category criteria.
- The nominator may nominate the same employee for multiple awards, provided the nominee meets the award category criteria for each award. A separate nomination is required for each category for which the employee is being nominated.
- Employees are not permitted to nominate themselves.

2. Who is eligible to be nominated?

- Employees who were employed by Vasey RSL Care during the Nomination Period (see above) and remain employed at the time of the awards ceremony in permanent full-time or part-time or casual positions are eligible for nomination.
- Award recipients and nominees from previous years' Awards are eligible for nomination, provided the nomination refers to their performance during the nomination period.
- Employees currently experiencing work performance issues or undergoing formal counselling or disciplinary matters during the nomination period will not be considered for an award. Any such nominations will be excluded from selection by the Recognition Selection Committee.
- Posthumous nominations are not permitted.
- Contractors and volunteers are not eligible for nomination.
- Members of the Recognition Selection Committee are not eligible to receive an award: however, they may be nominated for an award and they may nominate others.

3. Submitting your nomination

- All nominations must be submitted by **5pm on Friday 30 August 2024** online. To access the nomination form, use the QR code or [this link](#):



- Nominations must address the award category criteria on the nomination form and include all relevant details.



Note: Nominations are forwarded to the relevant Residential Manager/Department Manager for their endorsement prior to assessment by the Awards Recognition Selection Committee.

4. Enquiries

Please speak to your Residential Manager or Department Manager if you have any questions.

5. Judging and assessment of nominations

At the close of the nomination period, nominations will be assessed by the Recognition Selection Committee. This committee is responsible for:

- Evaluating all nominations according to the award category criteria, based on merit and the endorsement provided by the relevant manager.
- Attending the selection meeting and determining award recipients for all awards.
- Determining the final number of recipients in each award category.
- Providing recommendations regarding award recipients to the Chief Executive Officer for final approval.

Note: a past member of the War Widows Guild (Victoria) committee will be invited to join the Awards Recognition Selection Committee to determine the winner of The Jessie Mary Vasey Award: Excellence in Traditional Values.

6. Notification and presentation of awards

The Saluting Excellence Awards will be presented at the Saluting Excellence Conference. All eligible nominated employees ('award nominees') will be notified in writing.

7. Vasey RSL Care Promises

In addition to all the award categories and criteria, all employees nominated must demonstrate, contribute to, and reflect 'Our Promises' in their work.

The Vasey RSL Care Promises

Tradition: We honour our heritage and celebrate traditions, old and new

Security: We strive always to provide you with safety, punctuality and attention to detail.

Person-Centred Care: We provide compassionate care that is considerate of each individual's needs.

Camaraderie: We are warm and welcoming to those who see our care. We foster an environment of connection and belonging.

Dignity: We recognise the worth and rights of each person in our care. We respect your choices and privacy.

Fulfilment: We do everything in our power to enable you to continue to live a life with meaning and purpose.

Quality: Our community deserves the best possible care and we are committed to evidence-based, innovative practice that puts you at the centre.

