



## Nursing Awards of Excellence – Awards & Criteria

### Table of Contents

Lifetime Achievement .....	2
Excellence in Nursing Administration .....	3
Excellence in Advancing Nursing Knowledge & Research .....	4
Excellence in Nursing Advocacy .....	5
Excellence in Nursing Education .....	6
Excellence in Nursing Practice .....	7
Innovation in Nursing .....	8
Rising Star .....	9
Definitions .....	10
Nursing Awards Committee Guiding Principles .....	10
Rural or Remote Practice .....	10
Guidelines for letters of support .....	11



## Lifetime Achievement

This award is presented to the nurse, either active or retired, who has made outstanding contributions to the nursing profession at provincial, national and/or international levels throughout the duration of their career. This is the most prestigious honour granted by ARNBC, and is given only when a nurse has earned such an honour. The winner of this award must have had a substantial influence on at least three of the five following areas:

- Nursing practice, through the advancement of improved patient care;
- Nursing education, through progressive or innovative teaching;
- Association affairs at provincial, national and international levels;
- Health care, government, or the public, in relation to nursing; and
- The nursing profession in general.



## Excellence in Nursing Administration

This award is presented to nurses who demonstrate excellence in administration of nursing practice.

Nominees must demonstrate excellence in at least four of the following areas:

- Empowers staff to actively participate in assessing, planning, implementing and evaluating nursing care and the efficient delivery of services
- Promotes a culture where staff are positive, challenged and involved
- Leads by example by demonstrating respect, integrity and collegiality
- Demonstrates commitment to staff development
- Consistently advocates for nursing and nursing in the health-care setting
- Participates in setting and carrying out organizational goals, priorities, and strategies
- Promotes effective relationships with multi-disciplinary health-care teams
- Provides for allocation, optimum use and evaluation of resources such that standards of nursing practice can be met
- Maintains information systems appropriate for planning, budgeting, implementing and monitoring the quality of services
- Provides leadership that is visible, visionary and proactive
- Influences change in health-care delivery
- Evaluates the effectiveness and efficiency of nursing services

*The above criteria is adapted from the Canadian Nurses Association standards for nursing administration.*

Nominees must also meet all of the following general criteria:

- Demonstrates excellence as a professional nurse consistently
- Demonstrates responsibility for own professional development on a consistent basis
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Demonstrates innovative and progressive ideas in nursing
- Acts as a role model and mentor
- Demonstrates excellence in interpersonal relationships and communication skills



## Excellence in Advancing Nursing Knowledge & Research

This award is presented to nurses who demonstrate excellence in nursing research.

Nominees must demonstrate excellence in at least four of the following areas:

- Conducts research that has a demonstrated practical application
- Contributes to the development of nursing research as a principal investigator or research assistant, or as a member of a committee reviewing grant proposals or as a member of a nursing research committee
- Acts as a role model, a mentor and consultant to foster the development of beginning researchers
- Provides evidence of external review (peer or otherwise), evaluating the outcomes of completed research;
- Promotes the application of research findings to nursing practice settings
- Teaches others about the research process by involving them in their research
- Contributes to the communication of nursing research findings through presentations at conferences, public speaking engagements, consultation and publication
- Obtains funding for nursing research

Nominees must also meet all the following general criteria:

- Demonstrates excellence as a professional nurse consistently
- Demonstrates responsibility for own professional development on a consistent basis
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Demonstrates innovative and progressive ideas in nursing
- Acts as a role model and mentor
- Demonstrates excellence in interpersonal relationships and communication skills



## Excellence in Nursing Advocacy

This award is presented to the nurse who has made outstanding efforts in advocating for health benefits to a specific group or in advocating for health system change. This award may be presented to an individual nurse or to a group of nurses. In the case of a group, the majority (two-thirds) must be active, practising RNs or NPs.

Nominees must meet all of the following criteria:

- The advocacy work must have resulted in a significant act(s) or specific decision(s) and have been the primary reason the significant action or decision was made;
- The advocacy action(s) or decision(s) were marked by outstanding effort, process, or innovation;
- The advocacy work must have exceeded the normal expectations of nursing practice; and
- The advocacy work was inclusive and respectful of the values and personal autonomy of those affected by it.

Nominees must also meet all the following general criteria:

- Demonstrates excellence as a professional nurse consistently
- Demonstrates responsibility for own professional development on a consistent basis
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Demonstrates innovative and progressive ideas in nursing
- Acts as a role model and mentor
- Demonstrates excellence in interpersonal relationships and communication skills

In the event the advocacy work was conducted in an area of controversy, nominees made efforts to mediate and reach consensus with those holding disparate views.

The advocacy must have been conducted within the requirements of the professional standards and the Canadian Nurses Association Code of Ethics for Registered Nurses.

Advocacy can result in actions that require investigation and rulings by legal and/or regulatory authorities. Should the advocacy result in pending legal action or action by a regulatory body against the nominee(s), then the nominee(s) will be disqualified until a decision has been rendered by the court or regulatory body.



## Excellence in Nursing Education

This award is presented to nurses who demonstrate excellence in nursing education in the nurses' own work settings (e.g., colleges, institutes, universities or health care agencies).

Nominees must demonstrate excellence in at least four of the following areas:

- Demonstrates an in-depth knowledge of the subject matter
- Provides lecture, demonstration, discussion, clinical or laboratory instruction
- Consults, including tutoring, and advises and thesis or major paper supervision
- Develops and designs program, curriculum or courses
- Establishes a stimulating and engaging learning environment
- Promotes the advancement of nursing knowledge and utilization of research findings
- Achieves positive results as evidenced through peer and student evaluation
- Uses creativity, innovation in teaching methods, flexibility in motivating learners and attends to individual learning needs
- Engages in educational planning and policy making
- Produces educational materials (study guides, instructional materials and resources, audiovisual aids, textbooks)

Nominees must also meet all the following general criteria:

- Demonstrates excellence as a professional nurse consistently
- Demonstrates responsibility for own professional development on a consistent basis
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Demonstrates innovative and progressive ideas in nursing
- Acts as a role model and mentor and/or preceptor
- Demonstrates excellence in interpersonal relationships and communication skills

**Please note:** While two of the three required support letters must come from active, practising RNs or NPs, ARNBC welcomes a student letter as part of the overall package.



## Excellence in Nursing Practice

This award is presented to nurses who demonstrate excellence in nursing practice.

Nominees must demonstrate excellence in all four major categories of practice: Nursing knowledge, Clinical decision-making, Professional accountability and responsibility; and Application of research.

Nominees must also demonstrate excellence in at least four of the following areas:

- Demonstrates outstanding abilities in the delivery of holistic care
- Fosters a healthy culture of respect, integrity and collegiality within the health-care team
- Actively advocates for patients and families and for the care provided to them
- Demonstrates initiative in influencing positive changes in care delivery using evidence-based practice.
- Demonstrates leadership in the development and implementation of programs for patients, families and/or community
- Incorporates and shares learning gained through professional development into their practice setting

Nominees must also meet all the following general criteria:

- Demonstrates excellence as a professional nurse consistently
- Demonstrates responsibility for own professional development on a consistent basis
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Demonstrates innovative and progressive ideas in nursing
- Acts as a role model and mentor
- Demonstrates excellence in interpersonal relationships and communication skills



## Innovation in Nursing

This award is presented to the nurse who has a broad base of nursing experience in more than one domain of nursing (clinical practice, education, administration, research) and is recognized as an expert and innovator in their practice area.

In the case of this award, ARNBC defines innovation as doing things differently or doing different things in order to achieve large-scale or systemic change. Innovation is novel, inspiring and goes beyond the implementation of a new idea. True innovators model the change they want to see in their work setting by designing, implementing, promoting and inspiring.

Nominees must demonstrate excellence and innovation in at least four of the following areas:

- Promoting, maintaining, or restoring the health of the general public;
- Teaching nursing theory or practice;
- Counselling persons with respect to health care;
- Working with other members of the health care team;
- Coordinating health care services; and
- Engaging in administration, education, or research for any of the foregoing.

Nominees must also meet all of the following general criteria:

- Demonstrates excellence as a professional nurse consistently
- Demonstrates responsibility for own professional development on a consistent basis
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Demonstrates innovative and progressive ideas in nursing
- Acts as a role model and mentor
- Demonstrates excellence in interpersonal relationships and communication skills



## Rising Star

This award is presented to the nurse who graduated from an education program leading to initial entry to practice within five years of the deadline for ARNBC award nominations. The recipients will have exceeded the expectations of their employers or colleagues and demonstrate excellence in the nursing profession.

Nominees must meet all the following general criteria:

- Nominees must have graduated within five years of the nomination deadline. For example, if the nomination deadline is June 2016, nominees must have graduated within five years of that date.
- Consistently demonstrates excellence as a professional nurse
- Consistently demonstrates responsibility for his/her own professional development
- Demonstrates leadership skills and attributes
- Demonstrates awareness of the importance of meeting the physical, emotional and spiritual needs of patients and their families
- Provides nursing care that is caring, respectful and sensitive to each patient, family member and co-worker
- Participates in the activities of professional, health-related organizations outside of own agency (not required as part of employment)
- Actively demonstrates innovative and progressive ideas in nursing
- Demonstrates a positive influence and attitude within their health care team and energizes other team members by being a force for positive change
- Consistently demonstrates excellence in interpersonal relationships and communication skills



## Definitions

### Nursing Awards Committee Guiding Principles

The Nursing Awards Committee (the Committee) takes its work very seriously and operates based on a series of broad guiding principles in the fair adjudication of the Nursing Awards of Excellence.

These include:

- Excellence is broadly understood as the process of exceeding the expectations of the profession by frequently and consistently going above and beyond the standards set forth by the College of Registered Nurses of BC (CRNBC).
- The Committee recognizes that true excellence must also contain an element of leadership. To this end, the Committee accepts and uphold the definition of nursing leadership as defined by the Canadian Nurses Association (CNA): "Nursing leadership is about critical thinking, action and advocacy – and it happens in all roles and domains of nursing practice. Nursing leadership plays a pivotal role in the immediate lives of nurses and it has an impact on the entire health system and the Canadians it serves."
- The Committee also adheres to the principle of diversity and inclusion set forth by the ARNBC. "The Association of Registered Nurses of British Columbia (ARNBC) is committed to the concepts of diversity and cultural competence and believes strongly in the importance of including and integrating individuals who represent all areas of nursing practice, irrespective of location, and who represent different groups as defined by race, ethnicity, cultural background, gender, sexual orientation age, disability, national origin and religion."

### Rural or Remote Practice

Should providing three to five letters from nurses prove extremely difficult because of rural, remote or geographic limitations, the letters may be from members of the health care team and/or members of the remote community in which the nominee is practising. "Remote Nursing Practice" is defined by the College of Registered Nurses of BC (CRNBC) as a nursing practice that "occurs in communities where there is no resident physician or nurse practitioner, but where physicians or nurse practitioners visit the community periodically and are available to provide consultation to the registered nurse. Registered nurses in these communities provide community health nursing services and primary care (as set out in established decision support tools) and respond to emergencies."

If a nomination package contains fewer than two letters from nurses then a letter must be included with the nomination package that outlines the reasons as to why the work setting is considered rural or remote and supports the nominee's consideration for this letter exception.



### **Guidelines for letters of support**

Letters of support should clearly provide examples of how the nominee meets each of the specific criteria for the award. At least three letters of support are required per nomination