

What makes social care workers want to stay?

Write up from the table discussions, Oxfordshire Workforce Forum 25 January 2016

<p>Being appreciated and valued xx</p> <ul style="list-style-type: none">• Feeling valued - "boomerang" workers raise morale• Being asked to help with interviews by talking about your rewarding work in the organisation	<p>Relationships</p> <ul style="list-style-type: none">• Service users!• Caring and understanding manager• Matching social care workers' interests and life experience to service users'• Relationships with the people you support• Friendly staff and co-workers• Senior managers finding time to talk to you• Team work
<p>Leadership & management</p> <ul style="list-style-type: none">• Positive and fair leadership• Loyalty to nice bosses• Managers' open door policy xx• Visible managers - sharing work space• A good boss - people need to feel appreciated• Carers listened to and ideas acted upon• Management is consistent (not moody!)• Regular supervision and support	<p>Culture</p> <ul style="list-style-type: none">• Creating the right culture which runs through the organisation like a stick of rock• Having fun!• Good communication• Focus on a person's skills, not any problem they may have• Fairness• Awareness of what you offer to the organisation• Friendly environment xx

- Team meetings
- Surgeries for staff
- Supervisors going to see staff working in the community and getting to know them
- Involving and listening to staff
- Ensuring work remains meaningful
- Share quarterly performance reports so staff can see how hard they've worked, how much sickness they've covered etc.

- Flexibility
- Communication in a positive way
- Issues with the current "culture of management"
- Upbeat culture - you are doing a good job

Their "deal" with you

- Good training & development opportunities
- Opportunities to progress
- Assurance of work
- Flexible working
- Give lifts to staff who walk for longer distances
- Casual staff moving to permanent contracts
- Offer pension
- Death in service benefits
- Money - I heard nothing today :o)
- Living wage will make recognition & appreciation more important

Heading towards the door?

- Ask why you want to leave and see if we can change that
- Honesty in the exit interview - it can't be from "the boss". You just won't get honesty that way.