

### Strategies for recognizing nurses' value

- Establish and maintain practice supports such as nursing governance committees, advanced practice roles, nurse scientists, designated roles with separate accountability for professional practice (AACN, 2002)
- Differentiate nurses' practice roles based on experience, education and certification clinical ladders (AACN, 2002; Upenieks, 2003b)
- Maximize nurses' scope of practice and reduce their non-nursing tasks (Canadian Nursing Advisory Committee, 2002; Maslove & Fooks, 2004)
- Create compensation and reward systems that recognize experience, education, advanced credentials, responsibility and performance (AACN, 2002; CNA, 2001; Devine & Turnbull, 2002)
- Put professional and educational credentials on nametags and reports (AACN, 2002)
- Include nurses in media events, public relations announcements and strategic planning (AACN, 2002)
- Provide rewards for exceptional achievements and hold awards ceremonies to acknowledge them
- Publish a nursing annual report or feature nursing in the organization's annual report (AACN, 2002)