

Tool 45: Retaining staff

Research points to factors that support people to stay working in social care and those that push them away (Bowyer and Roe 2015). One of the factors is supervision.

This tool enables you to consider the push and pull factors and how you are supporting a context where supervision can thrive.

You can use this in team meetings to talk with your staff about their experience or in management meetings to consider how to support retention in your organisation.

How do we ‘pull’ staff to stay in our organisation?

Pull Factor	How can Supervision help?
The ability to make a difference	
Opportunities for staff development	
Peer support	
Opportunities for career progression	
Organisational support for emotional wellbeing	
Feeling valued	
<i>What other factors can we identify?</i>	

How do we avoid ‘pushing’ staff away from our organisation?

Push Factor	How can Supervision help?
Blame Culture	
Lack of clarity about roles	
High levels of stress	
Overly bureaucratic systems	
Negative public perceptions	
<i>What other factors can we identify?</i>	