



Shiny Happy People

Participants discussed in groups strategies for boosting morale and ideas for retention and recruitment of the public health workforce

What do you enjoy most about your job?

Helping patients and people get well	Seeing a patient improve for the better.	We are busy and I really enjoy the teamwork required to go from clinical specimen to PCR in a day.	Staff that have longevity, close communication with our expert physicians.	Solving problems	I enjoy helping people, being on the bench and the people I work with.	Everyday is different	Staff collaboration
Interaction and collaboration of staff members	Problem solving	The technical aspects and passing my knowledge and experience on to other people.	I enjoy the wide variety as well as constantly learning new things.	Felling like I am having an impact on patient care.	Enjoy the opportunity to learn new methods and use my expertise to guide new staff	Seeing the impact of TB patients w diagnosis and treatment	Working in PH is rewarding, knowing you're making a difference for your community.
Working with multiple agencies and offices	Knowing that I am helping take care of my patients.	Knowledge, public safety, patient care and making a difference	Schedule and the actual lab work	I enjoy working with my fellow co-workers.	Helping the community	Learning and exploring, not being limited.	The underlying science
Implementing new techniques for identification	#1 Co-workers #2 Microbiology	R&D that has tangible impacts on human/ population health	Working with awesome people and team work	I enjoy learning about TB and what it entails.	The people I work with.	Hopefully helping people and seeing new/ crazy strains/ bugs and stories	Everyday is different, work has a direct impact on public health.
Diversity of projects I am involved with.	Holidays, vacations and the people	Working in a field that is consistently evolving and changing.	Being hands on an working with the organisms.	Seeing patients recover! NO MTBC, smear and culture conversion. Yay!	Support I get from my team	Finally getting a glimpse about why patients are tested for TB (patient history)	Job enjoyment and challenge of the work
Meaningful work/purpose and work-life balance (weekends off)	We have a great team connection (working with happy people is very nice)	The people I work with.	Interaction with my colleagues for the program and physicians	Stability, the work, people and contributing	When result is good (no TB or patient completes treatment)	Knowing that my work makes a difference in the lives of others	The relationships that I have developed between our clinician and TB controller
		Program management and collaboration with Epi.	Recent pay increase	Work life balance	I like working with the team to detect TB as quickly as possible		

In a world where you wanted your employer to do something to boost morale... what would it be? The sky is the limit!

Pay us fairly for our work - pay us overtime and recognize employees who do more than the bare minimum.	Four day work week	Create a more connected community between branches of science (i.e. lab and disease control)	Be present, know the workflow of the lab and how it works.	More money for salaries (substantially more).	Management involvement	IT would be nice to be appreciated and acknowledged outside of the TB community.	Food
Provide livable wages and an all-expense paid vacation yearly.	Staff appreciation gatherings, option for remote work	To be able to have an exclusive R&D section would be awesome, if I could be part of it!	Lab week and PH week. Holiday potlucks	Solicit, value and utilize employee opinions	More outside of work get together to get to know people outside the work environment.	Better pay	Validation of good work
Salary raise to be competitive with private sector.	Giving commendation	Team building events with the team/group after work or on weekends.	Employer to take the time to listen to our complaints and try to come up with solutions.	A new facility with all the parks (daycare, lounge, gym, food and outdoor space)	Provide more money and implement a career ladder	More vacation and remote work options	If we could compensate financially it would help. This is why we have lost so many. They leave for higher paying areas of work.
Employee appreciation day (meet and greet)	Paid time off, picnics, potlucks	Raises and updated equipment	Pay more, invest in training for everyone and better instruments.	Actually show up and help out the lab, know our names.	Streamline the recruitment process and create more positions with better salary	Training in new techniques and putting more resources in my career advancement.	Pay more and having flexible schedules
Pay	Clearer expectations for performance	Recognition for accomplishments, increased support and resources, management training opportunities for collaboration and engagement.	Remove budget ceiling	Really listen and hear the needs of staff to support the needs of the department	Competitive pay and equal workload	Pay raise, flex schedule, and leadership training for supervisors.	More recognition for hard work and more training opportunities
Catered lunches for holidays, potlucks for non-holiday gatherings.	Flexible work schedules	More pay or if not possible more time off - like for good work or years of service.	Make pay comparable with private sector.	Opportunities to travel to other labs and conferences.	More activities where we interact with different people within the department.	Increase morale with staff recognition and comparable/better pay.	Pay a fair salary and listen
		Clear reward system	Organize team building activities and show appreciation and trust	Raises would do the most to boost morale and giving everyone a workspace.	No weekends		

Green garden food pantry	Smaller events - more effective	Where's Waldo and office dress up the microbe	Personalized work space	Flexible with time (work/life balance)	Holiday celebrations	Write a personal note as a director for anniversaires	walks
Lab week celebrations	Employee of the month - different person each month	Say good morning to everyone and help with fun team.	Honor awards	Fun team - cheering committee	Feedback - both good and bad	Potlucks	Open talks, meetings and communication
Collaboration	Career development (promotions/ raises)	Lab week activities, holiday potluck and celebrating birthdays	Annual lab meeting - Skits	Happy hour/ bowling night	Career ladder	Wellness Wednesday - bring healthy snacks and treats.	monthly potluck and recipe switch
Social activities/ events	Option for a 4 x 10 hr. work week	Coming to work with a positive attitude.	Recipe exchange	Engage and talk to employees one on one every month.	Bring food	Plank o'clock break at lunch	Positive attitude
Giant coloring page	Where's Waldo	Fun committee potluck	Bluetooth speaker for podcases etc., mousepads or other personalized items for staff. MWR committee	Educational presentations	Quarterly updates	Hide and seek the microbe	Food/snacks to share
Invite conversation for improvements	Paternity leave	secret santa, food drive, adopt a family	Communication	development opportunities (conferences, and lunch and learns)	breakfast, potlucks, or BBQ	snacks and candy	Open input
Birthday months	Polling staff for interests	Celebrations (fun team, coffee break, book club)	Team building (lunch, exercise)	Cheer committee	Team building "fun committee" to plan fun events	Provided bluetooth speakers for each laboratorian	Charity work

Promotion track - career progression and promotion	Pension plan/ benefits	Reach out to hospital labs	Progression	More vacation days	Host fellows	tuition reimbursement
Science fair (high school outreach)	Reach out to communities (college fairs)	HR screening not reflective of qualified candidates.	Earlier communication regarding pay.	flexible scheduling	Transparency	Licensure restrictions and civil service system candidates
Conferences	Telework	Word of mouth to gain applicants to be screened	Increased pay	Advertise with students (tech schools)	Competitive salary	benefits
lab visits - more outreach	Pay people	Tours through the lab	work days	Outreach - college fairs	Share impact	Faster hiring process
	HR takes forever and low pay	Student loan forgiveness	Ca - licensing, NY -cc exempt, not requiring cert, contractors	Money/pay	Internships and tours	

What have you done to boost morale in your laboratory?

What strategies have you used, or do you think would be effective, to recruit employees to PHLs?