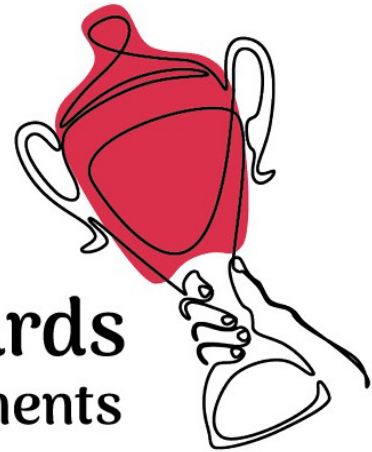


# Vasey RSL Care: Saluting Excellence Awards Recognising Employee's Achievements



1 July 2026

Dear Employees and Volunteers

**Nominations for the Vasey RSL Care Saluting Excellence Awards 2026 are now open.**

The work we do at Vasey RSL Care simply wouldn't be possible without our incredible employees and volunteers. Every day, our compassionate, skilled and dedicated workforce responds to our Mission, Promises, Vision and Purpose to provide the best possible experience for those we support.

Each year, our Saluting Excellence Awards give us the opportunity to celebrate your contribution to our organisation and to say 'thank you!'. Recognition through these Awards is a genuine reflection of the excellence you bring to your role — and something to be truly proud of.

**Is there a colleague or volunteer who inspires you in your work?**

Take a moment to reflect on your time at Vasey RSL Care...

- Who has helped you grow?
- Who makes your workplace a better place to be?
- Do they deserve to be recognised?

**If the answer is yes, we encourage you to nominate them for an award.**

I'm incredibly proud of the organisation we've built together, and I know there are so many deserving people whose efforts shape the lives of those we serve. Let's make sure their contributions are celebrated in our 2026 Awards.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Janna Voloshin'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

**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 2025 to 30 June 2026**. The nomination must meet or exceed the award criteria, and the individual/team must have demonstrated exceptional excellence in the way they carry out their role, inspiring those around them and setting exemplary standards.

**Please read the criteria carefully as the criteria have changed since last year.**

## 1. Who can Nominate?

Yes	No
<ul style="list-style-type: none"><li>✓ Employees, volunteers, residents, participants and family members of residents and participants may nominate Vasey RSL Care employees and volunteers, including managers and supervisors and members of the Recognition Selection Committee.</li></ul>	<ul style="list-style-type: none"><li>× Employees and volunteers are not permitted to nominate themselves for an Award.</li></ul>

## 2. Who can be Nominated?

Yes	No
<ul style="list-style-type: none"><li>✓ Employees or volunteers who were employed or engaged by Vasey RSL Care during the Nomination Period of 1 July 2025 to 30 June 2026 and remain employed or engaged at the time of the awards ceremony in permanent full-time, part-time, casual or volunteer positions.</li><li>✓ Award nominees and recipients from previous years' Awards, provided the nomination is regarding their achievement during the nomination period.</li><li>✓ You may nominate multiple employees for Awards.</li><li>✓ 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.</li></ul>	<ul style="list-style-type: none"><li>× 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.</li><li>× Posthumous nominations are not accepted.</li></ul>

**IMPORTANT:** All nominations are forwarded to the relevant Residential or Departmental Manager for checking and endorsement. Please ensure you have provided evidence to support



your nomination so that it can be approved as meeting the awards criteria for assessment by the Awards Recognition Selection Committee.

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

### 3. Enquiries

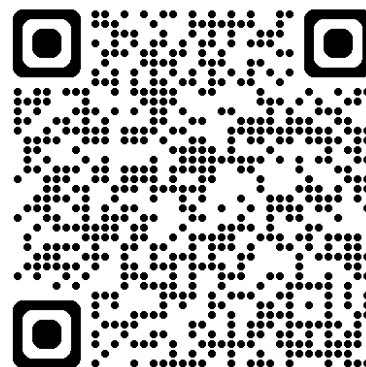
Please speak to your Residential Manager or Department Manager if you have any questions.

### 4. Submitting your Nomination(s)

Deadline for nominations: **5pm on Sunday 9 August 2026**

Visit: [vaseyrslcare.org.au/awards2026-employees/](https://vaseyrslcare.org.au/awards2026-employees/)

Or Scan the QR code >>>>



### 5. Award Nomination Assessment

After the nomination period closes, nominations are assessed by the Recognition Selection Committee, who will:

- ✓ Evaluate nominations according to the award category criteria, based on merit and the endorsement provided by the relevant manager.
- ✓ Attend the selection meeting and determine award recipients for all Awards.
- ✓ Determine the number of recipients in each award category.
- ✓ Provide 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. Individuals/teams whose award nomination has been endorsed by their Manager as meeting the award criteria (award nominee) will be notified in writing and invited to the Saluting Excellence Conference.



# Award Categories 2026 – Individual Awards

## Employees:



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



**Excellence in Dignity**



**Excellence in Camaraderie**



**Excellence in Care and Support**



**Excellence in Safety**



**Excellence in Growth**



**Outstanding Achievement Award**

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

## Volunteers:



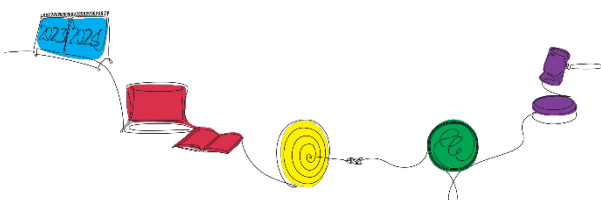
**Outstanding Volunteer Contribution**

## Individual Award Prizes

Individual Award Recipients receive:

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

## Award Category 2026 – Team Award



**Team Camaraderie Award**

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



# 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):

- ✓ Is a role model for Vasey RSL Care's values and behaviours in the workplace.
- ✓ Honours and is sensitive to the heritage and traditions of the ex-service community.
- ✓ Is passionate about their role, inspires others and exceeds expectations.
- ✓ Consistently demonstrates fairness and equity.
- ✓ Works to remove barriers to enable access to activities or services.



## Excellence in Dignity

EMPLOYEES ONLY

### Award Criteria:

Recognises the unique worth and the rights of each person, and respects their choices and privacy.

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

- ✓ Supports residents and participants to pursue their personal goals, keeping what matters most to them at the heart of every decision.
- ✓ Understands cultural and identity differences between people, and respects individual beliefs, values, practices and opinions, creating an inclusive environment where everyone feels seen and valued.
- ✓ Respects that personal choice is vital to wellbeing, even when honouring a resident's or participant's decisions feels uncomfortable, and advocates for their right to self-determination.
- ✓ Speaks up respectfully when they witness behaviour that does not uphold the dignity or rights of others, fostering a culture of accountability.





## Excellence in Camaraderie

EMPLOYEES ONLY

### Award Criteria:

Fosters an environment of connection and belonging where every person feels valued, supported and part of the team.

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

- ✓ Fosters a positive team environment and instils a culture where people genuinely enjoy coming to work.
- ✓ Works collaboratively with others, openly sharing knowledge, skills and experience to help the whole team succeed.
- ✓ Values and acknowledges the contributions of others, taking time to recognise both big achievements and the everyday efforts that often go unnoticed.
- ✓ Treats all with respect, kindness and courtesy.
- ✓ Facilitates an environment in the workplace that is comfortable and easy to work at for everyone around.
- ✓ Is flexible and adaptable, welcoming the ideas and suggestions of others and respecting differing opinions and perspectives.
- ✓ Approaches difficult conversations with empathy and openness, working through differences in a way that preserves relationships and trust.



## Excellence in Care and Support

EMPLOYEES ONLY

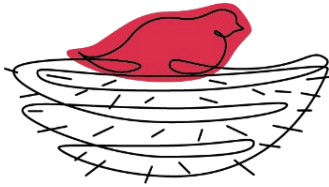
### Award Criteria:

Provides compassionate care, support or service that is considerate of the individual, and contributes to improving outcomes in care, support or service that enriches the lives of residents/participants.

Examples of **Excellence in Care and Support** may include (but are not limited to):

- ✓ Consistently provides outstanding compassionate care, support or service and practice, and is a role model of care and support to those around them.
- ✓ Consistently delivers positive outcomes in service provision for residents/participants.
- ✓ Advocates for improved quality care, support or service.
- ✓ Understands the needs of residents/participants so that care, support or services are proactive and empowering.
- ✓ Goes 'the extra mile' for residents/participants.





## Excellence in Safety

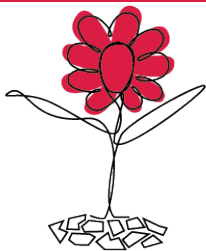
EMPLOYEES ONLY

### Award Criteria:

Provides residents/participants with an environment that is safe and where individual choices are accommodated with kindness and respect.

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

- ✓ Consistently follows safety processes and protocols.
- ✓ Introduces initiatives that contribute to a culture of safety and the development of solutions or controls to respond to identified risks.
- ✓ Speaks up respectfully when they witness unsafe practices or behaviours, fostering a safety-focused culture.
- ✓ Is a role model for a safety mindset that fosters a sense of safety and security in their colleagues and the residents/participants.
- ✓ Has a strong awareness of how one's own behaviours impact on the safety of others.



## Excellence in Growth

EMPLOYEES ONLY

### Award Criteria:

Demonstrates an ongoing commitment to growth — personal, professional, or organisational — that strengthens Vasey RSL Care and the lives of those we serve.

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

- ✓ Actively seeks opportunities to develop in their role through additional responsibilities, training, learning or stretch projects.
- ✓ Applies new knowledge and skills in ways that improve the quality of care, service or support provided.
- ✓ Encourages and supports colleagues to grow in their own positions, generously sharing knowledge, experience and time.
- ✓ Contributes to the growth of a service, team or program by identifying opportunities for improvement, innovation or expansion.
- ✓ Helps residents and participants to flourish by thinking creatively, exploring new approaches and opening up new possibilities for them.
- ✓ Embraces change with a positive, curious mindset and inspires others to see growth as a shared journey at Vasey RSL Care.



# Award Criteria: Volunteer Award



## Outstanding Volunteer Contribution

VOLUNTEERS ONLY

### Award Criteria:

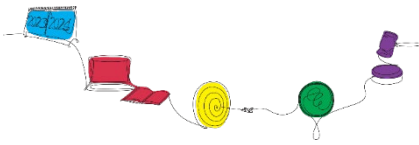
Offers their time, talents, expertise, care and support to Vasey RSL Care and its residents/participants to improve quality of life in an exemplary way.

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

- ✓ Supports and encourages residents/participants to continue to connect with activities that give meaning and purpose to their lives.
- ✓ Shows initiative in creating new activities or extending existing activities to reach new residents/participants.
- ✓ Connects and engages with individuals and helps them overcome barriers to being involved.
- ✓ Is reliable, responsible and goes 'the extra mile' to make a difference in the life of a resident/participant.
- ✓ Sees opportunities to connect residents/participants with people, groups or activities that respond to their personal preferences and passions.
- ✓ Enables residents/participants to strive towards their full potential.



# Award Criteria: Team Award



## Team Camaraderie

TEAMS ONLY

### Award Criteria:

Recognises an aged care home, department, program team, committee or project group whose collective effectiveness and impact is greater than the sum of its individual members, delivering positive outcomes for residents, participants or Vasey RSL Care as a whole.

Nominators may nominate a team they are a direct member of.

Nominations for teams where the nominator is not a direct member but has identified excellent teamwork and outcomes will be looked on favourably.

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

- ✓ Works cohesively towards shared goals, with team members supporting one another to achieve the best possible outcomes.
- ✓ Demonstrates trust, respect and open communication, creating a positive and inclusive environment where every team member feels valued.
- ✓ Draws on the diverse strengths, skills and perspectives of its members to deliver care, services or project outcomes that no individual could achieve alone.
- ✓ Navigates challenges together — sharing the workload, problem-solving collaboratively and celebrating successes as a group.
- ✓ Embodies the spirit of camaraderie at Vasey RSL Care, showing that when we work together with purpose and care, we achieve more for the people who rely on us.

