8 Meaningful Ways Owners and Administrators Can Show Appreciation to Nurses during Nurses Month

Discover meaningful ways health care administrators can show appreciation to nurses during Nurses Month.

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May is National Nurses Month, where leaders and administrators have an opportunity to show their nurses how much they're appreciated for their hard work and dedication. Nurses are the backbone of any health care organization, and they play a vital role in ensuring the health and well-being of their patients. If you're an owner or administrator, here are 8 ways you can show appreciation to your nurses during Nurses Month: **Provide a recognition program:** Create a recognition program that acknowledges and rewards nurses for their hard work and dedication. This can include employee of the month awards, certificates of appreciation, or other forms of recognition. **Host a celebration:** A celebration is a great way to show appreciation to nurses during Nurses Month. You can organize a party or luncheon for your nurses, complete with food, music, and fun activities, you can even get

your community involved to make your celebration even more remarkable. There are so many ways to make a party extra special:

- Create a photo booth with props and backdrops so nurses can take fun pictures to remember the event.
- Organize a raffle or giveaway with prizes, like gift cards, spa packages, or a paid day off.
- Hire a professional masseuse to provide massages during the event.
- Invite a motivational speaker to give a talk on the importance of nursing and how much nurses are valued.
- Get your community involved to create a video tribute to your nurses that includes messages of appreciation.
- Arrange for a team-building activity, like a scavenger hunt or an escape room experience.
- Hire a catering service to provide a special menu that includes nurses' favorite dishes and desserts.

Provide gifts: Gifts are a great way to show appreciation and can range from small tokens of appreciation to more substantial gifts. You can get creative with your gift giving and tailor it to your nurses' interests and preferences or create a gift recognition program for those nurses that go above and beyond. Some of these gifts can be:

- *The gift of words:* a simple handwritten thank you note goes a long way!
- *The gift of time:* consider providing your nurses with extra time off or reduced workload as a way of showing appreciation.
- *The gift of subscription:* a subscription to a magazine or an online course can be a great way to show support.
- *The gift of charity:* a donation to a charity or cause that is close to a nurse's heart can be a meaningful and thoughtful gift that supports a good cause.

Promote self-care: Self-care can mean many things. But all self-care requires one thing: time. Encourage your nurses to take time caring for themselves, whether it's through exercise, meditation, or other self-care practices. Remember that self-care is essential for mental and physical well-being. Here are some you can incorporate:

- *Physical care* – Incorporate movement into your nurses' daily routine by offering various opportunities for physical activity, such as lunchtime walks, stretching breaks, or step challenges. Additionally, emphasize the importance of preventative care to ensure long-term health.
- *Mental care* – Nurses often encounter high-stress situations, so it's crucial to prioritize mental health. Encourage nurses to seek support when needed and provide resources such as therapy or counseling services.

- *Mission-driven care* – Remind nurses of their purpose and the impact they make on others. Encourage them to take pride in their work and acknowledge the importance of self-care in being able to provide quality care to others.

Show genuine gratitude: Above all else, you should express genuine gratitude to your nurses. A simple thank you can go a long way in making nurses feel appreciated and valued. Besides the ideas mentioned above, you can always provide services in the workplace that will help you keep your nurses happy and with you longer. According to Skilled Nursing News, high turnover for frontline nursing home workers is a key issue, with a median turnover rate of 94% and a mean rate of 128% in 2017 and 2018 – and it's clear high turnover is widespread throughout other sectors of health care too. Raising wages is one option, but you can also provide the following benefits to make their lives easier: **Flexible pay options**: In addition to direct deposit and live checks, paycard programs can be a great option. Paycards work like debit cards and can be used to make purchases or withdraw cash at ATMs. They are a great alternative for nurses who do not have a traditional bank account or prefer not to receive paper checks. Another great pay perk you can provide your employees with is the option to access their earned income at an earlier date than pay day – right when they need it. By providing employees with immediate access to their earned pay, they can harness the power of their pay to meet unexpected expenses, pay bills on time, and save money before pay day. Transfers can be made to any bank account, debit card, or paycard. Offering multiple pay options shows that you understand and value your nurses' preferences and are willing to accommodate their needs. **Access to information**: Nurses are busy professionals who often have to manage their finances on the go. Giving them access to their pay stubs and other payroll information online can save them time and hassle. Online portals or apps can allow nurses to view and print their pay stubs, track their hours, and make changes to their personal information, all from their computer or mobile device. By providing convenient access to information, you can help your nurses stay informed and focused on their work. **Training and development**: Investing in your nurses' professional development not only benefits them but also benefits the care your organization provides. Nurses who receive additional training and education are more confident and competent in their roles, which can improve patient care and satisfaction. Offering on-site training, continuing education courses, or tuition reimbursement programs will help nurses learn new skills and advance their careers. By providing opportunities for growth, you can show your nurses that you're truly committed to their success and well-being. Nurses Month is an excellent opportunity to show your nurses how much they are appreciated. But of course, Nurses Month is not the only time to show gratitude for all the marvelous work they do every day, and any of these gifts and benefits would surely be appreciated any time of the year. By implementing recognition programs, hosting celebrations, providing gifts, promoting self-care, offering additional training and education, and expressing genuine gratitude, you can make Nurses Month a memorable and rewarding experience for your nurses.

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