

## Staff Recruitment & Retention Tips

Talking to people of all ages here is what they have to say:

- ❖ A huge importance is the job description
  - Clear duties and responsibilities
  - Goalposts
- ❖ Job satisfaction is paramount
- ❖ Competitive salary for the role
- ❖ Clear career progression
- ❖ Flexibility
- ❖ Clear induction process with experienced team members
- ❖ Having a societal impact is important
- ❖ Access to training and advice
  - Online and physical
- ❖ Opportunities to work at other group locations for work experience
- ❖ Clear lines of communication
- ❖ Accessible and empathetic managers
- ❖ Clear appraisal systems and processes
- ❖ Regular and measurable feedback for continuous improvement

A failed new hire can impact greatly on the rest of the team, particularly in the social care sector, hence the importance placed on values-based recruitment.

Beware of paying new hires more than current employees, which in turn can impact the burden of poor recruitment.

Always take time to plan your recruitment strategy, assess your candidates and carry out due diligence. Avoiding rushed decisions will pay dividends in the future, alongside feedback from your staff and those whom you care for.

If inhouse HR capacity is limited, consider an external resource, and weigh up the cost versus benefit.

[Visit Ownacarehome.com for more information to assist you in recruiting and retaining your team.](https://www.ownacarehome.com)