Complete the Jigsaw pt 2

Michael McCallion of FT&A Medical Recruitment offers practices and principals some useful advice to find that right member of staff...

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ou’ve bought the practice... You have invested a considerable amount of time, effort and money into it. Finding the right member of staff to fill your team is key. This is where your recruitment agency comes in. It is usually the first step in the recruitment process, and the role of the agency is to deal with the initial stages. Whether it be associate, hygienist, practice manager or nurse, it is difficult to find the perfect person to be that final piece. What advice can we give to make the process run smoother?

• Sit down and plan exactly what and who you want. It wouldn’t be telling tales too much if I told you that a large number of principals come to us who haven’t really thought the role through or who the ideal applicant would be. Be honest and open about this – it will save a lot of time and trouble in the long run.

Pay peanuts, get monkeys

• Salary. If you pay peanuts, you will get monkeys. Have a realistic expectation of what the role is worth. You cannot expect staff to buy into your practice vision and go the extra mile if you do not reward them accordingly.

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• Are you an expert in recruitment? Think very carefully about managing the process yourself. It is no longer just a case of putting an ad in the BDJ, seeing the responses flood in, and employing the candidate you struck up a rapport with in a brief meeting. Employment law has changed a lot over the years and there is now so much more to consider. Also, what hourly rate do you need to make to ensure that the practice can run at a profit? If you aren’t doing dentistry, you aren’t earning money.

• An agency can take away the headache of the process. When choosing an agency make sure that:
  - Their fees are open and transparent
  - They are experienced with a high profile in dentistry
  - They are experts within the sector
  - Their approach to candidate selection is rigorous
  - They are members of the Recruitment and Employment Confederation
  - Having chosen your agency, ensure that you talk to them.

GET THE BEST DEAL NOT THE FIRST DEAL

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About the author

Michael McCallion of FT&A Medical Recruitment has extensive experience in healthcare recruitment having worked in the sector for over 7 years, initially helping provide the right medical and dental staff to the MoD and the NHS. He then worked as Business Development Manager for an agency that supplied the private as well as the public sector.

Dentalcare.

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