

Nomination guide

About the awards

Each year, Identitywa celebrates employees who consistently go above and beyond to support people to achieve their goals. These individuals are deeply committed to delivering innovative, creative, high-quality support to our participants, every day. We invite all members of the Identitywa community to nominate a current employee or team who deserves recognition. Nominees should demonstrate a strong commitment to our Vision, Mission and Values and foster an inspirational, positive environment. This is your opportunity to highlight the incredible efforts of our staff, especially those whose contributions may otherwise go unnoticed.

Award categories

Quiet Achiever

An employee who displays consistency, modesty and doesn't seek public recognition for their achievements. Individuals who quietly achieve important outcomes for company goals and tasks. This award recognises workers who provide exemplary service in the daily support they provide to participants. Their support is always underpinned by Identitywa's mission and consistently promotes our organisational values.

Judging Criteria:

1. Are there clear examples of how the nominee has provided an exemplary service which has gone unrecognised?
2. Is there clear evidence of, or examples where the nominee has quietly achieved important outcomes for participants, their family or Identitywa?
3. Does the nomination provide evidence of commitment to work, reliability, consistency and high standards of behaviour?

Aspiring Leader

A leader with strategic vision and ability to inspire progress, communicate with persuasion and unite teams. Develops talent through mentoring and teaching. A creative problem-solver with innovative solutions, overcoming adversity and leading successfully through challenges. This award recognises a person who has shown outstanding leadership qualities. They have demonstrated the skill, commitment and

generosity needed to build the confidence and competency of people around them. They model the high-quality support we are committed to delivering.

Judging Criteria:

1. Are there clear examples of how the nominee has shown leadership skills?
2. Is there clear evidence of, or examples where the nominee has overcome obstacles, resolved problems, to better support the goals and aspirations of people they lead.
3. Does the nomination provide evidence of excellence or best practice in leadership?

Above & Beyond

An outstanding employee contribution that goes beyond expectations and their realm of duty. An employee who shows initiative, teamwork and exceptional performance aligned with Identitywa's vision and mission. This award recognises a person/team for going beyond the role and responsibilities of their day-to-day duties. This category acknowledges the extra energy and commitment they contribute to offering activities and experiences which greatly benefit the lives of the people they support.

Judging Criteria:

1. Are there clear examples of how the nominee has gone beyond the role and responsibility of their day-to-day duties?
2. Is there clear evidence of, or examples where the nominee has shown initiative and teamwork?
3. Does the nomination provide evidence of excellence or best practice aligned with Identitywa vision and objectives?

Innovation

This award celebrates a person/team who has introduced forward thinking, innovative approaches to enhance their support. By listening, engaging and thinking creatively, they consistently work to improve and personalise supports to enhance the quality of life for others.

Judging Criteria:

1. Is there evidence that the innovation results in significant improvements?
2. What has changed for the person/ people concerned and why?
3. Why is this innovation worthy of recognition and how does it impact the quality of life for others?

Practice Excellence Award

This award recognises an employee who embodies exceptional practice that directly enhances participant quality of life. They demonstrate a passionate commitment to person-centred approaches and consistently uphold best practice through mentoring and role modelling. Their work reflects Identitywa's vision, mission and values and contributes to a culture of excellence in service delivery.

Judging Criteria:

1. Are there examples of when the nominee has improved participant quality of life through their actions?
2. Has the nominee upheld best practice and inspired others, resulting in a significant improvement in the quality of service Identitywa provides?
3. Does the nomination provide evidence of excellence or best practice aligned with Identitywa's vision and values?

How to Nominate

1. Gather relevant information and begin drafting your nomination.
2. Share the story of what the individual or team does and the meaningful impact they've had on you, a participant or a participant's family (maximum 350 words).
3. Use clear, specific examples that are easy to understand.
4. Avoid using abbreviations, acronyms or technical language that may not be familiar to all readers.
5. If you make general statements - such as "he has great patience and compassion" or "she has a can-do attitude," - support them with real-life examples.
6. Remember, judges may not know the nominee personally, so provide enough detail to paint a full picture of their contribution.

Completing your nomination

1. Nominations must be submitted by a member of the Identitywa community, including participants, their families, co-workers or leaders.
2. Choose the most appropriate award category for your nominee.
3. Refer to the "Award Categories" section of this guide to understand what judges will be looking for.
4. Nominations can be submitted for either an individual or a team.

Submitting your nomination

To submit a nomination, complete the online nomination form.

Supporting materials (e.g. photographs, audio, or video files) should be emailed separately to events@identitywa.com.au, with the nominee's full name included in the subject line.

Nominations close at 5:00pm AWST on 1 October 2025.

Terms and Conditions

1. The Nomination Form and this Guide form part of the Terms and Conditions.
2. Nominations are only accepted for individuals or teams currently employed by Identitywa.
3. All nominations must be endorsed by a co-worker, participant or participant's family member.
4. Incomplete nominations will be returned to the nominator for completion by a specified deadline.
5. All nominations must be received by 5:00pm AWST on 1 October 2025. Late submissions will not be accepted.
6. Nominees cannot nominate themselves, either individually or as part of a team.
7. A nominee may only win one award category.
8. It is the nominator's responsibility to ensure that anyone featured in supporting materials has provided permission for their inclusion.
9. Supporting materials will only be returned upon request.
10. Identitywa reserves the right to contact nominees or others mentioned in the nomination to seek consent for promotional use of submitted content.
11. Each award category will be judged by a panel who will review and score nominations. Finalists and winners will be determined based on these scores.
12. Nominations are judged solely on the information provided and assessed on their own merit.
13. Judges must declare any real or perceived conflict of interest and withdraw from assessing any nomination where a connection exists.
14. Details of winners and finalists may be published in media releases and promotional materials.
15. Photographs taken at the Awards Ceremony may be used for promotional purposes by Identitywa.
16. The selection of nominees, finalists and winners reflects the information available to judges at the time. Identitywa reserves the right to withdraw a nomination or award if disrepute occurs.