

## 2025 Marking Rubric Allied Health Professional of the Year

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1:</b>  <b>Recognised by peers for their professionalism and role modelling of the NSW Health CORE values</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence. This <u>is</u> underpinned by evidence-based practice and/or alignment with NSW Health direction.			/12
	Insufficient detail or examples are provided.			Demonstrated recognition of professionalism and role modelling the NSW Health CORE values at a local, team, or service level.			Demonstrated recognition of professionalism and role modelling the NSW Health CORE values at a profession, organisation or LHD/SHN level.			Demonstrated recognition of professionalism and role modelling the NSW Health CORE values at a profession, organisation, LHD/SHN, state, national or international level.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #2:</b>  <b>Demonstrates outstanding contribution to clinical excellence</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This <u>is</u> underpinned by evidence-based practice and/or alignment with NSW Health direction.			/12
	Insufficient detail or examples are provided			Demonstrates a moderate contribution to clinical excellence.			Demonstrates a great contribution to clinical excellence.			Exceeds expectations in their contribution to clinical excellence.			
	1	2	3	4	5	6	7	8	9	10	11	12	

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #3:</b>  <b>Commitment to work effectively to provide safe, quality and evidence-based care that elevates the human experience</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and partial evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health direction.			/12
	Insufficient detail or examples are provided.			Demonstrates a moderate commitment.			Demonstrates a high level of commitment.			Demonstrates an unwavering level of commitment.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.			Impact is clear and is presented with adequate detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.			/8
	Insufficient detail or examples are provided.			Impact may be: <ul style="list-style-type: none"> <li>at a departmental level</li> <li>within a profession</li> <li>on patients and colleagues</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation or LHD/SHN level</li> <li>across AH professions</li> <li>on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation, LHD/SHN, state, national or international level</li> <li>across other professional groups</li> <li>on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>			
	1	2	3	4	5	6	7	8					

	<b>POOR</b>	<b>MEETS REQUIREMENTS</b>	<b>GOOD</b>	<b>OUTSTANDING</b>	
<b>Skills and knowledge demonstrated throughout the areas of excellence*</b>	Skills and knowledge may add some value to allied health.	Skills and knowledge are inherently valuable to their profession and/or allied health.	Skills and knowledge are directly linked to improvement and promoting allied health.	Skills and knowledge are highly critical and highly valuable to allied health.	/4
	1	2	3	4	
	<b>POOR</b>	<b>MEETS REQUIREMENTS</b>	<b>GOOD</b>	<b>OUTSTANDING</b>	
<b>Commitment to allied health demonstrated throughout the areas of excellence*</b>	Limited evidence of working with allied health.	Some evidence of working with their profession and/or allied health.	Evidence of being established within allied health.	Evidence of being well established within allied health and recognised across discipline, organisation or state.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.

## 2025 Marking Rubric Allied Health Leader of the Year

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1: Provides professional and visionary leadership</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			The nominee is recognised for their professional and visionary leadership at a local, team or service level.			The nominee is recognised for their professional and visionary leadership at a profession, organisation or LHD/SHN level.			The nominee is recognised for their professional and visionary leadership at a profession, organisation, LHD/SHN, state, national or international level.			
	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Area of excellence #2: Commitment to supporting, empowering and upskilling all within healthcare</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			Moderately supports, empowers, and upskills all within healthcare.			Greatly supports, empowers, and upskills all within healthcare.			Exceeds expectations in their ability to support, empower, and upskill all within healthcare.			
	1	2	3	4	5	6	7	8	9	10	11	12	

<b>Area of excellence #3: Uses their leadership and influence to lead positive organisational culture and elevate the human experience</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.  Moderately uses their leadership and influence to lead positive organisational culture and elevate the human experience.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Greatly uses their leadership and influence to lead positive organisational culture and elevate the human experience.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This <u>is</u> underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in their ability to use their leadership and influence to lead positive organisational culture and elevate the human experience.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.  Insufficient detail or examples are provided.			Impact is clear and is presented with adequate detail and evidence.  Impact may be: <ul style="list-style-type: none"> <li>• at a departmental level</li> <li>• within a profession</li> <li>• on patients and colleagues</li> </ul>			Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.  Impact may be: <ul style="list-style-type: none"> <li>• at a profession, organisation or LHD/SHN level</li> <li>• across AH professions</li> <li>• on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.  Impact may be: <ul style="list-style-type: none"> <li>• at a profession, organisation, LHD/SHN, state, national or international level</li> <li>• across other professional groups</li> <li>• on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>			/8
	1	2	3	4	5	6	7	8					

<b>Skills and knowledge demonstrated throughout the areas of excellence*</b>	Skills and knowledge may add some value to allied health.	Skills and knowledge are inherently valuable to their profession and/or allied health.	Skills and knowledge are directly linked to improvement and promoting allied health.	Skills and knowledge are highly critical and highly valuable to allied health.	/4
	1	2	3	4	
<b>Commitment to allied health demonstrated throughout the areas of excellence*</b>	Limited evidence of working with allied health.	Some evidence of working with their profession and/or allied health.	Evidence of being established within allied health.	Evidence of being well established within allied health and recognised across discipline, organisation or state.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.

## 2025 Marking Rubric Early Career Allied Health Professional of the Year

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1: Emerging clinical excellence for their profession</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.  Moderately demonstrates emerging clinical excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Greatly demonstrates emerging clinical excellence.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in demonstration of emerging clinical excellence.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	
	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #2: Delivers safe, quality and compassionate patient care that elevates the human experience</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.  Moderately demonstrates ability to deliver safe, quality and compassionate patient care.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Greatly demonstrates ability to deliver safe, quality and compassionate patient care.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This <u>is</u> underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in demonstration of ability to deliver safe, quality and compassionate patient care.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	

	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #3:</b>  <b>Demonstrates initiative, emerging leadership and professionalism beyond their career stage</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with adequate detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with good detail and evidence for the area of excellence. This may be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with strong detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			Moderately demonstrates initiative, emerging leadership and professionalism beyond their career stage.			Greatly demonstrates initiative, emerging leadership and professionalism beyond their career stage.			Exceeds expectations in demonstration of initiative, emerging leadership and professionalism beyond their career stage.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.			Impact is clear and is presented with adequate detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.			/8
	Insufficient detail or examples are provided.			Impact may be: <ul style="list-style-type: none"> <li>at a departmental level</li> <li>within a profession</li> <li>on patients and colleagues</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation or LHD/SHN level</li> <li>across AH professions</li> <li>on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation, LHD/SHN, state, national or international level</li> <li>across other professional groups</li> <li>on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>			
	1	2	3	4	5	6	7	8					



	LIMITED EVIDENCE	MEETS REQUIREMENTS	GOOD	OUTSTANDING	
<b>Skills and knowledge demonstrated throughout the areas of excellence*</b>	Skills and knowledge may add some value to allied health.	Skills and knowledge are inherently valuable to their profession and/or allied health.	Skills and knowledge are directly linked to improvement and promoting allied health.	Skills and knowledge are highly critical and highly valuable to allied health.	/4
	1	2	3	4	
	LIMITED EVIDENCE	MEETS REQUIREMENTS	GOOD	OUTSTANDING	
<b>Commitment to allied health demonstrated throughout the areas of excellence*</b>	Limited evidence of working with allied health.	Some evidence of working with their profession and/or allied health.	Evidence of being established within allied health.	Evidence of being well established within allied health and recognised across discipline, organisation or state.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.

## 2025 Marking Rubric Aboriginal Allied Health Professional of the Year

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1:  Commitment to elevating the human experience and is an active champion for culturally appropriate health care for Aboriginal people</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided			Justification is clear and is presented with <u>adequate</u> detail and evidence for both elements.  Moderately demonstrates commitment to elevating the human experience and culturally appropriate health care.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for both elements. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Greatly demonstrates commitment to elevating the human experience and culturally appropriate health care.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for both elements. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in demonstration of commitment to elevating the human experience and culturally appropriate health care.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #2:  Models closing the gap by working in partnership with Aboriginal people and/or communities to promote better health outcomes individually or collectively</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided.			Justification is clear and is presented with <u>adequate</u> detail and partial evidence for the area of excellence.  Moderately demonstrates the ability to work in partnership with Aboriginal people and/or communities to promote better health outcomes.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Greatly demonstrates the ability to work in partnership with Aboriginal people and/or communities to promote better health outcomes.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in ability to work in partnership with Aboriginal people and/or communities to promote better health outcomes.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #3:</b> <b>Supports agency actions to build culturally safe spaces and services for Aboriginal patients, visitors, staff and volunteers through their practices and partnerships with other clinicians and departments</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and partial evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			Moderately supports agency actions to build culturally safe spaces through their practices and partnerships.			Greatly supports agency actions to build culturally safe spaces and services through their practices and partnerships.			Exceeds expectations in support for agency actions to build culturally safe spaces through their practices and partnerships.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS		GOOD			OUTSTANDING				
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.			Impact is clear and is presented with adequate detail and evidence.		Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.			/8	
	Insufficient detail or examples are provided.			Impact may be: <ul style="list-style-type: none"> <li>at a departmental level</li> <li>within a profession</li> <li>on patients and colleagues</li> </ul>		Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation or LHD/SHN level</li> <li>across AH professions</li> <li>on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation, LHD/SHN, state, national or international level</li> <li>across other professional groups</li> <li>on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>				
	1	2		3	4	5	6	7	8				

	<b>POOR</b>	<b>MEETS REQUIREMENTS</b>	<b>GOOD</b>	<b>OUTSTANDING</b>	
<b>Skills and knowledge demonstrated throughout the areas of excellence*</b>	Skills and knowledge may add some value to allied health.	Skills and knowledge are inherently valuable to their profession and/or allied health.	Skills and knowledge are directly linked to improvement and promoting allied health.	Skills and knowledge are highly critical and highly valuable to allied health.	/4
	1	2	3	4	
	<b>POOR</b>	<b>MEETS REQUIREMENTS</b>	<b>GOOD</b>	<b>OUTSTANDING</b>	
<b>Commitment to allied health demonstrated throughout the areas of excellence*</b>	Limited evidence of working with allied health.	Some evidence of working with their profession and/or allied health.	Evidence of being established within allied health.	Evidence of being well established within allied health and recognised across discipline, organisation or state.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.

## 2025 Marking Rubric Allied Health Assistant/Technician/Support Person of the Year

	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1: Significantly contributes to supporting allied health and is a proven team player within the multidisciplinary environment</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for both elements.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for both elements.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for both elements.			/12
	Insufficient detail or examples are provided.			Moderately demonstrates supporting allied health and teamwork in a multidisciplinary environment.			Greatly demonstrates supporting allied health and teamwork in a multidisciplinary environment.			Exceeds expectations in support for allied health and teamwork in a multidisciplinary environment.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #2: Provides safe, quality and patient focused assistance</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence.			/12
	Insufficient detail or examples are provided.			Moderately delivers safe, quality and patient focused assistance.			Greatly delivers safe, quality and patient focused assistance.			Exceeds expectations in delivery of safe, quality and patient focused assistance.			
	1	2	3	4	5	6	7	8	9	10	11	12	

	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #3: Elevates the human experience</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with adequate detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <b>good</b> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <b>strong</b> detail and evidence for the area of excellence.			/12
	Insufficient detail or examples are provided.			Moderate elevation of the human experience.			Greatly elevates the human experience.			Exceeds expectations in ability to elevate the human experience.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	LIMITED EVIDENCE			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.			Impact is clear and is presented with adequate detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.			/8
	Insufficient detail or examples are provided.			Impact may be: <ul style="list-style-type: none"> <li>at a departmental level</li> <li>within a profession</li> <li>on patients and colleagues</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation or LHD/SHN level</li> <li>across AH professions</li> <li>on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation, LHD/SHN, state, national or international level</li> <li>across other professional groups</li> <li>on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>			
	1	2	3	4	5	6	7	8					

	LIMITED EVIDENCE	MEETS REQUIREMENTS	GOOD	OUTSTANDING	
<b>Skills and knowledge demonstrated throughout the areas of excellence</b>	Skills and knowledge may add some value to allied health**.	Skills and knowledge are inherently valuable to their profession and/or allied health**.	Skills and knowledge are directly linked to improvement and promoting allied health**.	Skills and knowledge are highly critical and highly valuable to allied health**.	/4
	1	2	3	4	
	LIMITED EVIDENCE	MEETS REQUIREMENTS	GOOD	OUTSTANDING	
<b>Commitment to allied health demonstrated throughout the areas of excellence</b>	Limited evidence of working with allied health**.	Some evidence of working with their profession and/or allied health**.	Evidence of being established within allied health**.	Evidence of being well established within allied health and recognised across discipline, organisation or state**.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.

## 2025 Marking Rubric Allied Health Researcher of the Year

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1: Research that is published in peer reviewed scientific journals, contributing to the evidence base for Allied Health practice in their field, and has led work to translate this research into practice*</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.  Has moderately contributed to peer reviewed research, evidence-based practice and translational research.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Has greatly contributed to peer reviewed research, evidence-based practice and translational research.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This <u>is</u> underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in ability to contribute to peer reviewed research, evidence- based practice and translational research.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	



	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #2:</b>  <b>Partners with consumers, communities, colleagues and/or academic partners to conduct research that contributes to consumer-centred improvements in clinical care or health service delivery</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			Has worked in partnership with consumers in some elements of a small number of research projects.			Has worked in partnership with consumers in multiple elements of research studies, with evidence that the consumer role has influenced key aspects of the study.  <u>May</u> have included consumers in authorship or conference papers, or in other presentations.			Has worked in partnership with consumers in equal roles in most or all elements of multiple research projects, including research design, data collection and analysis, interpretation of results, dissemination of findings.  May have an established group/network of consumers who partner in research projects.  May provide leadership to others in how to partner with consumers in research.			
	1	2	3	4	5	6	7	8	9	10	11	12	

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #3: Empowers and upskills allied health clinicians in research and fosters a progressive culture of learning and innovation</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for both elements.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for both elements. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and strategic evidence for both elements. This is underpinned by evidence-based practice and/or alignment with NSW Health direction.			/12
	Insufficient detail or examples are provided			Has moderately supported allied health clinicians to engage in research, develop their research skills, and has empowered and fostered a progressive culture of learning and innovation.			Has greatly supported allied health clinicians to engage in research, develop their research skills, and has empowered and fostered a progressive culture of learning and innovation.			Exceeds expectations in ability to support allied health clinicians to engage in research, develop their research skills, and has empowered and foster a progressive culture of learning and innovation.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.			Impact is clear and is presented with adequate detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.			/8
	Insufficient detail or examples are provided.			Impact may be: <ul style="list-style-type: none"> <li>at a departmental level</li> <li>within a profession</li> <li>on patients and colleagues</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation or LHD/SHN level</li> <li>across AH professions</li> <li>on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact may be: <ul style="list-style-type: none"> <li>at a profession, organisation, LHD/SHN, state, national or international level</li> <li>across other professional groups</li> <li>on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>			
	1	2	3	4	5	6	7	8					

	<b>POOR</b>	<b>MEETS REQUIREMENTS</b>	<b>GOOD</b>	<b>OUTSTANDING</b>	
<b>Skills and knowledge demonstrated throughout the areas of Excellence*</b>	Skills and knowledge may add some value to allied health.	Skills and knowledge are inherently valuable to their profession and/or allied health.	Skills and knowledge are directly linked to improvement and promoting allied health.	Skills and knowledge are highly critical and highly valuable to allied health.	/4
	1	2	3	4	
	<b>POOR</b>	<b>MEETS REQUIREMENTS</b>	<b>GOOD</b>	<b>OUTSTANDING</b>	
<b>Commitment to allied health demonstrated throughout the areas of excellence*</b>	Limited evidence of working with allied health.	Some evidence of working with their profession and/or allied health.	Evidence of being established within allied health.	Evidence of being well established within allied health and recognised across discipline, organisation or state.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.

## 2025 Marking Rubric Allied Health Educator of the Year

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Justification of nomination</b>	This section, though not independently scored, is mandatory to complete. It provides context that may aid the judging panel in evaluating other criteria such as impact, skills/knowledge, and commitment.												
<b>Area of excellence #1:  Outstanding contribution to education and improvement of clinical standards</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			Demonstrated contribution as an educator is within the scope of their role.			Demonstrated contribution as an educator is at a profession, organisation or LHD/SHN level.			Demonstrated contribution as an educator is at a profession, organisation, LHD/SHN, state, national or international level.			
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #2:  Commitment to supporting, empowering and upskilling students and staff</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This is underpinned <u>by</u> evidence-based practice and/or alignment with NSW Health strategic direction.			/12
	Insufficient detail or examples are provided.			Demonstrates moderate commitment.			Demonstrates a high level of commitment.			Demonstrates an unwavering level of commitment.			
	1	2	3	4	5	6	7	8	9	10	11	12	

	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Area of excellence #3:</b> <b>Actively contributes to a positive and progressive learning culture, including that which elevates the human experience</b>	Brief, superficial, or unclear justification and/or limited evidence for the area of excellence.  Insufficient detail or examples are provided.			Justification is clear and is presented with <u>adequate</u> detail and evidence for the area of excellence.  Moderately demonstrates cultivating a positive and progressive learning culture.			Justification is clear, directly related and is presented with <u>good</u> detail and evidence for the area of excellence. This <u>may</u> be underpinned by demonstrating evidence-based practice.  Greatly demonstrates cultivating a positive and progressive learning culture.			Justification is clear, directly related and is presented with <u>strong</u> detail and evidence for the area of excellence. This <u>is</u> underpinned by evidence-based practice and/or alignment with NSW Health strategic direction.  Exceeds expectations in their cultivation of a positive and progressive learning culture.			/12
	1	2	3	4	5	6	7	8	9	10	11	12	
	POOR			MEETS REQUIREMENTS			GOOD			OUTSTANDING			
<b>Impact demonstrated throughout the areas of excellence</b>	Brief, superficial or unclear justification and/or limited evidence of impact.  Insufficient detail or examples are provided.			Impact is clear and is presented with adequate detail and evidence.  Impact may be: <ul style="list-style-type: none"> <li>• at a departmental level</li> <li>• within a profession</li> <li>• on patients and colleagues</li> </ul>			Impact is clear, directly related to areas of excellence, is presented with good detail and evidence.  Impact may be: <ul style="list-style-type: none"> <li>• at a profession, organisation or LHD/SHN level</li> <li>• across AH professions</li> <li>• on patients, colleagues, minority groups and disadvantaged groups.</li> </ul>			Impact is clear, directly related to areas of excellence, is presented with strong detail and evidence.  Impact may be: <ul style="list-style-type: none"> <li>• at a profession, organisation, LHD/SHN, state, national or international level</li> <li>• across other professional groups</li> <li>• on patients, colleagues, minority groups and disadvantaged groups and beyond.</li> </ul>			/8
	1	2	3	4	5	6	7	8					

	POOR	MEETS REQUIREMENTS	GOOD	OUTSTANDING	
<b>Skills and knowledge demonstrated throughout the areas of excellence*</b>	Skills and knowledge may add some value to allied health.	Skills and knowledge are inherently valuable to their profession and/or allied health.	Skills and knowledge are directly linked to improvement and promoting allied health.	Skills and knowledge are highly critical and highly valuable to allied health.	/4
	1	2	3	4	
	POOR	MEETS REQUIREMENTS	GOOD	OUTSTANDING	
<b>Commitment to allied health demonstrated throughout the areas of excellence*</b>	Limited evidence of working with allied health.	Some evidence of working with their profession and/or allied health.	Evidence of being established within allied health.	Evidence of being well established within allied health and recognised across discipline, organisation or state.	/4
	1	2	3	4	
<b>Total score</b>					<b>/52</b>

\*Guideline will be provided to the judging panel to assist with scoring.