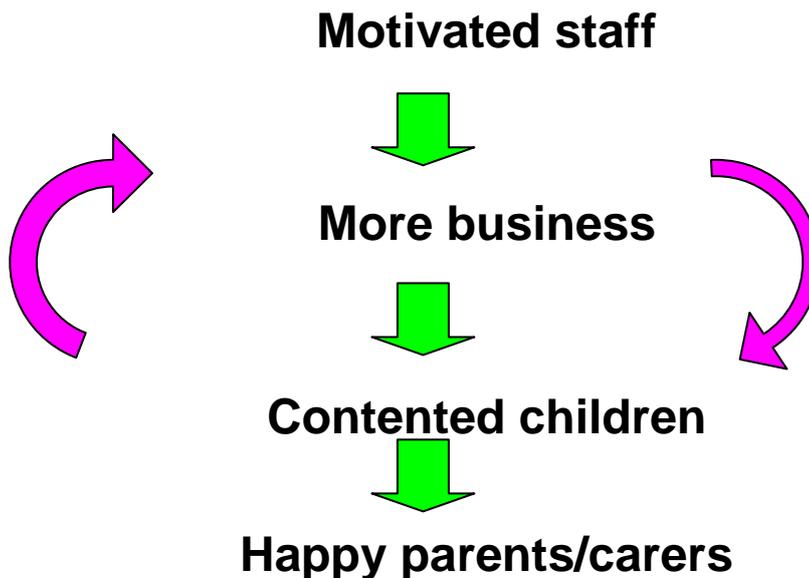


Benefits of motivated staff

Having highly motivated and skilled staff are central to the success of your childcare business.

The people working for you are your most important asset. Your staff will ensure that the children in your care are happy. Happy children make happy parents - which is good news for your business.



Benefits of motivated staff

Your staff moral and motivation depends on a number of things – and will be unique to your setting. But as an employer there are some basic needs that you need to fulfil:

- Have good **induction** & supervision standards at work
- Have CLEAR job descriptions, **roles** and responsibilities
- Ensure that **processes** are transparent and followed
- Make sure that your staff knows how to **raise issues** and follow the grievance procedures
- Offer staff clear **career progression** routes

You will need to ensure that the quality of your staff is high and that the children within your setting:

- Receive high quality, continuous care from motivated and enthusiastic carers
- Are cared for by professionals with relevant skills and knowledge – with appropriate back up from skilled colleagues
- Receive care and learning experiences which are tailored to their individual interests
- Are cared for in an environment which enables their learning, by a team which is representative of the community & children it serves

In addition, parents and carers should be sure that:

- Their child is receiving quality care and learning
- They can communicate effectively with staff
- They are a key partner in their child's welfare and education

Keeping your best staff

Finding - and keeping - the right staff can be costly. You'll face the cost of advertising, the time taken to go through the interview process, and the administration costs of PAYE – somewhere between £4,000 – £7,750 and this is just the start!

Once you've taken account of an employee's salary, their training and development costs, and holiday entitlements - things begin to add up.

Did you know? Research suggests that you can estimate the cost of employing a member of staff by taking their salary and doubling it! This accounts for holiday pay, sick pay, Bank Holidays, Christmas, National Insurance Contributions, accountancy fees etc.

So it's in your best interest to retain your staff - and keep all their skills, enthusiasm and motivation in your setting.