



PREMIER'S EXCELLENCE AWARDS

The Premier's Excellence Awards will acknowledge individuals and teams who have consistently demonstrated exemplary service delivery while demonstrating the South Australian public sector values.

The Office of the Commissioner for Public Sector Employment is responsible for coordinating the Premier's Excellence Awards. This year, we invite senior public sector leaders including chief executives, agency heads and senior human resource leaders and directors to identify and nominate suitable employees within their agencies.

Chief executives and agency heads are encouraged to submit nominations for employees who have been shortlisted as finalists through their own agency-based reward and recognition programs. Chief executives and agency heads are also responsible for endorsing individual and team nominations submitted for consideration. Information regarding due diligence checks is outlined below under 'Eligibility'.

Nominations are open from Thursday 1 December 2022 to Friday 6 January 2023 and will be evaluated against robust selection criteria.



Categories

An individual and team will be recognised in each of the following award categories.

Category: Excellence in Service Delivery

Recognises an individual or team's exemplary service to the community of South Australia. Their program, service or initiative has had a far-reaching, positive impact. Cross-agency teams are encouraged to apply.

The judging criteria is comprised of two parts.

1A: Level of positive impact on the South Australian community – this may include practical examples where the individual or team has contributed significant positive impact in line with the sector's strategic priorities involving:

- contributed to the State's economic growth
- delivered positive health, social, security, environmental or educational outcomes
- added value to South Australia's prosperity and made it easier for the community to do business with government.

1B: Extent of positive impact on the community of South Australia including reach, scale and complexity – this includes practical examples where the individual or team has clearly demonstrated making a significant positive impact, applying an integrated and community-centric approach.

Impact is measured in terms of:

- reach (the amount of people affected)
- scale (the size of the outcome in present and future terms)
- complexity (the extent of the difficulty in achieving the outcome)
- level of multi-agency decision making and integration.



Category: Excellence in Service Delivery – Emergency Response

Recognises an individual or team's exemplary service to the community of South Australia in an emergency. Their program, service or initiative has had a far-reaching, positive impact. Cross-agency teams are encouraged to apply.

The judging criteria is comprised of two parts.

1A: Level of positive impact on the South Australian community – this may include practical examples where the individual or team has contributed significant positive impact to program or service delivery, involving:

- positive financial outcomes (e.g. cost efficiencies that benefit the community)
- social or environmental outcomes (e.g. improved wellbeing, community health benefits)
- added value to South Australia's prosperity, profile or sustainability.

1B: Extent of positive impact on the community of South Australia including reach, scale and complexity – this includes practical examples where the individual or team has clearly demonstrated making a significant positive impact on the community of South Australia in terms of the impacts:

- reach (the amount of people affected)
- scale (the size of the outcome in present and future terms)
- complexity (the extent of the difficulty in achieving the outcome)
- sustainability (the extent to which the solution will stand the test of time).



Category: Public Sector Values

Recognises an individual or team's demonstration of the South Australian public sector values in their service delivery.

The judging criteria is comprised of one part.

1A: The extent to which a team or individual demonstrated the South Australian public sector values in their service.

This may include practical examples where an individual or team has embodied the below values in their service delivery.

- **Service** – demonstrated excellence in service provision
- **Professionalism** – demonstrated excellence in professional conduct
- **Trust** – demonstrated confidence in other people
- **Respect** – demonstrated value in the people we engage
- **Collaboration & Engagement** – demonstrated collaborative approaches to identifying solutions
- **Honesty & Integrity** – demonstrated honesty, consistency and fairness
- **Courage & Tenacity** – demonstrated perseverance
- **Sustainability** – demonstrated focus on solutions that continue to produce outcomes for the community over the long term.



Category: Making A Difference – Living the South Australian Public Sector Purpose

Making a Difference so South Australia Thrives is the public sector's purpose statement and this category is awarded to both an individual and a team.

The award will be provided to those who have exemplified the public sector purpose statement through their role and their service to the community. Through their passion, commitment, and action they have made a positive difference to the lives of South Australians.

The judging criteria comprises of two parts.

1A. Team or individual is an exemplar for demonstrating the purpose in action, resulting in a positive impact to the South Australian community:

This may include examples of where teams/individuals have brought the purpose to life within the public sector, or actively demonstrated the purpose in action, resulting in positive outcomes for those they interact with.

This has resulted in one, or all, of the following:

- **Instilling strategic clarity and challenging the status quo to deliver better results** – agencies and teams to identify areas which feel misaligned with the purpose and changed the way they do things to enable them to make a difference each day. The purpose statement acts as a 'North Star', a guiding light for short-term decisions and long-term strategy. Purpose has encouraged the team/individual to bravely challenge current ways of working to deliver better service outcomes which align more closely with the sector's commitment to make a difference so South Australia thrives.
- **Purpose inspired innovation** – the team/individual has thought beyond incremental product or service improvement and developed a solution that delivers durable long-term value for the team or members of the community they serve.
- **Collaborating to make a difference** – the team or individual has gone beyond the bounds of their current team/agency to connect with others and develop a more rounded and community-centric solution, which is much more impactful than if they had worked within the confines of their current organisation (note: this could be across the sector or extend to involve partnerships with external parties).
- **Grit and determination** – the individual and team has shown a passion and commitment to get the outcomes they seek. Driving change or standing up for a particular cause is not always easy and despite hitting roadblocks, the individual or team has persisted to implement a solution that delivered positive results. This may include practical examples where the individual or team has contributed to the activation of the purpose resulting in a positive outcome.

1B. This category is an opportunity to recognise the everyday heroes or teams who consistently give their all each day, and are committed to doing their best work by maximising their impact no matter what their role:

- Not generalisations, but specific people and moments.
- The outcome can be big or small, affecting thousands or just one person.
- Should be specific to a South Australian Public Sector program, service or initiative, rather than something that would hold true at any organisation.
- Not about money or metrics, what's been given, not received; what the SA Public Sector stands for at its best; what's special; what truly made a difference to the South Australian community.
- This is an opportunity to recognise the everyday heroes and teams who consistently give their all each day, are committed to doing their best work by maximising their impact no matter what their role.



Eligibility

- Any current South Australian public sector employee may be nominated for an award.
- A majority of the service, program, initiative or response must have been active between January and December 2022.
- Nominations must be made by a second party (individuals cannot self-nominate).
- Nominations must be made by a senior South Australian public sector leader from the same agency as the nominee/s.
- In the case of team nominations, a senior public sector agency leader may nominate a team provided at least one member is employed within the same agency as the nominator.
- A nominator can include members of an agency's HR team who collate examples of excellence which are based on recognition from members of the public – such as Excellence in Teaching.
- Before submission, each nomination will require due diligence on the nominee/s by a senior HR manager within the nominees' agency. Due diligence should comprise checks that there are no performance management or misconduct issues which would preclude nominees' consideration in the awards process.
- Before submission, each nomination will require endorsement by the agency's chief executive/agency head.
- In the case of team nominations, a maximum of five key representatives may be nominated (to represent the group). If short-listed as a team finalist, these same team representatives will be invited to the awards ceremony.
- In the case of a cross-agency team, the nominator is expected to coordinate the nomination in liaison with the other team members' representative agencies. This includes ensuring the due diligence and chief executive/agency head endorsement processes have been completed for all team members.

Nominate

Begin your nomination here: <https://premierexcellenceawards.grantplatform.com/>

