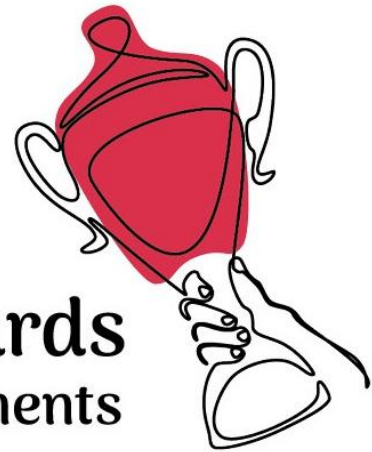


Vasey RSL Care: Saluting Excellence Awards Recognising Employee's Achievements



07 July 2025

Dear Employees and Volunteers

The Vasey RSL Care Saluting Excellence Awards 2025 are now open for nominations.

At Vasey RSL Care, we could not do what we do without our employees and volunteers! We have a caring, knowledgeable and kind workforce that does their best for our clients, residents and participants.

Our annual Saluting Excellence Awards are an important way that we recognise the work that you do and show a token of our appreciation. These Awards acknowledge the excellence you show in your daily work and all who are recognised in this way should be deservedly proud.

Is there a coworker/volunteer you admire and look up to?

Please think about your experience at Vasey RSL Care...

Who have you learnt from?

Who makes your workplace a better place to be?

Are they deserving of an Award? **If so, we ask you to nominate them.**

I am very proud of our organisation and I know we have a lot of very deserving employees and volunteers who make a difference in the lives of those we serve. Let's make sure they are acknowledged in our 2025 Awards.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Janna Voloshin', with a long, sweeping underline.

Janna Voloshin
Chief Executive Officer

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 2024 to 30 June 2025**. The nomination must meet or exceed the award criteria and have demonstrated the exceptional excellence in the way they carry out their role, inspiring those around them and setting exemplary standards.

1. Who can Nominate?

- Employees, volunteers, clients, residents, participants and family members of residents and clients may nominate Vasey RSL Care employees and volunteers including managers and supervisors and members of the Recognition Selection Committee.
- Employees and volunteers are not permitted to nominate themselves for an award.

2. Who can be Nominated?

- ✓ You may nominate employees or volunteers who were employed or engaged by Vasey RSL Care during the Nomination Period of 1 July 2024 to 30 June 2025 and remain employed or engaged at the time of the awards ceremony in permanent full-time, part-time, casual or volunteer positions.
- ✓ Award nominees and recipients from previous years' Awards may be nominated, provided the nomination is regarding their achievement during the nomination period.
- ✓ You may nominate multiple employees for Awards.
- ✓ You 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 or volunteers 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 accepted.
- × Contractors are not eligible for nomination.

Note: while members of the Recognition Selection Committee may be nominated for an Award, they may not be eligible to receive one.

3. Enquiries

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

Continued/...



4. Submitting your Nomination(s)

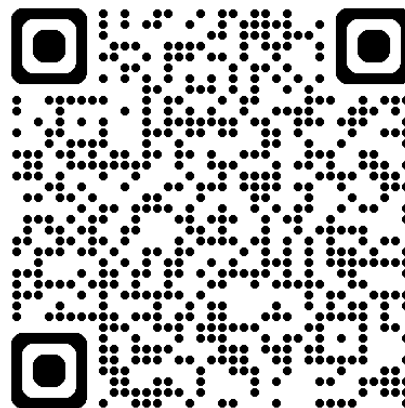
All nominations must be submitted by **5pm on Sunday 10 August 2025** online and must address the award category criteria on the nomination form and include all relevant details.

Either visit:

vaseyslcare.org.au/staff-awards-2025-employees/

Or Scan the QR code >>>>

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



5. Judging and Assessment of Award 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.

6. Notification and Presentation of Awards

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



Award Categories 2025 – Individual Awards



**The Jessie Mary Vasey Award:
Excellence in Tradition**



Excellence in Dignity



Excellence in Camaraderie



Excellence in Care and Support



Excellence in Safety



Excellence in Advocacy



**Outstanding Achievement
Award¹**



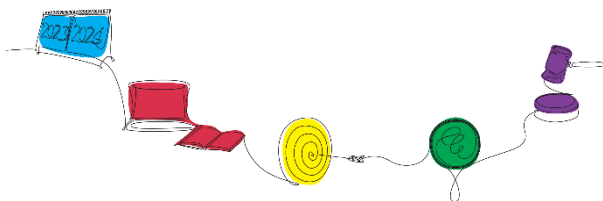
Outstanding Volunteer Contribution

Award Prizes

Individual Award Recipients receive:

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

Award Category 2025 – Team Award



Team Camaraderie Award²

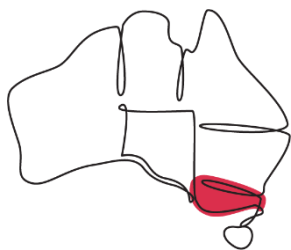
Award Prize: winning team has their name put onto the perpetual trophy and keeps this for the year, and a monetary prize of \$1,500 for a staff celebration/reward.

¹ Note: this Award is not open for nominations. Awards are determined by the Awards Committee and are chosen from the whole endorsed nomination list.

² Note: this Award is not open for nominations. Awards are determined based on the submission from each department manager (excluding Central Office corporate service departments) on multiple criteria including performance data, occupancy/client numbers, resident/client/participant feedback and achievements.



Award Criteria: Awards for Employees



The Jessie Mary Vasey Award: Excellence in Tradition

EMPLOYEES ONLY

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 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/participants to pursue their own goals and actively asks what is important to them.



Excellence in Dignity

EMPLOYEES ONLY

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/participant has control may sometimes be uncomfortable, but respects that personal choice is vital to wellbeing.
- Understands cultural and identity differences between people, and respects individual beliefs, values, practices and opinions.
- Ensures the privacy, confidentiality and dignity of each client/resident/participant/employee/volunteer is maintained in relation to personal and health information.





Excellence in Camaraderie

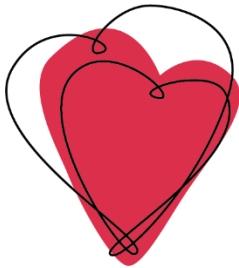
EMPLOYEES ONLY

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.



Excellence in Care and Support

EMPLOYEES ONLY

Award Criteria:

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

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

- Provides outstanding compassionate care, support or service and practice.
- Carries out position in accordance with client/resident/ participant rights and Vasey RSL Care procedures and values.
- Consistently delivers positive outcomes in service provision for clients/residents/participants.
- Advocates for quality care, support 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/participant needs and works to improve services.
- Provides a high standard of care/support/service and the implementation of successful care, support or service delivery.
- Goes 'the extra mile' for clients/residents/participants.





Excellence in Safety

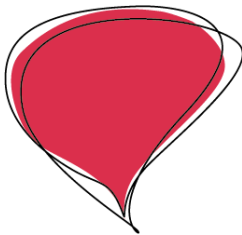
EMPLOYEES ONLY

Award Criteria:

Providing residents/clients/participants with an environment that is safe and where punctuality, responsiveness, and individual choices are accommodated with kindness and respect while maintaining safety.

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

- Introduces initiatives that contribute to a culture of safety and the development of solutions or controls to respond to identified risks.
- Speaks up 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 to whom they provide care/services.
- Is 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.



Excellence in Advocacy

EMPLOYEES ONLY

Award Criteria:

Commitment to advocating for the rights of the resident/client/participant to make their own choices and decisions about the services they receive.

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

- Embraces and supports the rights of the resident/client/participant to live life in the way they choose.
- Is respectful and knowledgeable about the culture, experiences and personal needs of residents/clients/participants and is respectful and inclusive of diversity.
- Ensures that the individual's voice is heard in all situations where a decision relating to them is being discussed.
- Speaks up when an individual is unable to do so themselves and provides support for the individual to advocate for themselves.
- Collaborates with the individual and stakeholders to achieve the outcome that the resident/client/participant desires.
- Supports the decisions of the client/resident/participant, even when a decision is contrary to their own personal views or beliefs.



Award Criteria: Volunteer Award **NEW**



Outstanding Volunteer Contribution

VOLUNTEERS ONLY

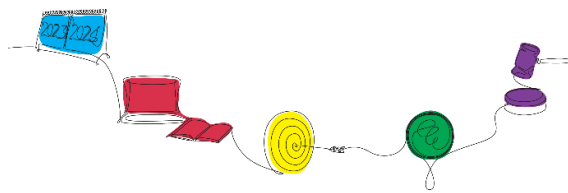
Award Criteria:

Offering time, talents, expertise, care and support to Vasey RSL Care and its residents/clients/participants to improve the individual or group's quality of life, in an exemplary way.

Examples of **Outstanding Volunteer Contributions** may include (but are not limited to):

- Supports and encourages clients/residents/participants to continue to connect with activities that give meaning and purpose to their lives.
- Has shown initiative in creating new activities or extending existing activities to reach new residents/clients/participants.
- Has connected and engaged with individuals and helped them overcome barriers to being involved.
- Has been reliable, responsible, and has gone the extra mile to make a difference in the life of a resident/client/participant.
- Sees opportunities to connect clients/residents/participants with people, groups or activities that respond to their personal preferences and passions.
- Enables clients/residents/participants to strive towards their full potential.

Award Criteria: Team Award



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/participants.

Team Camaraderie Award

Award Criteria:

This award is determined based on the submission from each department manager (excluding Central Office corporate service departments) on multiple criteria including performance data, occupancy/client numbers, resident/client/participant feedback and achievements.

