



We hope our July edition newsletter finds you and your team well.

So far, much of this summer has been extremely warm. What creative ways have you found to help keep yourself, your team, and your service users cool?

There's lots of helpful guidance online offering tailored advice to support different groups of service users during hot weather — resources that can be shared with your teams to help keep everyone safe and well.

It's also important to support staff during periods of extreme heat. Briefing teams on the symptoms of heat-related illness — including the added strain of wearing PPE — can make a real difference. Sharing posters that highlight signs of heat stress and what to do in response is another simple, effective step for keeping both staff and service users safe.

Here are a few useful links:

- [Seven ways to beat the heat \(Croner-i\)](#)

- [Supporting vulnerable people during hot weather \(Gov.uk\)](#)
- [10 tips for keeping children safe during a heatwave \(Save the Children\)](#)
- [How to support someone living with dementia in hot weather \(Alzheimer's Society\)](#)

Boosting Morale: Why Clear Communication Matters in Employee Recognition

This [article from UNLEASH](#) really captures something we deeply believe: clear, meaningful communication is at the heart of effective employee recognition — and that, in turn, is key to boosting morale and engagement.



When appreciation is expressed openly and consistently, people feel seen, valued, and more connected to their work. Recognition doesn't need to be elaborate — but it does need to be genuine, timely, and inclusive. Whether it's through regular feedback, team shout-outs, or a simple thank you, taking the time to acknowledge effort can make a lasting impact.

In fact, organisations that prioritise recognition see up to a **31% reduction in voluntary turnover**. Beyond the numbers, it's about fostering belonging, trust, and shared purpose.



📌 Recent studies highlight that healthcare support workers are among the most sought-after professions in the job market.

This surge in demand can be attributed to the growing aging population and the increased need for healthcare services.

These roles include a wide range of responsibilities, such as assisting nurses and doctors, providing patient care, and managing administrative tasks. With the healthcare industry expanding rapidly, support workers play a crucial role in ensuring smooth operations and quality patient care.

Ensuring you stand out among the crowds is essential if you are recruiting.

For more insights, visit the full [article](#).

Employee Benefits

Employee satisfaction with benefits is notably low in the education, healthcare, and hospitality sectors, according to Zest. These industries often grapple with challenges such as budget constraints and high turnover rates, which can limit the quality and variety of benefits offered.

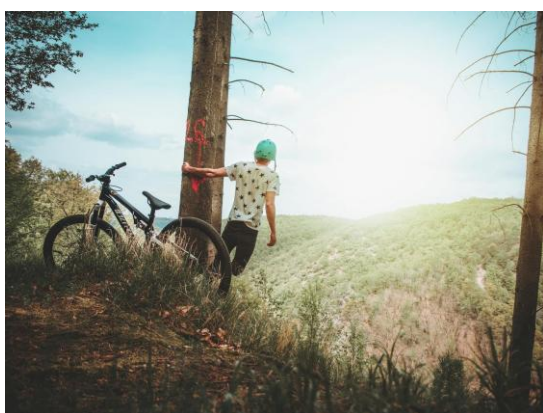


For example, while tech companies might offer comprehensive healthcare plans and generous vacation policies, these sectors might struggle to match such

offerings. Enhancing employee benefits is crucial in these fields to improve morale and retention, but they have to be given the funding to do so and at present this isn't considered.

Employers in these sectors need to work harder than ever to demonstrate their cultures and non financial benefits in order to attract top talent.

For more insights, check the full [article](#).



Cycle to Work Day is coming up on 7th August! 🚴

Have you considered promoting cycling as a staff benefit? Or, if it's already part of your offer, are you making enough noise about it?

Supporting active travel not only boosts physical health but can also improve mental wellbeing, reduce stress, and contribute to a greener, more sustainable workplace.

Here's some guidance to help you get started:

[Cycle to Work Scheme Implementation Guidance \(Gov.uk\)](#)

A healthy, supported workforce is at the heart of every thriving organisation.

Responsible employers recognise the importance of looking after their teams holistically — and that includes creating space for open, stigma-free conversations around alcohol use.



Alcohol Awareness Week 2025 took place from the 7th–13th July, and we were encouraged to see many employers already championing thoughtful discussions about alcohol and its impact on health, wellbeing, and workplace culture.

As highlighted in the [Business in the Community \(BITC\) Wellbeing Toolkit](#), raising awareness and offering practical support not only benefits individuals but also contributes to a safer, more inclusive working environment where staff can truly thrive.

💡 It's a valuable resource for any organisation looking to strengthen its wellbeing approach — we highly recommend taking a look.

📊 **We'd love to hear from you:** Are you noticing the increased demand for healthcare support workers in your area or organisation? How is this shift impacting your recruitment efforts, team dynamics, or service delivery?

💡 **Thought for the month:**

When people feel genuinely valued, they don't just show up — they engage, contribute, and thrive.

📌 **Further reading/watching:**

👉 [Employment Rights Bill: Insights for Small Businesses](#)

[!\[\]\(b39c89771cd6fb2128a8c57aa7d97f9a_img.jpg\) Unlocking Tech Potential in Social Care: Government's Vision](#)

Vacancies slowing your service down?

We can pre-screen candidates fast and get them in front of you for interview — reach out now and let's solve your hiring gaps, fast.

Warm wishes for the month ahead.



Connecting compassionate care providers with skilled professionals to build strong, values-aligned teams that enhance care quality and service outcomes.