

Health care connect UK

'Attracting, Developing, Motivating and Retaining Employees'

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WHY HR MATTERS AT HEALTH CONNECT UK



(NHS England, 2023)

- HealthConnect UK is a rapidly growing healthcare organisation.
- As the organisation grows, it needs to attract and recruit suitable employees.
- Staff need proper training, support and opportunities to develop.
- Keeping experienced employees can help reduce recruitment costs and support better teamwork.
- The aim of this presentation is to recommend ways to improve recruitment, motivation and staff retention.

HOW CAN HEALTH CONNECT UK ATTRACT GOOD EMPLOYEES

- Write clear job advertisements explaining the role, pay, hours and responsibilities.
- Advertise vacancies on suitable job websites and through colleges.
- Make the application and interview process fair for everyone.
- Explain the benefits of working for the organization.
- Give applicants a realistic idea of what the job involves.



(Armstrong and Taylor, 2023)

HELPING EMPLOYEES TRAIN AND DEVELOP

- Provide a proper induction for every new employee.
- Give staff regular training to keep their skills up to date.
- Introduce a buddy system so new starters have someone to ask for help.
- Offer opportunities for further qualifications and career progression.
- Ask employees what training they feel they need or could highly benefit from.

(Armstrong and Taylor, 2023; NHS England, 2023)



KEEPING EMPLOYEES MOTIVATED

- Recognise employees when they do good work
- Give regular feedback and listen to staff suggestions
- Treat employees fairly and consistently
- Provide opportunities to learn new skills and progress
- Make sure workloads and rotas are manageable

(Herzberg, Mausner and Snyderman, 1959)



RETAINING AND ENCOURING STAFF TO STAY

- Ask employees for feedback about their working experience.
- Review exit interviews to understand why people leave.
- Offer flexible working where possible.
- Provide support for employee's wellbeing.
- Make career progression opportunities clear.

(CIPD, 2025; NHS England, 2023)



IDENTIFYING THE MAIN HR PRIORITIES

1. Understanding staff concerns

-Find out what employees think is working well and what needs to improve.

2. improving training and support

-Make sure new and existing employees have the skills and guidance they need.

3. improving management

-Help managers communicate clearly, listen to concerns and treat staff fairly.

4. reviewing progress

-Use staff feedback and employment figures to see whether changes are helping.

MANAGEMENT AND TEAMWORK

- Managers should communicate clearly with their teams.
- Employees should feel comfortable raising concerns.
- Team members need to share information and support each other.
- Managers should deal with problems fairly and consistently.
- Good teamwork can help employees feel included and supported.

(NHS England, 2023)



MY RECOMMENDATIONS

Recommendation 1: collect regular staff feedback to understand concerns

Recommendation 2: improve induction and introduce buddy support for new employees

Recommendation 3: provide in communication and people management

Recommendation 4: review rotas, training opportunities and recognition to help ensure fair treatment

Recommendation 5: monitor staff turnover and satisfaction to see whether changes work.



REALISTIC ACTION PLAN

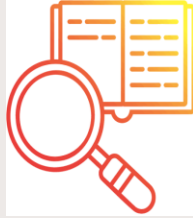
Action plan	
Month 1	Lisen and review: Collect staff feedback and review vacancies, turnover and exit comments.
Months 2-3	Introduce improvements: Test a better induction process and provide manager training in one team.
Months 4-6	Check the results: Review feedback and employment figures, then adjust the plan before expanding it.

CONCLUSION

- Attracting employees is important, but keeping experienced staff matters too.
- Training and development can help employees feel more confident and supported
- Fair treatment, good management and recognition can improve the working experience
- HealthConnect UK should listen to staff and use evidence to guide its decisions
- Changes should be reviewed regularly to check whether they are working.



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