WA Disability Support Awards 2023

Nomination Guide

NDS National Disability Services

About the Awards

The WA Disability Support Awards celebrate the significant contribution of individual workers and teams who support people with disability to achieve their goals.

The Awards recognise and reward people who go beyond ordinary standards of service and provide the highest standard of individualised support to people with disability. The Awards also provide an opportunity to recognise excellence in leadership and innovation to continuously improve disability supports and create better outcomes.

The Awards highlight the important role of disability sector workers in providing high quality services that support people with disability exercise real choice and control. Award nominees demonstrate excellence and commitment in supporting people with disability.

A high-quality workforce that strengthens, safeguards and provides greater choice for people with disability is a vital part of building quality disability services throughout Western Australia. The Awards showcase the very best approaches and help the disability sector attract, recruit and retain a capable and committed workforce.

Information about the Awards is available on the NDS website and you can also keep up-to-date with the Awards by liking us on Facebook at www.facebook.com/DSWAwards.

2023 Award Categories

1. Excellence in Leadership
2. Excellence in Home and Family Support
3. Excellence in Innovation
4. Excellence in Regional Support
5. Excellence in Rights Promotion
6. Excellence in Supporting Employment Outcomes
7. Excellence in Supporting Inclusion and Citizenship

Key Dates

19 October 2022
Nominations open

9 December 2022
Nominations close

24 March 2023
WA Disability Support Awards Gala Dinner

Preparing Your Nomination

1. Gather relevant information and start building your nomination.
2. Tell the story of what the individual or team does, and the significant impact they have had on your life, the life of your family member or a person(s) with disability.
3. Use the questions which are provided for each award category in this Guide.
4. Use real examples that can be easily understood.
5. Avoid abbreviations, acronyms or language other people might not easily understand.
6. If you make general claims about the person, for example “he has great patience

and compassion", "she has a can-do attitude", or "he supports choice and control", make sure you back them up with details and real examples.

7. Do not assume that judges will already know about a particular project or program.
8. The STAR method is a useful approach (Situation Task Actions Results). This can ensure you explain what the issue was, what needed to be done, who did it, how it was done and the outcome.
9. NDS can provide advice to assist you to develop your nomination – please email Michelle Crook at, michelle.crook@nds.org.au.

Completing Your Nomination

1. Decide on the most suitable Award Category – you can select more than one Award.
2. More information is provided in the "Award Categories" section of this Guide on what will be considered by the judges.
3. Nominations may be submitted for either an individual or a team / organisation – please complete the relevant section of the Nomination Form.
4. Every nomination must be made or endorsed by a person with a disability, family member or carer (Nominator A). Where possible, nominations should also be supported by the organisation employing the Nominee (Nominator B).
5. For your nomination to be accepted, you must ensure you have the following:
   - Permission from your nominee to be nominated. If you are nominating a team, all team members must agree to be nominated.
   - Confirmation from all Nominators that they have read and agreed to the Terms and Conditions set out in this Nomination Guide.
   - Permission from your nominee and any other person who appears in the nomination for NDS and event sponsors to use any information (textual or photographic) included in the nomination for promotional purposes.
   - It is the responsibility of the Nominator to advise NDS should any person mentioned in this nomination or supporting documents prefer to remain anonymous.
6. Check your facts – including the spelling of all names and email addresses, as this information will be used to contact nominees as well as on certificates and trophies.
7. Ensure all your additional information supports and strengthens the nomination and is in an accessible format.

Submitting your nomination

To nominate, access the online nomination form found at https://www.nds.org.au/resources/western-australia-disability-support-awards. If you have any issues submitting your nomination via the online form please reach out to the NDS Events Team at confs@nds.org.au.

Nominations close, 5pm Friday 9 December 2022.

Award Categories

Excellence in Home and Family Support

This Award is open to people who are employed in the disability sector as an individual support worker (or similar role) or a team of support workers and recognises their significant contribution to providing support that meets the needs of a person with disability at home. This can include supporting them to build their capacity and confidence, or to truly exercise control regarding how, where and with whom they wish to live.

Nominations which recognise a worker or team that supports an individual with exceptionally complex support needs to lead the life they choose will be particularly well regarded.

Judging Criteria

1. Is there clear evidence or examples of the significant positive impact the nominee had on the person with disability they support (including family and carers)?
2. Is there clear evidence or examples of how the nominee assisted the person with disability they support to expand or enhance their home and family life in a meaningful way?
3. Does the nomination provide clear examples of, or explain how the nominee demonstrated best practice or excellence in home and family support?

Examples:

- Commitment to supporting a person with disability with complex needs to achieve specific personal goals;
- Assisting a person receiving home support to connect with family, or broaden their networks;
- Supporting a person with disability to further their independence, skills and confidence;
- Supporting or building family capacity and resilience; or
- Working alongside or supporting a family or person with disability during times of difficulty.

Some questions to help you tell the story:

- What has changed for you or the person with disability because of this support?
- How did the nominee build on a person's strengths and support their needs and life goals?
- What are you or the person with disability involved in now that is new, has been improved on, or made possible through the support of the nominee?
- Why is this important to you or the person with disability?
- How did the nominee support the person with disability to make individual choices and be involved in making decisions about their supports?
- How were services provided in a way that suited the person with disability, including, age, gender, culture, language, faith, sexual identity, and relationship status.
- What does the nominee do that demonstrates true excellence in home or family support?

Award categories

Excellence in Innovation

This Award is open to any person, team (including allied health professionals), Disability Support Organisation or their Board operating in the disability sector, who has developed new or innovative approaches to improve the lives of people with a disability, including those with complex or acquired disability. The innovation may have been prompted by feedback from people with disability, families, carers and funders or be a result of a review or co-design with people with disability. The approach must have been turned into an evidence-based solution which improves the outcomes or adds value for people with disability.

Judging Criteria

1. Is there clear evidence of change in the nature of supports or the way they are provided?
2. Does the nomination provide evidence of deliberate effort to innovate and improve service quality?
3. Is there evidence that the innovation results in improved capacity, independence or other significant improvements to individual outcomes for a person with complex disability?

Examples:

- Changes to practice and how services are delivered that leads to better life outcomes and reduces reliance on formal supports and/or paid services;
- New ways of involving people with disability, families and carers in decision making about services or improved communication that increases people's choice and control in their daily life; or
- An innovative use of technology that makes a significant difference in post-catastrophic injury rehabilitation, care and independence.

Some questions to help you tell the story:

- What has the nominee done, or what are they doing, that is innovative?
- What has changed for the person or people concerned and why?
- How has the innovation had an impact on service quality or long-term outcomes for a person or people with disability?
- Can the innovation be scaled up or extended to support other people with disability?
- Does the innovation reduce the person's reliance on formal and/or paid supports?
- What have people who have experienced the innovation said about its effectiveness or impact that makes you want to submit this nomination?
- What does the change mean for people with disability and the community?
- Why is this innovation worthy of recognition and how does it impact on the person's capacity and independence?

Award categories

Excellence in Leadership

This Award is open to people employed in the disability sector and recognises emerging leaders, with the exception of CEO's or equivalent position, in the disability sector who have newly demonstrated the capability, determination and vision needed to build the confidence and competency of people around them and influence others to provide high quality support to people with disability.

Judging Criteria

1. Are there clear examples of how the nominee has shown leadership including being accountable and effective?
2. Is there clear evidence of, or examples where, the nominee has overcome obstacles, resolved problems, or led innovation and creativity to better support the goals and aspirations of people with disability?
3. Does the nomination provide evidence of excellence or best practice in leadership?

Examples:

- Driving the re-development or strengthening of existing services towards more flexible, personalised models of support;
- Fostering creative mindsets, innovation and collaboration;
- Providing support and mentoring to others in a rapidly changing environment; or
- Promoting an open, inclusive culture that supports ownership, empowerment and person-centred practise.

Some questions to help you tell the story:

- How has the nominee used their leadership skills when supporting you or other people, or when working as part of a team, or when in the community?
- How has the nominee been creative and resourceful in finding ways to improve the quality of services to you and/or people with disability?
- What were the impact or outcomes?
- How has the nominee made sure services and supports are planned and provided in ways that build on individual strengths?
- What behaviours has the nominee shown that demonstrate leadership capabilities?

Award categories

Excellence in Regional Support

This Award is open to people who live and work in regional Western Australia and are employed in the disability sector as an individual support worker (or similar role), or a team of support workers providing direct support to people with disability living in regional or remote Western Australia. It recognises a person or team who have made a significant contribution to providing quality supports, services and opportunities to a person with disability living in regional Western Australia.

Eligible nominees for other awards who meet the above criteria will automatically be entered in the Excellence in Regional Support Award.

Judging Criteria

1. Is there clear evidence or examples of the significant positive impact the nominee had on the person with disability they support (including families and carers)?
2. Did the nominee harness the benefits of the regional context or overcome obstacles or resolve problems in an effort to better support the goals and aspirations of people with disability in regional areas of Western Australia?
3. Does the nomination provide clear examples of, or explain how the nominee demonstrated best practice or excellence in delivering regional or remote supports?

Examples:

- Providing or developing services that are sensitive to the needs and culture of Aboriginal people with disability;
- Working collaboratively with community groups, other sectors and other disability service organisations to develop services that support the inclusion of and improved quality of life of a person with disability who lives in regional or remote Western Australia; or
- Innovative ways to engage people in their chosen community or in supports and services.

Some questions to help you tell the story:

- How has the nominee been creative and resourceful in finding ways to overcome the challenges of accessing services in regional and remote areas?
- What were the challenges in the regional setting and what did they do to overcome these?
- Why was this important to you or the person with disability?
- What did the nominee do that demonstrates true excellence in disability support?

Award categories

Excellence in Rights Promotion

This Award is open to people who are employed in the disability sector as an individual support worker (or similar role) or advocate or a team of support workers or advocates. It recognises a person or team that has made a significant contribution to supporting and promoting the human rights of people with disability, to exercise choice and control in their lives and build their capacity to do so. This can include assisting people with disability to understand their human rights, or opportunities and choices available to them, or to develop the skills to make independent decisions and self-advocate. Nominations that focus on the steps a person has taken to achieve their desired outcome will be favoured by the judging panel.

Judging Criteria

1. Is there clear evidence or examples of the significant positive impact the nominee had on the person or people they support (including families and carers)?
2. Is there clear evidence or examples of how the nominee supported people with disability to ensure their rights are respected and upheld or supported the person to build their capacity to self-advocate?
3. Is there clear evidence of the steps undertaken to achieve the desired outcome?
4. Does the nomination provide clear examples of, or explain how the nominee demonstrated best practice or excellence in supporting choice, control and building capacity?

Examples:

- Developing human rights or self-advocacy training for a person with disability, families and carers or support workers to support greater awareness of individual rights;
- Taking effective action in support of a person with disability by enhancing their understanding of the implications of restrictive practices;
- Advocating on behalf of or supporting a person with disability to develop self-advocacy skills; or
- Providing support to a vulnerable person with disability to participate on an equal basis with others.

Some questions to help you tell the story:

- How has the nominee promoted or supported your rights or the rights of people with disability?
- How has nominee supported you and what was the outcome for you?
- Why was this important to you or the person with disability?
- How was respect, self-expression and decision making supported or facilitated?
- What is the evidence of rights and responsibilities being enhanced or facilitated?
- What equality or social inclusion has been achieved or rights upheld?
- How did individual resilience, responsibility and independence increase?
- What has been improved, or made possible through the support or advocacy of the nominee?

Award categories

Excellence in Supporting Employment Outcomes

This Award is open to people who are employed in the disability sector as an individual support worker (or similar role) or a team of support workers providing direct support and recognises their significant contribution to supporting employment outcomes for a person with disability. This can include supporting them through the employment discovery phase, to secure meaningful and rewarding work, develop a micro-business, undertake work experience, or to develop the skills to work, find or keep a job.

Judging Criteria

1. Is there clear evidence or examples of the significant positive impact the nominee had on the person with disability they support (including family and carers)?
2. Is there clear evidence or examples of how the nominee assisted people they support to explore or achieve their employment goals? For example, to find and keep a job, to improve employment conditions, to develop job readiness skills, to develop a micro-business.
3. Does the nomination provide clear examples of, or explain how, the nominee demonstrated best practice or excellence in improving employment outcomes?

Examples

- Using strength-based personalised approaches to the employment of people with disability;
- Increasing employment opportunities for a person(s) with disability;
- Working with employers to reduce barriers to employing people with disability;
- Supporting a person with disability to build their skills and work towards employment; or
- Supporting a person with disability with starting or sustaining a micro-business.

Some questions to help you tell the story:

- What has the nominee done or what are they doing that demonstrates best practice in improving employment outcomes?
- How has the nominee supported you or the person with disability with specific employment goals?
- How have the supports provided built on a person's strengths and interests?
- What has been improved, or made possible, through the support of this nominee in terms of employment discovery, job readiness, finding satisfying work, overcoming barriers at work or working for yourself?
- How is the employment activity meaningful to you or the person with disability?
- What has the nominee done, or what are they doing, that is different from other support workers?

Excellence in Supporting Inclusion and Citizenship

This Award is open to people who are employed in the disability sector as an individual support worker (or similar role) or a team of support workers and recognises their significant contribution to improving the community inclusion and citizenship of a person with disability. This can include supporting them to be an active member of the community, to exercise choice, to build skills, knowledge and experiences or strengthen family and cultural connections.

Judging Criteria

1. Is there clear evidence or examples of the significant positive impact the nominee had on the person with disability they support (including family and carers)?
2. Is there clear evidence or examples of how the nominee assisted people with disability they support to expand or enhance their community involvement, strengthen their family connections or more fully exercise their rights as a citizen to participate in the community?
3. Does the nomination provide clear examples of, or explain how, the nominee demonstrated best practice or excellence in supporting inclusion and citizenship?

Examples:

- Supporting a person with disability to have an active and valued role in an organisation, service, or community association;
- Commitment to improving the accessibility of communication, information or facilities in the community in support of a person with disability;
- Actions that ensure people with disability can access and participate in activities of their interest and choice; or
- Supporting an Aboriginal person or person from a culturally and linguistically diverse background to access culturally appropriate community activities.

Some questions to help you tell the story:

- How has the support assisted you or the person with disability to be actively included in the community?
- How has the nominee had a positive impact on your life or the life of a person with disability?
- What are you or the person with disability involved in now that is new, has been improved by, or made possible through the support of this nominee?
- How is the person with disability supported to connect with their chosen communities in a way that is respectful and reflects their individual interests and preferences?
- How is the person with disability supported to make individual choices and be involved in making decisions about their supports?
- For a person with disability from an Aboriginal or culturally and linguistically diverse background, how was the support provided in a way that promotes community and cultural connection?
- What does the nominee do that demonstrates true excellence in supporting community inclusion and citizenship?

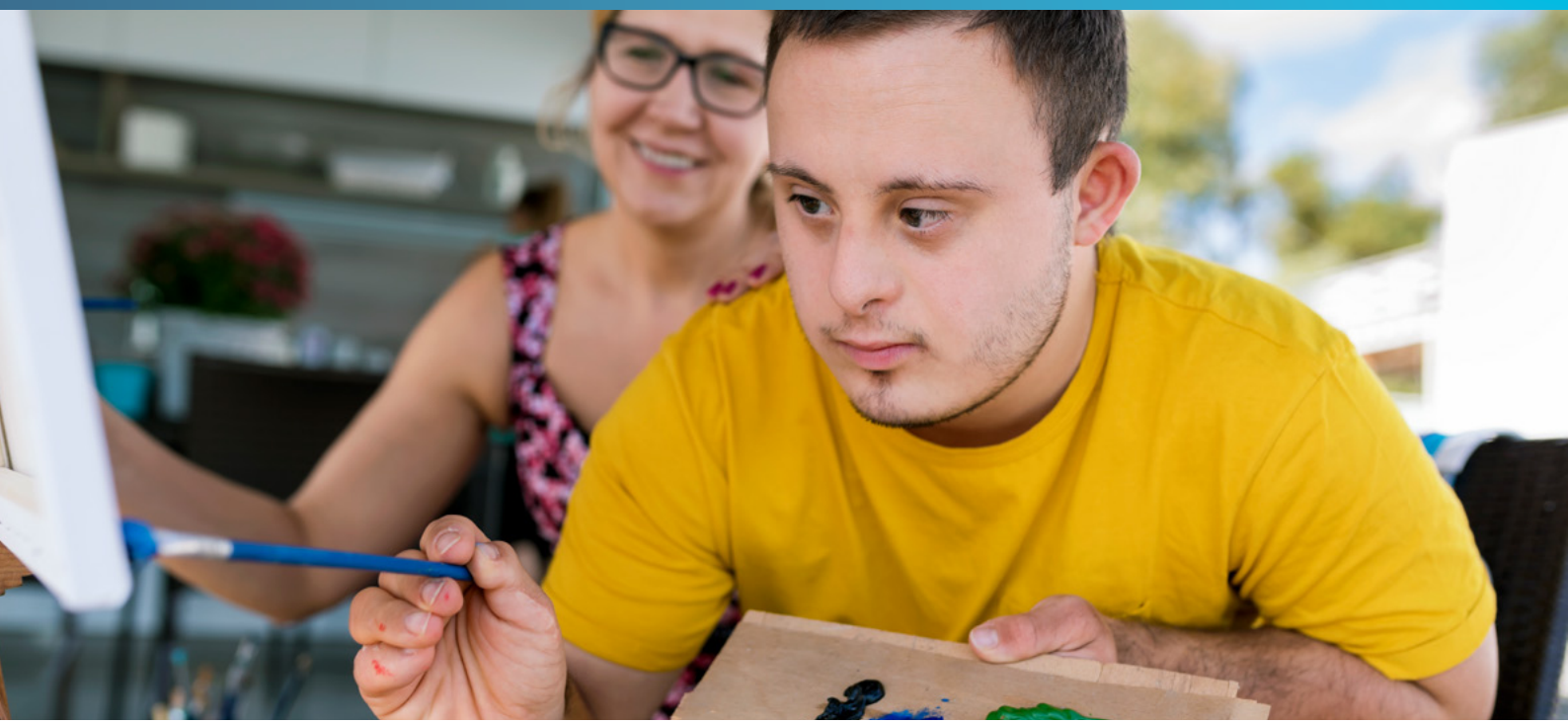
About the Awards Ceremony

Winners and finalists will be announced at a gala dinner on Friday 24 March 2023 at Crown Perth. Tickets for the gala dinner will be available for purchase from December 2022.

Winners of each category will receive a cash prize of $2,000 and a trophy. Nominees should be aware that the prize monies for each award will remain the same, regardless of whether an individual or a team wins the award.

Contact information

If you have any questions please contact Michelle Crook at, michelle.crook@nds.org.au.



Terms and Conditions

1. All information in the Nomination Form and the Nomination Guide forms part of the Terms and Conditions.
2. Nominations can only be accepted for people, teams, organisations or Boards in Western Australia supporting Western Australian people with disability.
3. All nominees will be contacted prior to the Gala Dinner, so please ensure you have the permission of your nominee to be nominated. If you are nominating a team, all team members must agree to be nominated. Nominations without nominee consent are ineligible.
4. Incomplete Nomination Forms received before nominations close will not progress to judging. They will be returned to the Nominator for completion with a fixed deadline.
5. All nominations must be received by 5pm, Friday 9 December 2022. Late nominations, or amendments to your nomination, may only be accepted by NDS with prior written consent.
6. All nominees must be employees paid for their work in the disability sector. They may only be nominated for the work undertaken in that role and may not be nominated for support provided in any voluntary capacity.
7. A “support worker” is someone who provides direct supports to a person with disability, and can be known by other job titles, such as residential aide, recreation assistant, mentor, community connector, personal care worker, house care person, job coach, skills trainer and others.
8. Department of Communities and National Disability Insurance Agency (NDIA) employees are NOT eligible for these awards.
9. Nominees cannot nominate themselves, either as an individual or part of a team.
10. Nominees may be nominated for more

than one Award category. Eligible nominees who provide support to people living in regional or remote Western Australia will automatically be entered in the Excellence in Regional Support Award category.

11. Nominees may only win one Award category.
12. It is the responsibility of the Nominator to ensure that anyone who appears in any photos, videos or audio files has given permission for the materials to be included in the nomination.
13. Photographs, videos and documents in support of a nomination will only be returned to the Nominator on request.
14. NDS reserves the right to contact the Nominee and any other person who appears in the nomination to request consent for any information provided (textual, photographic or other) to be used for promotional purposes.
15. Each Award category has a panel of judges who read and score nominations in that category. The judges meet to discuss their scores and finalists and winners are determined.
16. Individuals and teams nominated for awards are judged solely on the information provided. They will be assessed on their own merits, independent of the organisation they work for.
17. Judges are required to declare any real or perceived conflict of interest and withdraw from assessing any nomination where they are associated in any way with the nominator, nominee, nominated program or project.
18. The Judges' decision is final. No correspondence or discussion will be entered in to.
19. Winners and finalists will have their award details published in media releases and promotional materials.
20. Photographs taken by the official photographer at the awards ceremony may be used for promotional purposes by NDS, disability sector organisations and event sponsors.

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