

Washtenaw County Community Mental Health

**EMPLOYEE RECOGNITION – (policy)**

**PURPOSE**

- Promote good morale and positive associations at all levels of the organization.

**POLICY**

- Leadership recognizes the good value in engagement, special events, and activities with consideration to staff well-being in order to promote a greater work force and subsequently improved consumer services and enhanced community presence.
- Reasonable expenditures to appropriately demonstrate appreciation of staff and any of their extended efforts, special achievements, and team challenges are approved acts of employee recognition.

**STANDARDS**

- The Executive Director, or designee, is responsible for oversight and implementation
- Observations of employee recognition can include but are not limited to:
  - Team or individual staff achievement regarding a significant consumer challenge
  - Family/Life change (e.g. wedding, birth or adoption of a child, death of an immediate family member)
  - Completion of a degree or special certification
  - Events intended to promote communications, build camaraderie and/or promote good morale.
- Teams are encouraged to find multiple methods of communication about and/or acknowledgement of individual, team, or consumer victories on a regular basis that may not necessitate expenditures.

**PROCEDURE(S)**

*See procedures manual*

**REFERENCES/NOTES**

There are no additional external references, sources or notes for this policy.

**EXHIBITS**

There are no additional exhibits for this policy.