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This is one of the most powerful tools you can use as a healthcare leader

As a healthcare leader, one of your jobs is to make big difficult decisions.

When making a decision, you take care to look at all of the information you have available to you so that you can make the best, most informed, decisions.

And when it comes to making decisions about your people, it's important to use the same care and due diligence, because they're your greatest asset.

What can help you make the best decisions regarding your team?



Employee surveys are the answer. They're one of the most powerful tools you can use as a healthcare leader.

They help you bridge the gap between what you think is going on vs what is actually going on – because the two can often mean very different things.

Here's 10 steps you need to follow to conduct the perfect survey:

Step 1: Create a specific focus for your survey based on healthcare outcomes.

Step 2: Decide how you're going to conduct the survey, whether that's via an online form or in-person interview for instance.

Step 3: Create questions that will give you the insights you need, in a way that you can measure, benchmark and compare in the future.

Step 4: Pre-frame the survey to your employees and encourage them to take part.

Step 5: Decide how you want your employees to complete the survey.

Step 6: Review results and create findings.

Step 7: Create your action plan.

Step 8: Communicate findings and actions to your team.

Step 9: Act on the results.

Step 10: Check-in 6 months later to see if you've made improvements.

For more details about these steps, please ask us for our latest guide.

And if you'd like to start surveying your employees, we're here to help.

LATEST NEWS



35% of employees are looking to change jobs

Yep, more than a third of UK employees are actively looking for new jobs with better pay, according to new research.

Why? It seems to all centre around pay. One of the most common reasons given was to boost earning potential, but poor pay and the cost-of-living-crisis were also cited.

If you think your employees may be feeling this way, is it time to look at potential pay rises, or other benefits you can offer to help retain your best people? Remember, it's not always just about the money. If people can see career progression in their future, or enjoy other benefits like flexible working, it can also encourage them to stick around.

Is time off really time off?

Two thirds of employees have admitted to working during their time off, according to a recent poll. On average, these people are spending two and a half hours per day working, when they should be enjoying a break.

A separate study found that 23% of employees take a work device, like a phone or laptop, away on holiday with them. A further 1 in 5 continue to work as normal while they're away.

Proper breaks are not only crucial for a good practice culture, but they encourage much better mental health and wellbeing in employees, as well as reducing stress and avoiding the dreaded burnout. If your employees are working during time off, make sure you put a stop to it!

Workers with depression or anxiety lose a quarter of the year in productivity, says a new report. Are you taking the right steps to help employees manage their mental health?

How to STOP your best employees from leaving

Retaining your best performers is like holding onto a winning lottery ticket – you don't want to lose it.

But what happens when the glow of engagement starts to dim? Maybe an external opportunity catches their eye, or they start daydreaming about what life might be like in a different role or company. Before you know it, they're discreetly scanning job ads, networking on LinkedIn, and considering their options.

For you, this can be disastrous.

So, how do you stop your best employees from leaving?

Here's a secret: while money is important, it doesn't hold the sole key to employee engagement.

Here are some of the X-factors:

Positive leadership

Effective leaders set the tone, communicate openly, and foster trust within their teams. Think of them as the influencers of office morale.

Positive company culture

When employees find themselves in an environment that aligns with their values, it encourages a sense of belonging and purpose. It's the secret to employee happiness.

Prospects for career progression

Providing opportunities for growth - whether through promotions, skill development, or training - keeps your employees motivated to level up.

Ongoing learning and development

Encouraging employees to continually improve their skills not only benefits your business but also gives them a sense of personal and professional growth.

Feeling valued, trusted, and appreciated

Everyone loves a pat on the back. If your employees don't feel appreciated for their hard work and dedication, they might start wondering if the grass is greener on the other side.

Work/life balance

A healthy balance between work and personal life is vital for your employees' wellbeing. Consider it your secret weapon for keeping them happy and motivated.

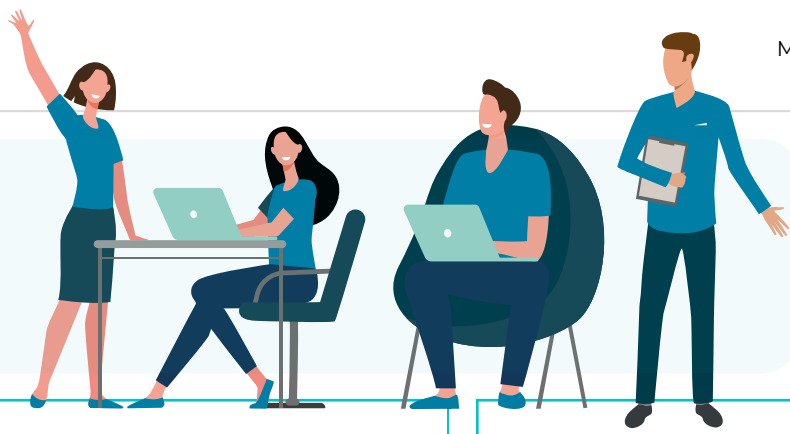
A sense of purpose

Employees are most engaged when they believe their work serves a greater purpose.

Remember, employee retention is an ongoing commitment. By embracing these insights and strategies, you'll not only keep your all-star team intact but also create a workplace that shines even more brightly.

If I can give you a hand getting started, get in touch.

Q&A



Who has to be informed and consulted on a TUPE transfer?

You must inform and consult with the trade union or another employee representative. However, employers with less than 10 employees can inform and consult directly with employees.

Can we revoke an employment offer on the basis of a spent conviction?

This depends on practice policy, the type of conviction and the role that is to be undertaken. It's a good idea to take advice before acting.

Can I insist on staff coming to a meeting on their day off?

You can, but unless it's covered in your contracts, you must compensate the employee for this, either with additional pay, or time off in lieu.

Let's talk on the phone

Here are three questions for you:

- Do you currently have an HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's have a chat.

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



YOUR HR EXPERT

