

ACCEA AWARDS 2017

Criteria for Excellence:

Performance over and above the standard expected of a consultant in their post

| Sustained commitment to patient care, public health

| High standards

| Commitment to values and goals of the NHS

| Outstanding contributions exceeding contracted job plan/role

The awards of bronze, silver, gold and platinum levels are both hugely prestigious and carry a significant financial incentive: it is therefore important that the process is open, transparent and fair and has credibility. About 5% of the consultant body hold national awards from silver to platinum and these are equally distributed across the 13 regions. The number of BME consultants receiving a national award over the last five years has been around 12-14% though the number of applicants from BME consultants has increased over the last two years

The evidence required is:

| Standard application form completed by consultant

| Personal statement, job plan summary + five domains:

| Employer (mandatory) and third party citation

Nominations:

| Indication of relative esteem – ranked lists

| Sub-Committees & National

Nominating Bodies

| Ensure consideration by Medical

Director & Chair

| Specialist Societies

| Consideration by sub-committees

| The process for nomination must comply with ACCEA requirements

| Must provide citations on request even if do not rank

Citations:

| Comment on quality of achievements

| Assists ACCEA in assessing the evidence submitted by the Applicant

| Draws attention to elements that may be liable to misunderstanding

| Quality of citations matters not quantity

| Should relate to achievement within the competence of the nominating body

The Exam Approach

The principles:

There are five domains - all five domains are marked however the personal statement is not marked and the job plan is not marked. The latter two serve to give a profile of you. Complete the five domains first and work out for yourself what your strengths and weaknesses are.

When the domains are finished go back and do the personal statement bringing out, in four points, what is special about you.

Similarly with the job plan, what are you doing over and above what would be normally expected, for instance, a medical director or director of education on extra supplement has to prove what has been achieved outside the paid job plan.

If you put something important in either the personal statement or job plan, and do not repeat it in the domains, then it is lost.

Remember, as with exam marking, it is very hard to read closely written text. Much easier

The Form:

1. Personal statement

| Should highlight the key achievements presented in detail in the rest of the application form

| Is published for successful applicants

| Not scored

2. Job Plan

| Summarises the candidates job

| Excellence does not require additional activity before it can be judged to be 'over and above' expectations

| But excellence may be judged differently for contributions that that are a major part of the job receiving dedicated support

| State what achievements are in an honorary capacity

There are five domains:

| Really good to put something in each box.

| For all applications, including bronze, the additional boxes in the domains of leadership/management; research/innovation and teaching/training can be used.

General Principles:

National' awards. Therefore looking for quality and excellence locally that is having an impact on the wider NHS. Most obvious at Level 10-12.

Evidence Needed:

- | Evaluation of applications not people
- | Quality indicators needed, not posts held
- | Over and above expectations
- | Sustained improvement needed for progression

Equality:

- | Equal opportunity to make case
- | Standardised structured application form
- | Objectivity in evaluation
- | Scoring system, twin short listing routes
- | Transparency of criteria and outcomes
- | Guides, personal statements
- | Support for under-represented groups in enhancing quality of applications

Renewals:

From 2015 the renewals will be treated as if these are applications for new awards and to have an award renewed, applicants will have to make sure that they meet the standard required for a new award at that level..

In addition, those that have a platinum, gold or silver award may be down-graded if the criteria is not satisfied but those with bronze awards will be down-graded to level zero and therefore will lose their award and not revert to their local clinical excellence awards that they may have had before.