

## 'Employer of Choice' or 'Employer of Churn' – so which would you choose?

**Stress at work results in low productivity, high turnover and high costs. At best you will always be recruiting, trying to 'stem that flow' and at worst, your reputation will suffer ..... and so will business revenue.**

Every business needs people and you simply could not function without them. It is much harder to thrive and grow when you are constantly 'churning over staff'. Without a doubt, it's a never-ending part of trying to survive within the Care Sector.

Constantly 'churning over' staff and spending your time recruiting new people is a costly and often demoralising process for everyone involved. It not only affects your overall business productivity but causes problems with adequately covering shifts, affects staff morale, upsets your residents and relatives and is often raised as a concern by the CQC who always want to see 'safe, well led and well managed' at the end of any report.

Without a positive workplace culture, you're surviving but you're not thriving and as a result your staff retention rate will be poor, sickness absence will be high and this all causes extra costs. Not to mention the stress it places on staff who are trying to manage the day to day running of the business.

Historically, the Care Sector has been known as always experiencing high staff turnover and sickness absence. We've come to accept 'that's the norm'. Working for the 'Employer of Churn' has a massive impact on staff causing high levels of sickness absence and often results in resignation.

Addressing the issue of workplace culture and training people managers to feel empowered to 'manage' and run a team of people effectively and professionally can really help to reduce retention and absence issues. The Care Sector is

known for 'growing its own talent' and it's fantastic to see people promoted through the business. They will bring a wealth of knowledge and skills to such roles and be an asset.

What's often missing is some key personal development for staff who ultimately find themselves in a position of people management.

At HR Fit for Purpose we can help colleagues in the Care Sector improve their workplace culture helping to reduce issues such as high turnover costs, sickness absence and poor productivity through our OPUS people management development programme.

For more information on how we can help please visit [www.hrfitforpurpose.co.uk](http://www.hrfitforpurpose.co.uk) or email [info@hrfitforpurpose.co.uk](mailto:info@hrfitforpurpose.co.uk) tel: **020 3846 5637** for details.

