



## HOW UNIFORM STIPENDS INCREASE EMPLOYEE RETENTION

### THE PROBLEM: **UNIFORMS IMPACT EMPLOYEE MORALE**

In healthcare, uniforms are a standard requirement, often seen as a symbol of professionalism, hygiene, and team unity. However, for many employees, the cost of purchasing, maintaining, and replacing uniforms falls directly on them. This seemingly small expense can become a significant financial burden. When a healthcare organization requires a specific uniform but offers no financial support, it can inadvertently create resentment and a feeling that the company doesn't value its employees.

### THE SOLUTION: **UNIFORM STIPENDS ARE A LOW-COST, HIGH-VALUE BENEFIT**

Instead of leaving employees to bear the full cost, organizations can provide a set amount of money (or a scrub set allotment) for uniform expenses. This is a powerful, yet often overlooked, cost-benefit that directly impacts employee well-being and, in turn, retention. By providing a stipend, the organization demonstrates a tangible investment in its staff.

### BEYOND THE FINANCIAL: **A CULTURE OF CARE**

When employees feel valued and supported, they are more likely to be engaged, productive, and committed to their organization's mission. This small act of support contributes to a larger narrative of an organization that invests in its people, which is crucial for building a strong, resilient, and long-term workforce.

### KEY THINGS TO CONSIDER:

- ✓ *Uniform stipends are a low-cost, high-value benefit*
- ✓ *Valued employees are happy employees*
- ✓ *A flexible uniform program reduces employee turnover*
- ✓ *Investing in uniforms is investing in your team*