

Launching HNY's Whole System Reward and Recognition programme

Through Humber and North Yorkshire's 2024/25 [HNY Breakthrough](#) workforce transformation programme, we're delighted to announce the launch of the Whole System Reward and Recognition Group. The purpose of the group is to identify and embed schemes which:

- Recognise, celebrate and showcase the achievements of HNY Health, Care and VCSE staff, and
- Rewarding staff through the provision a contemporary portfolio of non-pay staff benefits, which level-up, wherever possible, the offer to all health, care and VCSE staff.



Alex Seale, North Lincolnshire Place Director, HNY ICB and SRO of the Whole System Reward and Recognition programme, said:

“Offering a sincere thank you for a job really done is the very least we can do to all our hard-working staff. In many ways this is exactly what this work is all about. It’s a way to say thank you, to give a pat on the back and genuinely let our staff and teams know that we understand how hard it is at present and how much we appreciate everything they do. This can be done many ways from a well-placed thank you at the end of a hard shift through to the glitzy staff award ceremonies.”

As well as this we want to offer all staff the very best staff benefits we can. We want to make sure that, whatever you do and wherever you work, you have access to as many of the same benefits that your colleagues who may work in our other health and care providers. We want to level-up our staff benefits offers so we all enjoy the same benefits regardless of where we work. Importantly though we want to design it with staffs wishes at the heart of it. Therefore, before we do anything, we want to understand staff views. To do this we’re holding a listening exercise so you and your colleagues can share your thoughts. I would encourage all of you to take part in this so your views are heard and can be used to help shape our work.”

The Whole System Reward and Recognition workstream has been tasked with listening to staff what would like to see in a modern staff benefit offer, and comparing this to what is currently offered and available elsewhere, and then from this to:

- Create a staff benefits proposal for what we as a collective of health, care and VCSE providers could offer to our Teams, and from this launching these benefits
- Create a staff recognition offer so we can both thank our staff and teams for their achievements but also to showcase these publicly

Neither of the above proposals are to replace what is currently offered but instead to share best practice and ensure we offer the best of what we can to all staff, regardless of which provider or sector they work in.

To help us with this we invite you to feedback your thoughts on both our current reward and recognition programmes but also what you would like to see in the future. To do this we have created a simple, short and anonymous 5minute survey. You can access the survey from this link ([click here](#)) or following the QR code below.



The survey closing date is 20 September ... please encourage all your colleagues to tell us what they think too!

For more information on this work, including how to get more involved, please contact Simon Dunn, Head of Cultural Transformation, HNY ICB and programme convenor on simon.dunn2@nhs.net