

Retaining and Supporting Employees

Why

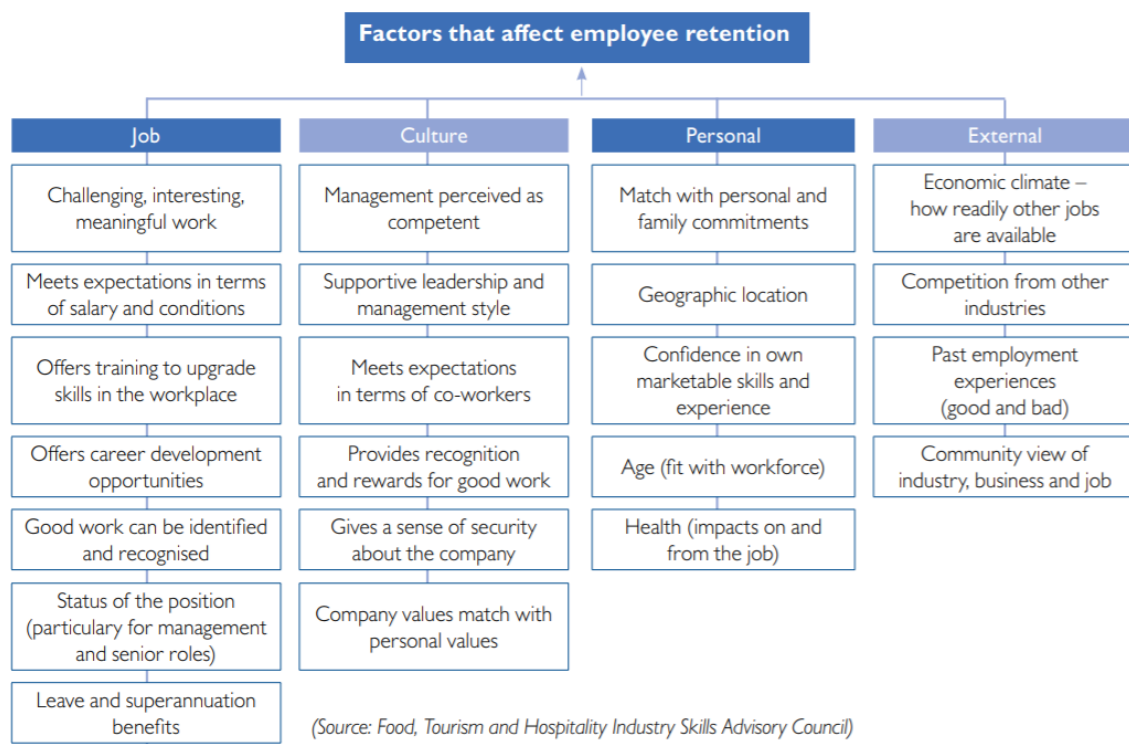
Providing a supportive working environment enables employees to be more productive and engaged with their work. The recruitment process is time consuming and sometimes expensive, so it is in our best interests to look after the people in the workforce.

Where employees are not adequately supported, they may decide to leave, or even worse, stay but not be engaged with their work. This can lead to high absenteeism, poor quality work or low levels of productivity. Fortunately supporting employees is not an expensive task but does require commitment of time and sharing of knowledge.

Reasons why people leave?

- Poor management
- Unsatisfactory remuneration (pay)
- Issues with immediate supervisors or colleagues (personality clashes)
- Poor work life balance

How to encourage retention and engagement



Employer of Choice Program

The Tasmanian Employer of Choice program recognises Tasmanian employers that are creating a work culture which attracts, retains and develops their people by actively promoting a positive work life balance.

Employers that care about their people and build well-managed, inspiring workplaces have a competitive edge in the search for skilled labour, retain their people longer and celebrate the unique contribution individuals can make in a team.

Satisfied staff whose ideas are sought out and valued are more productive and provide better services, helping to win new customers and keep existing ones. These are the types of workplace recognised as Employers of Choice.

The program is open for submissions annually and nomination forms can be accessed at www.business.tas.gov.au/manage_a_business/employer_of_choice