



Value, recognise and celebrate staff regularly

This guidance aims to help you create a local approach to staff engagement in the context of the wider workforce strategy for your organisation and its overall approach to staff experience.



Ensuring staff feel recognised and valued has a positive impact on engagement and has been taken forward in many trusts as a priority.

Staff recognition can take place at any level, from weekly ward-based team time to appreciate colleagues, right up to organisation-wide annual celebrations.

By celebrating contribution and success, NHS organisations can reinforce a sense of belonging and help to improve engagement.

Getting to the heart of peer-to-peer recognition

Barts Health NHS Trust (BHT) recently launched a new programme of recognition based on feedback following engagement with its workforce. This involved allowing peer-to-peer recognition for those who go out their way within their role to help others or an act of kindness. This is described in more detail in our recently [published case study](#).

Midlands Partnership University NHS Foundation Trust

Midlands Partnership University NHS Foundation Trust has successfully put culture at its heart and improved its reward and recognition initiatives, staff satisfaction and buy in. Read more about this in our [case study](#).

Employee recognition

You can learn more about employee recognition, what your organisation can do, and top tips via our [web page](#).