



# PPMA Excellence in People Management Awards 2022

## Information pack





**The awards are our annual opportunity to celebrate and share the fantastic work going on every day in our organisations.**

We make no apologies for celebrating your success. Working in Public Service is increasingly demanding and challenging but profoundly rewarding.

The work of HR & OD colleagues ensures organisations succeed and deliver excellent services to all of our citizens.

As ever, our tremendous sponsor community continues to support our Awards and we are very grateful to them for that. Each award is supported by an individual sponsor.

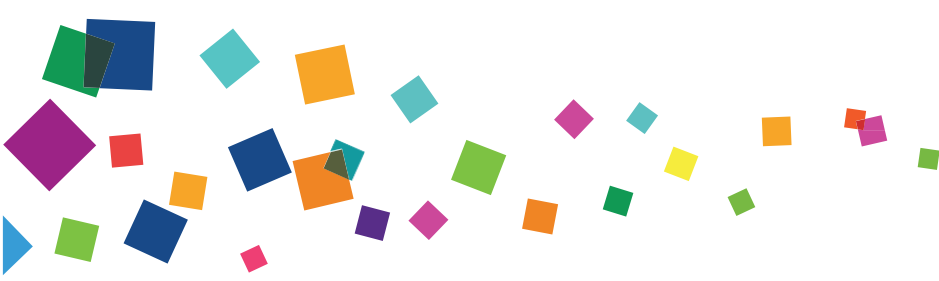
PPMA looks forward to continued ongoing partnership working in the coming years with all of our sponsors

## **Awards Shortlisting and Ceremony**

All shortlisted entrants will be announced on Wednesday 16<sup>th</sup> February 2022. The final awards ceremony will be held at our Annual Conference at the Midland Hotel Manchester on Thursday 28<sup>th</sup> April 2022.







#### You can:

- Enter into one or more Award Categories, but a separate entry form will be required for each entry
- The work / project referred to in any Award Category submission, or some part of it, must have taken place between May 2020 and December 2021.

#### You cannot:

- Enter more than one award in the same category
- Submit an entry on behalf of another organisation without their permission

Entries from PPMA Board Member organisations, or sponsors can be submitted. But the relevant Board member/sponsor will have no part in the judging of these entries.

## Why should you enter?

Simply put, this is **the national opportunity** to have your work recognised amongst supportive colleagues, the wider media and Public Service leaders. Chief Executives and other highly influential people have agreed to support the judging process this year.

Through sharing your work, you will also be able to influence good practice across the whole of Public Services. This is a great development opportunity and one we hope you take with open arms!

## Who can enter?

**The PPMA Excellence in People Management Awards 2022, is open to ALL public sector organisations, voluntary sector organisations, charities, private sector partners, individuals and academic institutions with a place of business, registered office or home address in the UK.**

#### Cost to Enter:

**PPMA Members £25 +VAT**

**Non-Members £50 + VAT**

**per submission to enter an award in any category.**





## The Categories are:

### Best Innovation in Recruitment

- Sponsored by – greater.jobs

Entrants will be able to showcase a recruitment campaign which has utilised innovation in a way that had maximum impact on the campaign.

### Best Creative Recruitment Campaign

- Sponsored by – Matrix-SCM

This award recognises the best creative concept for a recruitment campaign. This can be in print, digital, or events etc, but should be representative of a whole campaign with supporting evidence

### HR Leader of the Year

- Sponsored by – Penna

Members of the HR/OD leadership team at any level, are a vital support for the chief executive and elected members and to the efficient and effective running of the authority. This category recognises this important role and welcomes examples of strategic leadership above and beyond, ingenuity, results, values, motivational abilities and leadership in disruption as seen by citizens, partners, staff, politicians and peers.

### Public Sector Team of the Year

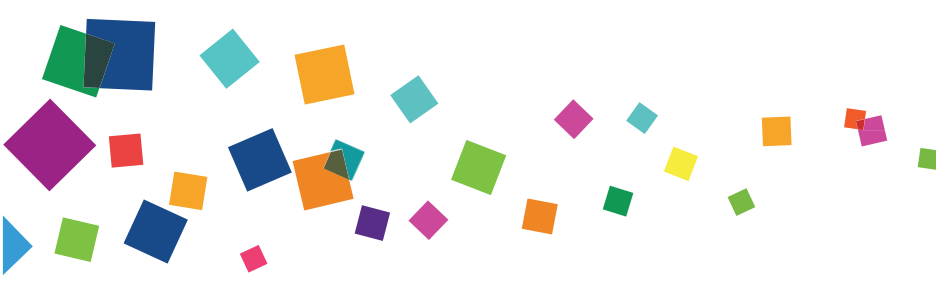
- Sponsored by – Oracle

This award recognises the public sector team that has gone above and beyond the day to day work of HR & OD colleagues. This team will be seen as a role models for excellent practice nationally.

# What awards are there?

There are 17 awards this year., including those for our **Let's Talk: You Talent Management programmes.**





## The Categories are:

### **Best Workforce Transformation/ Change Initiative**

○ Sponsored by – The MJ

The workforce has forever changed. Motivated and involved employees, with the right behaviours and attitudes, are key to delivering customer focused and flexible services. Public Services need to manage and motivate their workforces to increase productivity and transform local public services.

This award provides an excellent opportunity for public service organisations to shine a light on their achievements. How have they engaged and managed their workforces through major service transformation and delivered unique and improved services for customers and local communities, whilst at the same time providing a richer work experience for employees.

Has your organisation adopted a truly unique and innovative approach to workforce transformation?

The winner of this award will be able to demonstrate that they have truly led the field in terms of workforce transformation. They will show how they have built a productive workplace through employee engagement and countered the negative impact disengagement can have on organisational performance.

### **Best Health and Wellbeing Initiative (including mental health, general health & Safety)**

Sponsored by – Salary Finance

Entrants in this category will be able to show evidence of a health, safety and/or wellbeing initiative that has significantly impacted the engagement, commitment, health and wellbeing of the workforce through the adoption of creative and innovative interventions.

### **Best Employer and TU Partnership**

Sponsored by – Opus People Solutions

This award recognises the importance of effective and respectful partnerships with trade unions across the public sector. It provides an opportunity to demonstrate how such meaningful partnerships can achieve sustained improvements for the workforce, the organisation and the communities we serve.

# What awards are there?

**Our Let's Talk: You Talent Management programmes are awarded during the programmes. But we will be celebrating the winners at our Virtual Conference.**





## The Categories are:

### Best Talent Programme

- Sponsored by - Tribepad

Skills shortages have been identified as a concern by all parts of the public sector as well as at the highest level of government, and the impending exit from the EU means that more than ever before, organisations will need to identify and develop their talent, enhancing internal mobility and capability.

This award recognises employers who are seeking to address this challenge by implementing a future-fit, evidence based and ethical talent management strategies to address current and future needs of their organisation.

### Best Inclusion and Diversity Programme/Initiative

- Sponsored by – Crown Commercial Services

This award is open to an organisation or a partnership presenting evidence of a diverse and inclusive culture that permeates the workforce and/or the broader local area.

The submission could demonstrate the organisation's attempts to foster a more diverse and inclusive workplace for all employees, and members, and describe how this is helping to attract and retain talent.

It could include internal initiatives to promote a wide range of careers on the organisation to appeal to different people. The entry could alternatively focus more on the broader local area, highlighting initiatives to foster diversity and help facilitate inclusion across the local community.

It may include how your organisation has worked with other businesses and other organisations to improve opportunity or participation. It could look at engagement.







## The Categories are:

### Best Partnership / Collaboration

o Sponsored by - Osborne Thomas

This award is open to two or more public sector or public / private sector bodies working together. As public services seek to provide more seamless, efficient and integrated service and systemic leadership they are increasingly working with other public sector bodies across traditional organisational boundaries. This award is open to partnerships centred around either the joint work of two or more public / private sector or around the joint work of several organisations collaborating together.

### Excellence in Service Delivery : The Unsung Heroes

o Sponsored by - Commercial Services Group

A significant aspect of any HR/OD team is the unsung operational heroes who impact upon the lives of every employee of their organisations each and everyday through recruitment, payroll, pensions and general employee support. These essential services make and break the reputations of any HR/OD service and we want to celebrate the best of the best!

These essential services are the most visible face of HR/ OD and this category seeks entries from teams who have demonstrated consistency of the highest level set alongside creativity and innovation in their service provision with a clear outcome evidence by user engagement and feedback.

### Service Super Stars

o Sponsored by – McLean Partnership

Without question, COVID-19 pandemic has highlighted the very best in public services, with frontline workers across the country going far above and beyond their personal and professional duties. There have been thousands of public service superstars across the country, and now we are looking for the individuals and teams that have really shone.

### GOLD AWARD

Awarded to the best overall winner, the winner of this award will be selected from all of the categories winners.





**ORACLE**



**Crown  
Commercial  
Service**

**greater•jobs**

**THE MJ**

## Our Sponsors

We would like to thank all of our sponsors for supporting this years awards.



**ppma**  
PUBLIC SERVICE PEOPLE  
MANAGERS' ASSOCIATION





## What are the key dates?

**27<sup>th</sup> October 2021**  
Awards Launched

**7<sup>th</sup> January 2022**  
Closing date for entries

**2<sup>nd</sup> February 2022**  
Judging Event

**16<sup>th</sup> February 2022**  
Shortlisting Announcements

## How do I submit an entry?

You must complete a submission form for each entry you want to submit. Please follow the instructions clearly, but if you have any questions at all please email [admin@ppma.org.uk](mailto:admin@ppma.org.uk)

Entries submitted after the closing date will not be accepted. Submissions are limited to 1200 words and a 1 page attachment of up to 5Mb. Entries exceeding this limit will not be accepted.

**We wish you the very best of luck!**





# What are the judging criteria?

**Criteria have been identified for each of the award categories. These will be applied consistently by all of the judges involved.**

Please ensure that you read the judging criteria carefully.

Each entry you submit should ensure that you can demonstrate how your work/project meets or exceeds the criteria the judges are looking for.

Following the closing date, entries will be issued to a panel of judges.

Our judges this year include Chief Executives of a variety of Public and Private Sector organisations and PPMA Board Members.

Awards judging will take place on Wednesday 2<sup>nd</sup> February 2022.

Awards shortlisting will be announced on Wednesday 16<sup>th</sup> February 2022.

You can find more details about these events on our website events calendar.





EXCELLENCE IN PEOPLE  
MANAGEMENT AWARDS 2022

## General Information

<b>CATEGORY ENTERED:</b>	
<b>Name:</b>	
<b>Organisation:</b>	
<b>Address:</b>	
<b>E-mail:</b>	
<b>Tel No:</b>	

## Submission Details

<b>Organisation or individual to which this submission relates (if different from above):</b>	
<b>Approximate size of organisation (number of employees) if applicable:</b>	
<b>Number of employees covered by the initiative if applicable:</b>	

**We may use your submission as a case study for publication both on the PPMA website and in broader Press activity.**

Please tick to say you agree for your submission to be used in this way







## Submission Criteria

To enter, submit your response in Word format of up to 1,200 words, which addresses the following general criteria

- The impact your work has had on the organisation and how you measured this.
- How you involved key stakeholders in the work
- Your approach to the work/project and why this is different to work you normally undertake.

Please also ensure that you address the Award Specific Judging criteria in your response. You can find more information on [www.ppma.org.uk](http://www.ppma.org.uk)

Please attach your entry of up to 1,200 words to this form and if required a 1 page attachment (5mb max size) to support your entry and return to [admin@ppma.org.uk](mailto:admin@ppma.org.uk) by 5.30pm on Friday 7th January 2022.

### **Cost Per Entry in any category**

**Members £25 + VAT** (£30 in total)

**Non Members £50 + VAT** (£62.50 in total)

This can be paid via the website by using the payment button in the top left of the page or by requesting an invoice via our finance manager Kim McNery: [finance@ppma.org.uk](mailto:finance@ppma.org.uk)

