



# Southern STARS

AWARDS 2026

## The Facts!

The Southern Stars Awards is an annual program of recognition and reward for Southern Cross Care staff and volunteers who go above and beyond to be the difference in our community. Each year we ask for feedback and in response to this feedback we have created a factsheet that explains the answers to some frequently asked questions about this Awards program.

### What are the award categories in 2026?

#### Service Star

For being the difference to people in our community, through your service, dedication and positive commitment to helping others.

#### Courage Star

For being the difference by having the courage to step out of your comfort zone to do what needs to be done and trusting in your team mates to do the same.

#### Compassion Star

For being the difference by working with compassion, a deep sense of empathy, concern and humanity towards others.

#### Leadership Star

For leaders who make a difference by helping staff and volunteers to thrive.

#### Brendan Bowler Cup

For teams who make a difference by working together towards a common goal.

#### Healthy Ageing Star

For outstanding achievement in supporting residents and clients to achieve healthy ageing outcomes.

#### Carol Day Award

For volunteers who make an outstanding difference in our community.

#### Rising Star

For a person who joined Southern Cross Care after 1 July 2025 and is working to be the difference.

#### Quiet Achiever

For being the difference by working reliably and with humility, uplifting others and consistently demonstrating our values without seeking the spotlight.



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## Who can be nominated for the Southern Stars Awards?

The Awards include categories for all Southern Cross Care employees, as well as a category for registered volunteers and a category for teams. Any current Southern Cross Care staff member, volunteer or team can be nominated. Agency staff and contractors cannot be nominated as they are not Southern Cross Care employees.

## Who can submit a nomination for the Southern Stars Awards?

Any member of the Southern Cross Care community can nominate someone else for a Southern Stars Award. Staff, volunteers, residents, clients and family members can all submit nominations.

Staff members should not nominate themselves for an award.

## How do I make a nomination?

To make a nomination online, [CLICK HERE](#) to access the form. You can also call 1800 852 772 to request a call back to complete a nomination over the phone. Please note that online nominations are preferred and the phone line is generally reserved for members of the community who may have trouble accessing or using the online form.

In 2026 nominations are open from 9am, Monday 1 June to 5pm, Friday, 31 July. Outside of these dates the online form will be closed and you will not be able to request a phone call either.

## Do I have to complete the nomination in one go?

The online nomination form automatically saves your progress so you can go back to complete it later. If you need to make a nomination over the phone you will need to complete it all when you receive the call back to make the nomination. We suggest you make notes before beginning any nomination to make sure you include all of the information you can.

## What do I include in the nomination?

Provide as much detail as possible, really focus on why you are nominating the person.

Include examples of what the person does above and beyond their role and the difference that makes for our residents, clients, staff and volunteers.

Try to use the correct name and role of the person you are nominating, so we can make sure that the right person is recognised for their good work.

## Is the Southern Stars Awards program just a popularity contest?

No. The Southern Stars Awards program involves a thorough judging and selection process that does not focus on the popularity of a nominee, but rather on the way they go above and beyond their role to be the difference to people in our community.

## If I get the most nominations in a category do I win?

Not necessarily. All nominations are judged based on the content and finalists and winners are selected through a rigorous judging process that is based on much more than just the number of nominations per person.

## What is the judging process?

The judging process is robust - it is not a popularity contest.

The screening and discussion of nominations takes into account the detail, what the person was nominated for, how they demonstrate our organisational values, and the contribution they make to our Better for life vision.



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All nominations are received by the HR team and shortlisted, then a judging panel of leaders from across the organisation put together the list of finalists. The suggested finalists are provided to the Executive Team, who then select the winners.

### **What happens when the finalists and winners have been chosen?**

The finalists are announced via an email to all staff and updates on the Southern Cross Care website. Finalists are then invited to the Southern Stars Awards event in November, where the winners are announced live on stage and everyone has a chance to be celebrated for their dedication to our community. The winners are shared after the event via an email to all staff and updates on the Southern Cross Care website.

### **Why is it important to nominate people?**

Being nominated is special in itself, it is a reward for being recognised by your peers, managers and residents and clients for the contributions you make going above and beyond. Being a finalist is also incredibly special and is a significant achievement in itself. We rely on nominations to uncover the stars of our organisation and to ensure they are recognised for the wonderful work they do.

### **What other recognition and reward programs does Southern Cross Care have?**

Southern Cross Care also recognises staff and volunteers who reach Length of Service milestones. Those who reach 10, 15, 20, 25, 30, 35, 40 or more years of service are also invited to the Southern Stars Awards event and presented with a certificate, a pin and a gift in recognition of their service.

Staff may also be nominated for the Monthly Star Award. All successful nominations for the Monthly Star Award receive a gift card and are then considered for the CEO Award.

All recipients of the CEO Award are automatically nominated for the Southern Stars Awards as well.

**If you have any further questions that are not answered on this factsheet you can contact HR via email at [hr.central@southerncrosscare.com.au](mailto:hr.central@southerncrosscare.com.au).**



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