

Incentive Schemes

Work life balance

It is important for individuals to balance their work and home life and the right to ask for flexible working aims to help both employers and staff agree on work patterns that suit everyone. Common types of flexible working include:

- Part-time – working less than the normal hours
- Flexi-time – choosing when to work which usually includes a 'core' period
- Annualised hours – hours are worked out over a year, this often includes set shifts
- Compressed hours – working agreed hours over fewer days
- Staggered hours- different starting, break and finishing times for employees
- Job sharing – sharing a job designed for one person

Perhaps you could combine one or more of these working patterns to come up with something that would suit your setting. Offering staff flexibility over hours and introducing rota patterns may help with recruitment and retention within your setting.

Rewards

Rewarding your staff for good work or achievements can be way to not only boost morale but also build a stronger team. The rewards you offer do not need to be expensive however they can often show you recognise and appreciate an individual's hard work. For example you might like to offer a voucher which entitles the recipient to an extra hour lunch break or start/leave work half an hour early on a given day. Perhaps you may consider offering additional annual leave in accordance with an individual's length of service. Or bonus schemes where an employee has recommended or introduced a new member of staff.

Most importantly offering verbal thanks and praise by commenting on a project or activity a staff member has done, lets employees know you are paying attention to their work and shows they are valued

Tip!

The possibilities for such rewards are endless talk to your staff to find out what they would like, making the rewards as unique as your setting!