


A decorative border at the top and bottom of the page features a repeating pattern of vertical teal lines. Each line is topped and bottomed by a circle in various colors: teal, orange, white, and yellow. The circles vary in size and are arranged in a rhythmic, slightly offset pattern.

How to retain good elder care staff



You found the perfect
eldercare staff.

It was a difficult process.

Now you have in front of
you the person you like and
trust, ready to take care of
the elder/ senior in your
family.

Here are some ideas to
help you retain the staff of
your dreams.

Most of the times it's not
only about the money
when you hire somebody.

They will be a part of your
family, so make them feel
welcomed.



“Wrinkles merely mark
where smiles have been.”

Mark Twain



**Resisting the transition*

If the elder/ senior is a little reticent, you need to ask for help from family and friends and explain it is for their best.

**Accommodations*

Make sure the staff will get a comfortably arranged room. The minimum is a bed with a good/ new mattress, a dresser, a table with a chair, space for a TV set, computer or laptop.

**Prepare their arrival*

Before the arrival, make sure the house is cleaned and things are in order.

**House surroundings*

In order to make them feel welcomed and comfortable, arrange for somebody to show the neighborhood. The new place becomes friendlier.



**Shopping budget*

Make sure the new staff has enough money for the daily shopping routine. It is uncomfortable to spend everyday money from their own pocket even if you will refund them.

**Time off*

Arrange for time off especially if the elder/ senior in care cannot move or be transported for a walk.

**Medical history*

If the elder/ senior in care is under medical supervision, the staff needs to be in constant contact with the doctor. For the best care, the whole medical record must be revealed.

**Communication*

The key of all is communication. Inform the staff that any issues can be openly discussed with you anytime, regardless the subject.



**Incentives*

Even if you fairly pay your staff, reinforce that with bonuses every time you have the chance: on holidays, their birthday, different occasions when they had different initiatives.

**Support*

The elder/ senior in care is not getting younger, the health state is declining and work load increasing. Offer support to your staff in any possible way, even if it's only a salary raise.

**Changes*

In this filed of care changes occur. The staff will not suffer salary cuts if the senior is hospitalized. If the hospitalization is for a longer period then they need to agree that some adjustments have to be done.

**Thanking your companion*

“Thank you” is magic.
Never be afraid to use it!
It's always welcomed 😊



“Age is an issue
of mind over matter.

If you don’t mind,
it doesn’t matter.”

Mark Twain

The top of the page features a decorative header. It consists of a row of stylized trees with circular canopies in shades of teal, orange, and yellow, set against a brown background. Below this row is a large, wavy ribbon that curves across the page. The ribbon has a gradient from light teal to dark teal, with an orange band in the middle.

Quality people are ‘rare birds’.

When you meet them, hire them, keep them close to you and give them the chance to grow.

Always make sure they know you appreciate them.

It’s easier to keep them happy than hire somebody new, especially in this field of activity.

Follow our weekly “Looking 4 staff” series
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info@staff4families.com

0040 787 632 355 (Julia)
0040 376 444 666 (General)

www.staff4families.com