

# THE TOP FIVE RECOGNITION INITIATIVES FOR NURSES

HALO  
recognition

**NURSES** comprise one of the largest segments of the U.S. workforce as a whole with over 3 million Registered Nurses (RNs) nationwide.

1

## PATIENT SATISFACTION

### RECOGNIZE EXCEPTIONAL PATIENT CARE

Affordable Care Act standards have placed heavy scrutiny on the patient experience, and nurses take on a lot of that responsibility. Linking rewards to patient experience outcomes is quickly becoming an industry best practice.



TOP 3

#### FACTORS THAT INFLUENCE

#### Patient Recommendations

- Staff courtesy & concern
- Patient waiting time
- Facility conditions

## MANAGER-TO-PEER

2

56%

of Nurses Say Their

Managers Contribute to  
**POSITIVE RELATIONS**

Among Colleagues



### PROVIDE RECOGNITION TOOLS FOR HOSPITAL MANAGERS

Nurses interact with their managers almost as much as with their patients, so a good workplace rapport is crucial to keeping the hospital running smoothly. On-the-spot recognition, achievement based awards, and team or departmental awards can all give managers an easy tool to recognize their nursing staffs.

3

## SERVICE AWARDS

### RECOGNIZE NURSING LOYALTY

Service awards are the most prevalent of all types of recognition initiatives, utilized in nearly 85% of organizations.

**SERVICE AWARDS** are evolving from traditional milestones (**5, 10, 15 years**) to early recognition, with **67%** of organizations advocating for service recognition after an employee's first year.



## ABOVE & BEYOND

4

### ABOVE & BEYOND PERFORMANCE

is the **MOST POPULAR** Recognition Initiative

for Organizations with 20K+ Employees



### RECOGNIZE DISCRETIONARY EFFORT

As long-standing champions of the patient experience, nurses spend extra effort comforting patients' families, keeping an eye on medical supplies when stock is low, and developing process improvements to make the experience better. Above and Beyond is a great way to recognize this discretionary effort on a daily basis.

5

## COMPLIANCE

### REINFORCE TIMELY CERTIFICATIONS & TRAINING STANDARDS

Nurses and other hospital staff must renew certifications and comply with training standards on a regular basis. Incentivizing these renewals with a compliance initiative is an excellent motivator.



— IN ONE —

Healthcare Organization,

hospitals that offered a compliance initiative experienced completion within **30** days.

Those that did not only reached **46%** completion.



#### SOURCES CITED

##### RECOGNITION INITIATIVE 1

WorldatWork – Trends in Employee Recognition (<http://goo.gl/WP9F9C>)

CALLOUT 1: Towers Watson – Committed to Health: A Case Study (<http://goo.gl/Yuu8Af>)

##### RECOGNITION INITIATIVE 2

Dale Carnegie Training – What Drives Employee Engagement and Why it Matters (<http://goo.gl/ECEd3>)

CALLOUT 2: Medsurg Nursing -- 2013 May-Jun; 22(3): 172-9 (<http://goo.gl/WP9F9C>)

##### RECOGNITION INITIATIVE 3

WorldatWork – Trends in Employee Recognition (<http://goo.gl/WP9F9C>)

CALLOUT 3: Accelir Rewards & Recognition 2014 Trends Report (<http://goo.gl/n4RgAa>)

##### RECOGNITION INITIATIVE 4

Gallup – Fourth Element of Great Managing (<http://goo.gl/mZoxoh>)

CALLOUT 4: WorldatWork – Trends in Employee Recognition (<http://goo.gl/WP9F9C>)

##### RECOGNITION INITIATIVE 5

CALLOUT 5: Michael C. Fina – Upcoming Healthcare Case Study