**Why Carter Swann?**

Almost 20 years ago we commenced our journey in the Health and Social Care space. During that time, we have experienced the highs and not-so highs of this wonderful sector.

Residential Care providers, local authorities, home care, NHS Hospitals, Local Authorities, Housing Associations, Early Years settings, Adult Education and Schools.

We recognise the operational challenges experienced by every organisation within the Health and Social Care space.

Staffing and Recruitment is one of the biggest challenges, it takes huge amounts of time, which Care operators do not have, and is vital, yet there aren’t enough hours in the day to dedicate enough time to sourcing and recruiting exceptional staff whilst also ensuring the high quality of care organisations pride themselves on.

We decided to create Carter Swann to channel all of our experience into forming valuable partnerships with Care operators to alleviate some of the pressure the heroes that run Care organisations are experiencing when it comes to recruiting staff, effectively inducting them into the team to ensure best practices are upheld and the new staff members are happy and supported, delivering exceptional care and most importantly that they stay in post long term.

We have a proven track record of working with Care organisations of various sizes and making a big impact on the cost per hire for each new member of staff, along with reducing use of casual agency staff to cover unfilled vacancies.

**In fact… in one large multi-site operation, our permanent recruitment methods reduced temporary agency spend by a whopping 85%.**

*We want to create a genuine and long lasting partnerships. You have our word that we will strive to work in close collaboration with you to devise and implement a recruitment strategy that will enable and empower Care operator teams to plan for staff turnover and business growth.*

We leave no stone unturned in our quest to recruit the very best talent out there in the workforce. We never headhunt, but we do engage in recruitment methods that go above and beyond just chucking out an advert and hoping for the best candidates to come to us.

We provide ongoing support to our clients and share our experience on combating high staff turnover and low staff morale.

So, why not give us a try? We want to permanently place the best candidates in the best Care settings and we will stop at nothing to make it happen!

**What value can Carter Swann add to your business?**

We understand Care operators are time poor. Advertising the role is one thing, but finding the time to trawl through the responses, make a shortlist, call to arrange interviews, carry out interviews and all the other ancillary tasks associated with hiring staff... It can feel overwhelming!

We are here to support and help Care operators and candidates every step of the way.

We couldn’t **care** more.

Call Us: 0121 809 8770 or 07376 558530

Or email us to book a call at [contact@carterswann.co.uk](mailto:contact@carterswann.co.uk)

[www.carterswann.co.uk](http://www.carterswann.co.uk)