October is drawing to a close, and many of us are beginning to see the first signs of end-of-year preparations.

Before we fully step into this busy period, we wanted to pause for a moment and start this newsletter a little differently — with a Word from Our Founder and Director, Louise.

As I reflect on another busy few months in healthcare recruitment, I often think about why I founded Osa in the first place — to do recruitment differently.

When I created **Osa Specialist Recruitment**, my vision was clear: to build genuine, lasting connections between people and the organisations that need them most. I'd seen too many rushed placements, poor communication, and candidates

treated as transactions rather than
individuals. I wanted to change that.

Recruitment in healthcare *can't be impersonal*. At the end of every placement is a patient, a service user, or a vulnerable person depending on us to get it right. That's why our focus has always been on people — not just CVs.

Our approach is simple but *you*.
Your values.
Your motivations.
Your next step.

We listen carefully to what you're looking for — whether that's a service where you can make a real difference, a team that reflects your values, or a role that allows you to grow and feel fulfilled again.

This means we don't rush the process. We'll never push you toward a role that isn't right for you, because our goal isn't just to place you — it's to see you *thrive*. Many of the professionals we've placed are now leading teams, developing services, or mentoring others. Watching those journeys unfold is what makes this work so rewarding.

Our success has never been about numbers. It's about people finding the right fit — where their expertise, compassion, and purpose align. That's the kind of recruitment that lasts.

As we continue to grow, our commitment remains the and to uphold the values that make healthcare such an extraordinary sector — compassion, resilience, and belief in people's potential.

To every candidate who has trusted us with their career journey so far — thank you.

And to those we've yet to meet, I'd love to hear your story and explore how Osa can support your next step.

Warm regards,
Louise Jarrett
Founder & Director
Osa Specialist Recruitment
Building better teams, one placement at a time.

The first Wednesday of November marks **Stress Awareness Day**. While a little stress can motivate us, prolonged or unmanaged stress can take a serious toll on both mind and body.

Did you know that over 40% of UK adults regularly experience stress?

This is concerning, as chronic stress contributes to around 20% of cardiovascular, mental health, and other stress-related illnesses.

In 2023/24, approximately **776,000 workers** in Great Britain reported suffering from work-related stress, depression, or anxiety, accounting for about **46% of all work-related ill health cases**. This is a timely reminder to pause, check in with ourselves, and prioritise our wellbeing.

For practical tips and guidance on managing your stress and supporting mental health at work, Mind UK offers a range of helpful resources: Understanding Stress, Mental Health at Work, and Support for your team.

Understanding the Fair Pay Agreement: What Frontline Care Workers Need to Know

There are a lot of changes happening at the moment, and it's helpful to stay informed about the developments that directly impact you and your teams.

The Fair Pay Agreement process in adult social care is now in its consultation phase, and understanding it is crucial for those of us on the frontline.

This upcoming webinar offers a valuable opportunity to:

- **Gain Insight:** Learn about the Fair Pay Agreement process and what it means for you as a frontline care worker.
- **Engage in Discussion:** Take part in conversations about the future of pay in adult social care and share your thoughts and experiences.
- **Stay Informed:** Receive updates on the latest developments and how they may affect your role and the care sector as a whole.

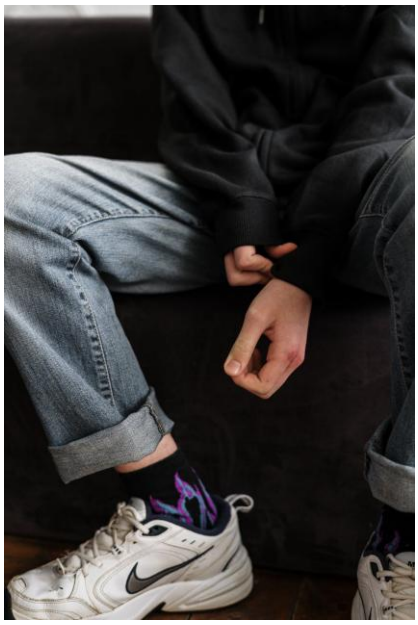
Your input will help inform discussion and contribute to the ongoing work to establish the best way to collectively agree an FPA.

Self-harming & Self-Injurious Behaviours

bMindful Psychology are offering a free webinar exploring the complexities of self-harming and self-injurious behaviours.

Designed for mental health professionals, educators, and caregivers, this session will help enhance understanding and provide practical strategies for support.

🔗 Register Here



Supporting Men's Health this November

November marks **Movember** and **International Men's Day** — two important occasions to raise awareness of men's health, celebrate positive role models, and

encourage open conversations about mental and physical wellbeing.

In the UK, men have a life expectancy of **78.8 years**, compared with **82.8 years** for women. This gap is influenced by a combination of biological, behavioural, and social factors:

- **Biological:** Men are more prone to heart disease, certain cancers, and liver conditions. Women's oestrogen may offer some protection against heart disease.
- **Behavioural:** Men are more likely to smoke, drink excessively, take risks, and delay seeking medical help.
- **Mental health:** Men face higher suicide rates, particularly under 50, often worsened by social pressures to stay "stoic."
- **Occupational & lifestyle:** Men are overrepresented in high-risk jobs and may experience stress, long hours, and poor work-life balance.

How workplaces can help

- Encourage open conversations about mental health.
- Promote regular health check-ups and screenings.
- Provide access to support services for mental health, substance use, and stress management.
- Review workplace culture to reduce stress, promote work-life balance, and create a psychologically safe environment.

If you manage a team that includes men, are a HR manager, or play a part in supporting male colleagues, you can **learn practical strategies to support men's health in your workplace** by attending this session:

Register here

Compassion fatigue is a common and understandable experience in the care sector, given the immense emotional, physical, and mental energy you dedicate to supporting others.

Surveys show 71% of UK GPs experience compassion fatigue, which can lead to exhaustion and impact the quality of care they provide.

Balancing the needs of those you care for while looking after yourself isn't always easy.
Join Dr. Gill Horne and Kerry Macnish from Rowcroft Hospice on **Tuesday 11th November 2025, 13:30–15:00**, for a reflective session on delivering compassionate care while safeguarding your well-being. This free event for health and social care professionals will help you maintain sustainable, compassionate care while avoiding burnout.

Learn more and register

As Black History Month comes to a close, we've heard how the companies we work with go above and beyond to make every team member feel included. One theme is clear: no matter what policies an organisation puts in place, it takes a team of allies to create real, meaningful change.

There's no better time to join this upcoming webinar, where you'll hear from leaders making real progress in allyship and anti-racism—including the National Trust and Inspire North—take part in engaging discussions, and walk away with practical strategies you can apply in your workplace.

🌟 **Job of the Month** 🌟

Children's Home Registered Manager

📍 Manchester| 💷 £45,000 | 🕒 Full Time

We are seeking a **Children's Home Registered Manager** to lead a small, family-run residential home in Bolton, supporting children aged 8–17 with Emotional and Behavioural Difficulties (EBD). You will manage day-to-day operations, guide a dedicated team, and create a safe, nurturing, homely environment where children can thrive.

Our clients home offers personalised care, structured support plans, and opportunities for growth and development. You'll work closely with families, schools, and social workers to ensure each child receives compassionate, tailored support.

📌 **Further reading/watching:**

👉 **ADHD UK Discovery Hub** – Explore insights and support for ADHD.

👉**Green Park Race & Inclusion Gap Report 2025** – Understand current diversity and inclusion trends.

💡 **Thought for the month:**

As we approach Anti-Bullying Week and World Kindness Day later next month, it's the perfect time to reflect on the kind of workplace we want to nurture. Kindness at work is powerful—it creates an environment where people feel safe, seen, and valued. One act of thoughtfulness can spark a ripple effect, encouraging others to do the same and fostering a culture where respect and empathy are the norm. A kind word, a listening ear, or a small gesture of support may seem minor, but together, these acts build a workplace where everyone can truly thrive.

📢 **We'd love to hear from you:**
What is one act of kindness at work that has stayed with you?
Maybe it was a simple gesture—a kind word, a listening ear, or someone stepping in to help. Whatever it was, these moments stay with us because they remind us how small acts of kindness can make a big difference to our wellbeing.

Warm wishes for the month ahead.

Osa
SPECIALIST
RECRUITMENT

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