How to retain good elder care staff

You found the perfect eldercare staff.

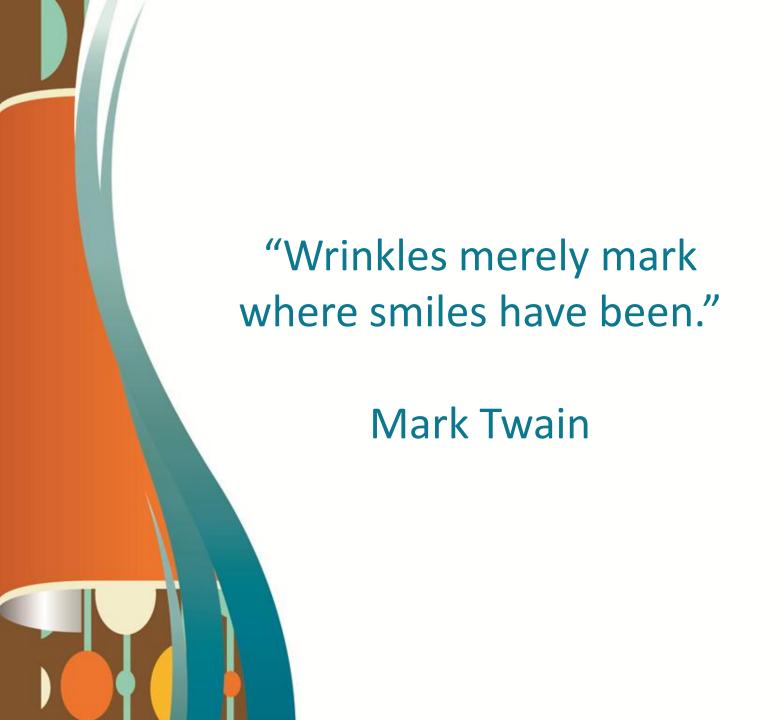
It was a difficult process.

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.



*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



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 www.staff4families.com/news

