



High Five

Administrator:

Ms. Trece Mays

Andalusia Manor

670 Moore Road

Andalusia, Alabama 36420

(334) 222-4544

What is a high five? A noun commonly used to describe a gesture in which you slap the palm of your hand against the palm of someone else's hand in the air, usually to show that you are happy about a victory or an accomplishment. At our facility, high fives are given to employees that go above and beyond, have outstanding attitudes, and help our facility to be the best it can be for our residents.

In departmental meetings, we're constantly discussing ways to improve employee morale and to hopefully, decrease turnover rates. It is human nature to enjoy a pat on the back, a job well done, or in this case, a "high five" when you're giving 100% in the work place. In the fast pace of long term care, we felt that sometimes we may not always take time to applaud the effort of those staff members that go above and beyond. The high five program shows our staff members that their hard work doesn't go unnoticed. We have also been able to increase morale by including our employees in the selection process for our high five candidates. Because we realize that administration can't be everywhere all of the time, we have asked that our employees nominate any other employee that they feel excels at their job. We have found that when our employees feel that their hard work is noticed, they continue to work towards going the extra mile for our residents, which in turn improves the quality of care that we are able to give to our residents.

Any employee is eligible for nomination of a "high five". We ask that staff members see our human resource manager to make their nominations. We have also expanded our program to include the families of our residents in the nomination process. Each month, we will reward 5 employees for their hard work. There may be more nominations submitted than this so our department heads will meet weekly to review nominations and ensure that the most deserving 5 are chosen for that month. Once approved, the nominated person then has their name put on a display board in our facility for sponsors, residents, and other staff members to see and applaud their hard work. The people on this board are given a \$20 WalMart gift card to reward their efforts. There will also be a quarterly pizza party to recognize each high five rewarded. We also hope to be able to have a casual banquet with a motivational speaker at the end of the year for all of the employees rewarded within that year. At the banquet, we plan to reveal the specific reason given for their nominations as they are recognized individually. Once chosen as a high five, employees are no longer eligible for the honor within that same year. We feel that this will give more employees the opportunity to have their hard work recognized.