

SILC Awards 2023

Nomination Guide

About the Awards

The Awards recognise the achievements of our cooperatives and their staff who demonstrate excellence, passion, vision and commitment to supporting people with disability.

The Awards will also provide an opportunity to promote good practice in delivering services in a family governed cooperative model and will showcase the work of our cooperatives as a place of innovation and as a place for a rewarding and successful career for people with the right values and approach.

Lastly, the Awards will provide recognition that the journey toward becoming a more inclusive Australia is everyone's responsibility. Small changes to the way we ensure people with disability are considered, included and valued in our cooperative, all add up to make a big difference.

Key Dates

- **Monday 21 August 2023:** Nominations open
- **Monday 30 October 2023:** Nominations close 5:00 pm AEST
- **Friday 24 November 2023:** Awards Ceremony

Nomination form

To nominate, access the online nomination form found [here](#). If you have any issues submitting your nomination via the online form please reach out to staff@silc.coop

Tips for preparing your nomination:

- Ensure the nomination addresses the specific category criteria.
- Describe the achievements of the nominee as they relate to the specific Award Category.
- Explain how the achievements have made a tangible difference to the lives of people with disability, their families or carers.
- Support your claims relating to the individual's attributes or qualities with examples that will be easily understood by the assessment panel – avoid jargon.
- More than one person can provide information to support a nomination. It is recommended that nominations are endorsed by a person with a disability, family member or carer.

- Excellence is defined as the quality of being outstanding or extremely good, over and above best practice. It is more than simply being good, satisfactory, competent or meeting standards.
- Keep answers concise and to the point. Either full sentences or dot points are acceptable. Avoid repeating examples.
- Keep a copy of the nomination form and any attachments, as these documents cannot be returned.
- Submit your nomination before 5.00pm Monday 30 October 2023

Judging Process

An judging panel, comprising people with disability, independent, Cooperative Board Members will determine the finalists. All nominations will be assessed against the specific criteria developed for each category.

Award Ceremony

The Award Ceremony will be held on Friday 24 November 2023 at Sky Phoenix Chinese Restaurant in Sydney, as part of SILC's Annual General Meeting. All nominees will be provided with further information.

Award Categories

Employee of the Year Award - Steve Anthony Founder's Award

Steve Anthony, the Founder of Supporting Independent Living Cooperative (SILC) was brave in the pursuit of an innovative contemporary accommodation model, which recognised the importance of the involvement of families and community in delivering the best possible outcomes for people with disability.

This award celebrates the SILC staff of the year who has been able to demonstrate the following:

Creative and impactful - this person has identified new and different ways to help the resident to develop new skills, to grow, and work towards living their best life. This could be something specific to helping the resident develop a new skill or something more broad at looking at making suggestions or changing old ways of doing things so that we can continue to make improvements for the lives of our residents. to change how things are done.

Family Centred Practice - this person recognises the value and importance of family having a role in achieving great outcomes for our residents. The staff member actively receives input from families either directly or indirectly, and works with the team to ensure the input from families are acknowledged and used to co-design the best possible solutions for the residents.

Communities and connection - the person recognises the importance of community and connection for our residents, and identifies small and/ or big ways to help our residents remain connected to their community.

Professionalism and empathy - the person consistently brings their best self to work by showing professionalism in the workplace, and an empathetic and supportive approach to the residents to help them to achieve their best life.

Excellence in contemporary practice

This award recognises the staff member who has embraced and implemented modern, evidence based practices in their work with SILC residents. It highlights the importance of staying adaptable, innovative and open to new ways of delivering exceptional support within SILC's Family Governed Cooperative model. It encourages staff to continuously seek ways to enhance their skills and contribute positively to the lives of residents, as well as valuing the input of families and working with families to jointly achieve great outcomes for residents.

This category celebrates the staff member who:

Stays informed - this person actively seek out and stay informed about the latest research, best practice in disability support.

Person centred support - highlights those who creatively deliver their services to be individualised to the needs and preferences of the SILC resident. Care and services are delivered in a way that respects the needs, preferences and aspirations of the individual.

Collaboration and Learning - this person demonstrates a willingness to collaborate with peers, attend training, workshops and engage in continuous learning to enhance their practice.

Family centred care - recognise the importance of the voices of families in contributing to positive outcomes for residents. Families have a lived experience of disability, and bring expertise to the table which can greatly enhance the lives of our residents.

Excellence in Community Engagement and Inclusion

We all value our friends, connections and a sense of belonging. This is the same for our residents. This awards recognises the staff members who can see that there are social and attitude barriers which exist for our residents, and they have identified ways for our residents to foster greater connection and friendships. This award underscores the importance of building bridges between residents and their communities, promoting a sense of acceptance, and enhancing their overall quality of life. This award encourages the creation of more inclusive and supportive environments for our residents to thrive.

This category celebrates the staff member who:

Social skill development - this person has actively supported the resident to build social skills,

confidence and self esteem, by including them in social situations in community and empowering them to navigate social situations.

Community connection - this person actively looks at ways to connect the resident to their local community to establish lasting connections. For example: this person may have made proactive attempts to introduce the resident to the local cafe so the resident gets to know the name of the cafe owner, and the owner gets to know the resident.

Outstanding Mentorship Award

We all have a role to play in improving the lives of our residents, and this award recognises the intrinsic leadership qualities that we all have to want to improve the lives of our residents. This award celebrates the staff member who has demonstrated exceptional skills to positively impacting the growth and development of their peers. It recognises the staff who has gone above and beyond to guide, inspire, and empower team members to do their best in their roles, providing valuable insights, guidance and support.

The award recognises and support the growth of a supportive mentorship culture that benefits both individual staff members, and the overall quality of care of the residents.

This category celebrates the staff member who:

Guidance and skill enhancement: recognises the staff member who has actively contributed to improving the skills, knowledge and expertise of their colleagues through personalised guidance and coaching formally or informally.

Self leadership and role modelling: this staff member demonstrates exemplary role modelling, demonstrating professionalism and empathy, and sets their own standard to always strive to achieve good outcomes for the team and for the residents,

Collaborative learning environment: this staff member has created an inclusive and collaborative learning environment, encouraging open dialogue, active participation and the sharing of ideas.

Rising Star Award

This award celebrates exceptional newcomers to SILC. It acknowledges the staff member who has joined SILC in the last 18 months, and has demonstrated outstanding dedication, passion, and potential. This staff member has made a significant impact early in their employment at SILC, showing a strong commitment to providing high-quality care and support to our residents.

This category celebrates rising star who:

Strong team player: Recognises the staff member who collaborate effectively with their colleagues and families, enhancing team dynamics and contributing positively to the overall support environment.

Quick learning and adaptability: this staff member has demonstrated a rapid grasp of key concepts, willingness to learn and the ability to adapt to new situations and challenges.

Empathy and compassion: this staff member consistently show empathy and compassion, and genuine concerns for the wellbeing and happiness of the residents, and considers the input from families as an opportunity to collaborate for and design ways to achieve great outcomes for the residents.

Service Award

This award is to honour team members who have demonstrated long term dedication and service to their role at SILC. This award acknowledges their unwavering commitment the sector of service and disability support.

These staff have demonstrated:

- 7 years of consistent service with SILC
- Contribution that goes beyond job responsibilities, showcasing a true commitment to the values of SILC
- Strong ethical conduct and adherence to the NDIS principles of empowerment, choice and inclusion.