



Outstanding initiative (Non-clinical) award

This award is an opportunity to showcase best practice and innovation and will be presented to a non-clinical team or individual who has developed and successfully implemented a new or improved service or delivered a successful project, which has had a positive impact on front-line services.

The shortlisted candidates are:

Implementation of talent management and appraisal plus, mental health services for older people leadership team, Roseberry Park, Middlesbrough

This team has been described as “deserving a medal” for their innovative approach to the implementation of talent management. They believe that if staff have meaningful talent management conversations and are motivated in their roles, they will provide better services. Team managers were encouraged to take part in appraisal and talent management training, taking responsibility for offering each staff member a talent conversation. The team noticed a variation in the uptake of conversations and spent time managing misunderstandings and concerns, so when the opportunity was reoffered, uptake improved. Staff have felt invested in and valued through the process. There have helped create understanding about the provision of training and the capacity to release staff for training.

Autism strategy project team, Trustwide

Putting autistic people at the centre of services is central to the work of this team. They have demonstrated the vision, ambition and leadership to help provide mental health services that meet the needs of autistic people. The team, which is truly multi-disciplinary involving non-clinical and clinical staff alongside service users and their carers, believes that services should involve the people who use them and should be respectful and personalised to everyone. They are now well on their way to implementing adjusted care pathways. The team delivers mandatory autism awareness training for all Trust staff and more detailed training for those on the front line of adult mental health services (more than 700 people to date). The project has developed much clearer transition arrangements and is influencing the Trust’s partners whilst changing the culture of the Trust. Many more staff can now do the right thing for autistic people helping them to lead fulfilling and rewarding lives.

Yvonne Liddle (the pop-up library), Trustwide

The popular pop-up library brings the Trust’s library resources and staff expertise to colleagues who don’t usually use the service across the vast TEWV geographical area. Yvonne picked up the gauntlet of taking the library service out of the four static library locations and into building across the Trust. Last year 2,500 books were issued to staff

members through the pop-ups and 150 literature searches were conducted for staff, many of whom did not realise this service was available. Colleagues have expressed their gratitude for the service and for library staff taking the time to help them access essential resources and allowing them to see what the service has to offer.

Volunteer project, older people's mental health services, Sandwell Park Hospital, Hartlepool

The service is nominated for its development of a unique training course for women from the South Asian community. The five week health and social care course, is run by the Trust, Nur Fitness and Middlesbrough community learning services. The aim is for women who have taken the course to become volunteers and eventually work for the Trust through the temporary staffing team. This was a great opportunity to change the staffing demographic within older people's services, ensuring it's more reflective of the communities that it serves as well as breaking barriers around mental health. The impact has been tremendous, with many women who previously suffered in silence, now feeling confident about their understanding of mental health and the treatment options open to them. The Trust now has four paid BAME staff who secured a post by completing the course and another 25 participants are set to start.