Reward in the NHS
Workshop session

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Introduction: Developing a successful reward strategy

Phase 1: preparation and planning
Aim: to review and reflect on your existing organisational policies and procedures

Phase 2: development and design
Aim: to improve the effectiveness of your reward policy across your organisation

Phase 3: implementation and communication
Aim: to test your approach and manage the change
Phase 1: preparation and planning

Aim: to review and reflect on your existing organisational policies and procedures

Questions:
1. What are your current organisational and employee needs?
2. How might these needs change in the future?
3. How can you assess how effective your current reward offer is in meeting those needs?
Phase 2: development and design

Aim: to improve the effectiveness of your reward policy across your organisation

Questions:
1. What aspects of reward do you do well now?
2. What changes need to be made to your current reward offer to better meet organisational and employee needs?
3. How can you continue to ensure that reward elements are aligned to employee and organisational needs?
Phase 3: implementation and communication

Aim: to test your approach and manage the change

Questions:
1. Which key stakeholders do you need to engage with?
2. How can you engage with staff to test your approach?
3. How can you better communicate your overall reward offer to both potential staff and existing staff?
Quick fire feedback

Group discussion

Summarise and share the most interesting, surprising, or useful highlights from your group discussions
Action plan

Take a moment to reflect and consider with a colleague next to you the actions you will follow up on after today.

Please share one key action with us on Slido.
Final thoughts

Take a look at the other resources that are designed to support you to develop, implement and communicate your reward offer.

www.nhsemployers.org/rewardresources
Tell us more about reward in your organisation

Email  reward@nhsemployers.org
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Website  www.nhsemployers.org/reward