



East Midlands HR

[www.eastmidlandshr.com](http://www.eastmidlandshr.com)

[info@eastmidlandshr.com](mailto:info@eastmidlandshr.com)

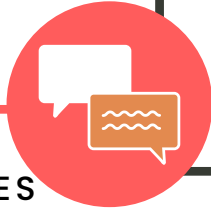
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## MEASURE RETENTION

Set up your HR Reports to help you make data-driven decisions.

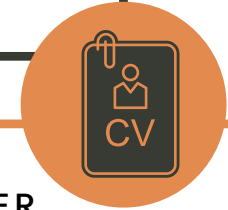
Reviewing data regularly will give you time to make changes when needed.



## LISTEN TO EMPLOYEES

If you make changes without involving employees they won't feel part of the change.

Opt for a survey, as a starting point to gather feedback.



## MANAGE THE LEAVER PROCESS

Knowing why people are leaving is important, have a process to get information on why people are leaving.

Review your leaver form - don't wait for the last day to do this.



## GET RECRUITMENT RIGHT

Hire the right people for your business.

Avoid hiring to fill a place, explore the behaviours and fit to your team.

## CHECK PAY AND BENEFITS

Check your pay rates and benefits - not what you are legally obliged to offer.

Use benchmarking from software or review local vacancies to compare.



## TRAIN & UPSKILL

Develop your people to achieve great things, make use of 'on the job' training to build skills.

Make sure employees know exactly what they are required to do, who to ask for help and develop talent.



## BE FLEXIBLE

Not all roles can be hybrid or home-based, but take a good look to see what you could do.

Be open to different ways of working.

