

Sample Briefing Note

Recognition Award

Issue:

Key Messages:

- Public servants provide quality services to Nova Scotians and as an employer, we are committed to recognizing them for their contributions.
- This award recognizes employees for the outstanding achievements and contributions they make in support of our department's business objectives and priorities.
- Both formal and informal recognition activities contribute to a supportive work environment and support our efforts to attract and retain skilled, committed and accountable employees to the public service

Background:

- Results from the Government of Nova Scotia's employee surveys indicate that there are improvements to be made in the area of employees feeling recognized for their contributions, employees feeling valued, and employees being engaged.
- Nova Scotia's Corporate Human Resource Plan 2005-2010 has identified being a preferred employer as one of its five goals. To achieve this goal, the Public Service Commission (PSC) has developed a corporate attraction and retention framework, which includes developing an effective employee recognition program.
- The Corporate Human Resource Plan also identifies providing a safe and supportive work environment for employees as one of its five goals. To achieve this goal, the PSC has adopted the National Quality Institute's (NQI) comprehensive healthy workplace model. Under the NQI model, employee recognition is encouraged as a means to creating a positive workplace culture and supportive environment for employees.
- Improving government's attraction and retention efforts creates winning conditions for competition for employees within the global marketplace. By providing workplaces where employees feel valued, engaged and committed to public service, government contributes to making all Nova Scotians feel healthy, safe and supported.
- Research reveals that recognition and appreciation contribute to employee engagement. Employees who are engaged are satisfied with their work, are more likely to stay with the organization, are more likely to promote government as a great place to work and will provide a higher level of service to Nova Scotians.

Contact Person:

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