Using Learning From Excellence Nominations (GREATix) to Support Monthly Recognition by Senior Management Teams

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Recognising everyday excellence

Learning from Excellence shifts focus to recognising success

It is true that it's the small things that mean a lot. She is a great manager who is extremely knowledgeable, highly competent and knows all her staff by name and always has time for her staff.

J has been persistently and consistently supportive of junior training throughout my time at CAH. She is clearly very knowledgeable and competent, but where she stands out is her approachability, reassurance and support.

I admired how they put the patient at ease maintained dignity and treated the patient with respect. They have a lovely rapport with the patient, they sang songs to her which made the patient smile so much.

From paper form to digital automated process

2019 paper forms

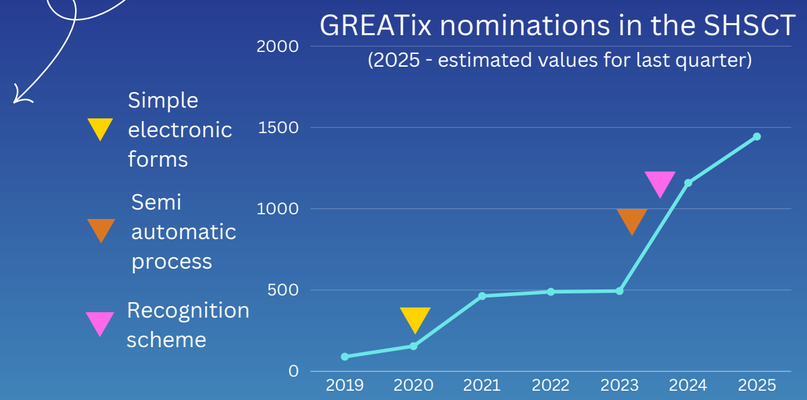
2020 simple digital form

2024 semi automated process without breaking the bank

GREATix nomination form

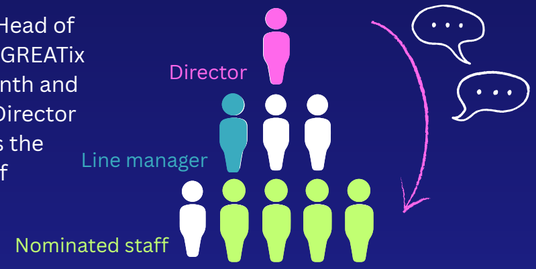
Line manager

Nominated staff



Celebrating excellence, building morale

A panel of 4 judges (Head of Service level) select 4 GREATix nominations each month and present them to the Director who then contacts the nominated staff



Recognition from senior leaders signals that contributions truly matter. When staff see their efforts acknowledged from top, engagement and innovation thrive. As the King's fund highlights, ***"When leaders value and recognize staff contributions, it builds trust and engagement, leading to better care and innovation."***

West M. et al. (2017). Caring to change: How compassionate leadership can stimulate innovation in health care. London: The King's Fund.

Recognising excellence in every act of care - Southern Health & Social Care Trust, 2025