



How has your May been going so far?

May is always a busy month, with lots happening in communities and, of course, the two bank holidays that offer a welcome pause along the way.

We are currently in the midst of Mental Health Awareness Week, a week that each year feels more relevant than ever, especially in the care sector where pressures, wellbeing, and emotional demand are such a constant part of working life. In the NHS alone, over a quarter of sickness absence days are now linked to stress, anxiety, and other mental health related issues, with staff consistently reporting high levels of burnout and emotional strain.

We know lots of organisations have been getting involved in different ways, including Wear It Green Day, helping to encourage conversations around mental health, visibility, and support in workplaces.

How are your teams engaging with the week this year, and what conversations are coming up for you?

Our newsletters often focus on the role employers have in supporting staff wellbeing. We know that, beyond being the right thing to do, this is also a crucial part of retention, helping to create workplaces where people feel supported, valued, and able to stay and thrive.



May and June offer a number of reminders around employee health and wellbeing, one particularly important one being Men’s Health Week.

Research consistently shows that men are less likely to seek support for their mental health or visit a GP when they are struggling, which can mean issues go unspoken for longer. Employer encouragement, awareness, and signposting can make a real difference in helping men feel able to reach out earlier and access the support they need.

Staff wellbeing and workplace culture are a crucial part of the work we do with clients on retention, but another area of employer responsibility that is often less widely discussed is environmental impact. For many employees, a company’s approach to sustainability and environmental responsibility can play a meaningful role in how connected they feel to their workplace and its wider values. In fact, roughly 70–76% of job seekers consider a company’s environmental commitments and track record when evaluating potential employers. As we move into June, World Environment Day and The Big Green Week both offer timely opportunities for employers to reflect on their environmental impact and take simple, meaningful steps to show commitment in this area.

For many organisations, this does not need to involve large-scale change. Often, it is the smaller, practical actions that help build awareness, encourage engagement, and show staff that sustainability is being taken seriously.

Some ideas employers might consider include:

- Encouraging active travel where possible, such as walking, cycling, or car sharing
- Promoting use of the Cycle to Work Scheme and highlighting available benefits
- Running small internal awareness campaigns or “green week” activities
- Reviewing and reducing single-use items in the workplace where possible
- Encouraging digital-first approaches to reduce printing and paper use
- Sharing simple tips with staff on energy saving at home and at work
- Setting up friendly team challenges, such as step counts or travel challenges
- Supporting local environmental or community clean-up initiatives
- Highlighting existing sustainability actions already happening within the organisation

For employers, this is also a clear opportunity to demonstrate values in action. Sustainability and social responsibility are no longer seen as “additional extras”, but as part of how people assess the culture, credibility, and purpose of an organisation. We know that over a third of Gen Z and Millennial workers have rejected job opportunities based on personal ethics, with many Millennials choosing employers specifically for their sustainability practices, so taking

part is not just the right thing to do, but an important part of how organisations are now being viewed.

These kinds of initiatives can help create a shared sense of purpose, while also strengthening engagement, connection, and pride across teams.



The 20th of May marks International Human Resources Day, a chance to recognise the people working across HR who play such a vital role in shaping, supporting, and holding organisations together.

In the social care sector especially, that role can be both essential and at times incredibly challenging. HR teams are often balancing complex workforce pressures, recruitment and retention difficulties, wellbeing concerns, and ever-changing compliance requirements, all while trying to maintain a consistent focus on people and culture.

It is a role that often sits quietly behind the scenes, but has a direct impact on the experience of staff and, ultimately, the quality of care being delivered.

In recognition of HR Day, Croner are hosting a webinar exploring current and emerging themes within the profession, looking ahead at the key trends and challenges shaping HR in 2026.

[HR Day: Trends & Challenges for 2026](#)

For children and young people who have experienced trauma, instability, loss, or adverse childhood experiences, the relationships and environments around them can have a significant impact on how safe, supported, and understood they feel. Therapeutic approaches within residential settings are therefore an important foundation for meaningful care, helping to provide children with the tools they need to heal, grow, and thrive, and supporting positive long-term outcomes.



For staffing teams, it is important to have a strong knowledge of trauma-informed care and how personalised therapeutic strategies can be embedded in everyday practice. But most

importantly, staffing teams need to develop a therapeutic mindset, rooted in trauma-informed understanding, where experiences are viewed through a wider lens that helps to make sense of behaviour, communication, distress, and relationships. This shift in perspective can significantly influence outcomes and move the focus beyond individual interventions alone, towards the importance of consistency, emotional safety, and creating environments where children feel genuinely seen, heard, and supported.

This upcoming webinar on [Guidance on Working Therapeutically in Children's Residential Homes](#) explores how residential settings can create more trauma-informed, emotionally supportive environments for children and young people. Topics include therapeutic strategies, trauma-informed care, emotional recovery, resilience, and supporting children with complex emotional needs.



With warmer weather on the way and annual leave requests beginning to increase, many employers find this time of year brings a sharper focus on how holiday is planned, managed, and approved across teams.

This free online Croner webinar, [The Employer's Guide to Holiday Management](#), taking place on Tuesday 26 May 2026, offers a practical overview for employers and HR professionals looking to strengthen their understanding of holiday entitlement and effective leave management.

The session covers key areas including calculating holiday entitlement, managing bank holidays, and navigating common challenges that arise across different working patterns and contracts.

Bike Week takes place from **9th–15th June 2026**, and many employers use this as a great opportunity to encourage more people to think about cycling as part of their everyday routines, supporting both physical and mental wellbeing, as well as a more sustainable approach to travel.



For employers looking to support this further, the [Cycle to Work Scheme](#) remains a valuable option, helping staff access bikes and equipment in a more affordable way through salary sacrifice.



There are currently around 22,000–25,000 nursing vacancies in England alone, highlighting the ongoing challenge of recruitment and retention within the sector and reinforcing just how important it is to support newly registered nurses and nursing associates as they enter practice, helping to build confidence, consistency, and quality across social care services.

This [upcoming webinar](#) from Skills for Care explores the role of the preceptor in practice, focusing on how experienced staff can support new starters through structured guidance, reflection, and professional development.

In a sector where time, pressure, and staffing challenges are often present, creating space for this kind of structured support can make a real difference to both staff experience and retention.

We'd love to hear from you:

What are you currently seeing as the key pressures affecting mental health and wellbeing across your teams, and how are they being experienced on the ground?

 **Thought for the month:**

Following Stress Awareness Month and now moving into Mental Health Awareness Week, conversations around wellbeing at work continue to feel especially present and important. Two topics that are coming up more and more in these discussions are burnout and the impact of the cost-of-living crisis on stress and mental health. There is also a significant crossover between the two, with financial pressure often sitting underneath wider experiences of burnout and increasingly influencing retention across the workforce.

We often talk about burnout in terms of long hours, pressure, or emotional intensity. But for many people, there is another layer that is harder to see, yet deeply felt.

When someone is constantly worrying about whether their wages will stretch far enough for rent, food, transport, or childcare, that pressure does not stay at home. It comes into work with them.

Over time, this can lead to exhaustion that rest does not fix. It can also create a quiet sense of disconnection, not necessarily from the work itself, but from the feeling that no matter how hard someone works, it still may not feel like enough to live on. That emotional weight can gradually impact motivation, engagement, wellbeing, and whether someone feels able or willing to stay in their role long term.

This is where employers have an important opportunity to make a real difference to both wellbeing and retention.

Fair pay that reflects industry standards is essential. It is the foundation. But support does not have to stop there.

There are meaningful, human ways organisations can help ease financial pressure and show staff they are valued:

- Offering free or subsidised meals during shifts
- Providing travel support or discounted transport schemes
- Access to financial wellbeing support or money guidance services
- Partnering with local organisations for budgeting or debt advice sessions
- Offering hardship funds or small emergency grants where possible
- Providing vouchers for food shops during peak pressure periods
- Creating staff discount schemes with local businesses
- Flexible scheduling to reduce childcare or travel costs where possible
- Signposting benefits advice so people can access support they are entitled to
- Simple gestures like hot drinks, snacks, or care packs during tough periods
- A “help each other” board or channel for swaps, support, or shared resources

These things might seem small on paper, but they can carry real weight in someone’s week.

We know many organisations are working within tight budgets, and it is important to recognise that meaningful support does not always have to come with significant cost.

Often, it is the more thoughtful, practical changes that make the biggest difference day to day, not just in wellbeing, but in whether staff feel supported enough to stay.

When we think about burnout, workload is often the first focus. But financial strain is a quieter driver that sits underneath so much of it.

And when employers acknowledge that reality, even in small, practical ways, it sends a powerful message.

We see you. We understand life is expensive right now. And we are trying to make things just a little easier where we can.

That message alone can change how supported someone feels walking into work and whether they can imagine a future there.

✦ **Further reading/watching:**

👉 [Becoming Trauma Informed](#)

👉 [Take a virtual tour of the Adult Social Care Workforce Data Set](#)

Need support finding the right people?

Let's take the stress out of hiring — get in touch today to see how we can help.

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.



[Our Website](#)

You've received this email because you've subscribed to our newsletter.

[Unsubscribe](#)

© 2025 Osa Healthcare Recruitment. All rights reserved.