

PHX Ireland

# recognising people

Awards 2024

PHX Ireland

Lloyds Pharmacy

United Drug



TCP<sup>+</sup> Homecare

Overview & Guidance

**“The secret of joy in work  
is contained in one word,  
excellence. To know how to do  
something well is to enjoy it.”**

Pearl S. Buck

# Contents

A message from the CEO, PHX Ireland .....	4
Award categories .....	5
Key dates .....	6
Finalist allocation .....	7
Nomination guidelines & example nomination form .....	8
Judging panel .....	9
Recognition & awards event .....	10

# A message from the CEO, PHX Ireland

Dear all,

I am thrilled to announce the launch of this year's recognising you awards. Building on the success of previous years, this year provides yet another opportunity to recognise and celebrate the remarkable contributions of our people across the organisation. I believe it is the collective sum of those individual efforts that make a difference for our customers, patients, and stakeholders; and that drives our overall success.

In 2024, we have revamped the award categories to align with our newly introduced core values: Customer focused, Quality driven, Collaborative, Ambitious, Innovative, and Inclusive. These values serve as our guiding principles, that shape our culture and define who we are.

You will find details about the awards and how to nominate in this guidance document and the HR team are available to provide support throughout the nomination process. When nominating, please take

the time to provide detailed reasons about who you are nominating to enhance their chances of progressing to the finalist stage.

I, along with the Country Board look forward to seeing the finalist nominations and recognising all the finalists at the awards event in the Mansion House in September 2024.

Kind regards,



Paul Reilly | CEO, PHX Ireland



# Awards categories

The 2024 'Recognising you' awards consist of eight categories to nominate under, which are aligned with our values.

## recognisingpeople

customer focused

Recognising an individual or team that prioritises customer satisfaction, delivers exceptional service, and demonstrates commitment to meeting their customers' expectations.

## recognisingpeople

quality driven

Recognising an individual or team that consistently demonstrates exceptional quality standards and seeks continuous improvement in their ways of working.

## recognisingpeople

collaborative

Recognising an individual or team who excels at collaborating, sharing knowledge and achieving remarkable results through synergy and cooperation.

## recognisingpeople

ambitious

Recognising an individual or team who consistently look forward, are driven to overcome challenges to achieve goals, and prioritise the development of our business.

## recognisingpeople

innovative

Recognising an individual or team that is solution-focused in their approach and looks to challenge the status quo to better the result for our customers and communities.

## recognisingpeople

inclusive

Recognising an individual or team who leads by example and is friendly and respectful in their interactions in order to create a space for others to thrive.

## recognisingpeople

employee of the year

Recognising an exceptional individual who epitomises our values, demonstrates dedication and outstanding performance, making a significant contribution to the company's success.

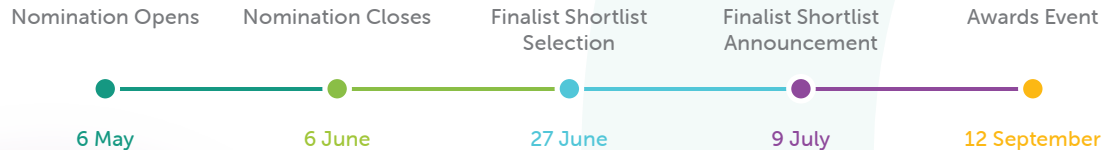
## recognisingpeople

team of the year

Recognising a group of individuals who have collaborated effectively, demonstrated outstanding teamwork, and achieved measurable success collectively.

# Key dates

The awards process encompasses several key stages, each playing an important part in recognising excellence, culminating in a celebratory awards event.



## **Nomination opens: 6 May**

Teammates and Managers can submit nominations online.

## **Nomination closes: 6 June**

Deadline for submitting nominations.

## **Finalist evaluation & selection: 27 June**

Each business unit determine their chosen finalists to progress to judging.

## **Finalist shortlist announcement: 9 July**

The shortlisted finalists are shared across all communication channels and with finalists.

## **Awards event: 12 September**

The occasion to recognise all finalists and congratulate the award winners.

# Finalist allocation

A finalist is a nomination chosen from the submissions received at the business unit level. These selected nominations proceed to the judging stage. Each business has been assigned a specific number of finalist nominations based on its headcount. It is anticipated that up to 64 finalists will be submitted to the judging panel for evaluation.

8 finalists  
1 per category

## PHX Ireland

PHX Ireland can submit up to 8 finalists, one per award category.

24 finalists  
3 per category

## LloydsPharmacy

United Drug can submit up to 24 finalists, three per award category.

24 finalists  
3 per category

## UnitedDrug

Lloyds Pharmacy can submit up to 24 finalists, three per award category.

8 finalists  
1 per category

## TCP<sup>+</sup> Homecare

TCP Homecare can submit up to 8 finalists, one per award category.

# Nomination guidelines

- Nominations can be submitted from 6 May until 6 June 2024.
- Nominations should be based on achievements or work from April 2023, up to and including March 2024.
- Teammates of any level can submit nominations in any of the award categories.
- There are no limits to the number of nominations someone can submit but consider the quality of the information in the nomination, over quantity of submissions.
- Both individual teammates and teams (up to a maximum of 10 people) can be nominated in a single nomination.
- There are four parts to the nomination form: Nominator Details, Nomination Overview Details, Nominee(s) Details & Nomination Activity Details.
- Refer to the example nomination and the 'Values Booklet' for additional information to support your submission.
- Nominations can be submitted using the online form: [phxirelandawards.com](https://phxirelandawards.com) (scan the QR code)
- Ensure all fields on the form are completed as incomplete submissions will not be progressed.
- When completing a nomination, try using the 'STAR' method (**Situation, Task, Action, Result**) as a guide to tell the story. Providing details of challenges, barriers, responsibilities, tasks, and behaviours etc. will enhance the chances of the nomination being selected to progress.
- Once nominations have been received, each business unit will evaluate and select the nominations that will progress as finalists to judging by the Country Board.
- Throughout the process, nominees, finalists, and winners will receive recognition, and all nominees will receive a copy of their nomination form(s).



To nominate  
scan here



# Judging panel

The country board will serve as the judging panel and meet to evaluate all finalist nominations across the eight categories. To ensure impartial and objective judging, each member will independently cast their preference vote online. These votes will be weighted, and the winners will be determined based on the cumulative scores.

## Paul Reilly

CEO | PHX Ireland

## Hillary Collins

People & Culture Director | PHX Ireland

## Jim McAuliffe

CFO | PHX Ireland

## Stephen O'Donoghue

Head of Procurement | PHX Ireland

## David Keyes

Director | UDD & Head of Public Affairs | PHX Ireland

## Christy Canavan

Director | UDC

## Alan Pender

Director of Operations | United Drug

## Jan Pieter Hallema

Managing Director | LloydsPharmacy

## Elaine Condon

Managing Director | TCP Homecare



# Recognition & awards event

The awards ceremony provides a valuable opportunity to recognise teammates at different stages. Beyond acknowledging their contributions, the awards event serves as a platform to celebrate the achievements of all finalists and shine a spotlight on the exceptional accomplishments of the winners.

## Nominees

Nominees will receive a commemorative pin and congratulatory card along with a copy of the nomination form(s) that contains the detail of why they were nominated.

## Finalists

Those that progress as finalists will be invited to attend the awards event in the Mansion House in September 2024\*. Finalists will receive a commemorative plaque and congratulatory card.

## Winners

Winners will be announced and presented with their trophy, along with a token of appreciation at the Awards Event.

\* The requirements of the business may determine who is eligible to attend the event. The business will endeavor to accommodate as many attendees as is practically feasible.

# Questions & support email

hr@phxireland.ie



Recognition Awards 2023



