

# GVS



*Protecting you for  
life's best moments.*

## PPE Helps with Staff Retention



# The Great Resignation

The 'Great Resignation' is on, and its impact is being felt in many industries, including manufacturing and construction.

An employee leaving can have a [profound effect on the workplace](#), with a decrease in morale and productivity being the most obvious. There are other implications too, like financial costs. It's often underestimated but recruiting and training new staff is actually very expensive. Combined with the loss of institutional knowledge, errors by new employees and time spent by management teaching new staff, estimates suggest an hourly paid worker leaving a company costs the business on average \$1,500 USD, while a technical position costs [100 to 150% of the salary](#). Company profits take a hit with costs like that!

So, what can businesses do to stop the rot? As Richard Branson once said, 'Clients do not come first, employees come first. If you take care of your employees, they will take care of the clients'. Never has such a true thing been said and it matters now more than ever. Paying staff what they're worth is a good start, including extra benefits (like a bonus) is a real pleaser. Comfort and safety are also super important. If employees are working in a hazardous environment, whether it involves airborne particulates like Silica, or respiratory droplets from diseases like Covid 19, they need to be supplied and trained to wear personal protective equipment (PPE) such as loose-fitting respiratory protection.

Statistics don't lie, in 2020, on average, 340 workers died each day from hazardous working conditions in the US, while an estimated 120,000 workers died from occupational diseases across the year. These are people who have suffered long term health effects from lung diseases like Silicosis, contracted from their place of work years earlier. Employers also reported nearly [3.2 million](#) work-related injuries and illnesses in 2020. Understandably, according to the [Worker Value Survey of 2020](#), half of all respondents said they will not work for a company if they don't feel safe.

Times have changed, people understand workplace hazards more and there is real awareness now that hazardous substances might not hurt you today, or tomorrow, but they might kill you in 20 years' time. There are also more job opportunities now, so workers can be more selective about where they want to work. This all adds up to companies needing to focus more on safety, there are no excuses. If they don't, the 'Great Resignation' will continue for many years to come.

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**120,000** workers died from occupational diseases across the year.

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Want to know more?  
Contact our team:



## EUROPE

**Italy** (Head Office)  
Tel. +39-051-617-6311  
gvs@gvs.com

**Romania**  
Tel. +40-244-463044  
gvsromania@gvs.com

**Russia**  
Tel. +7-495-004-5077  
gvsrussia@gvs.com

**Turkey**  
Tel. +90-216-504-4767  
gvsturkey@gvs.com

**United Kingdom**  
Tel. +44-(0)-1524-847-600  
gvsuk@gvs.com

## AMERICAS

**Argentina**  
Tel. +54-114-988-9041  
gvsarg@gvs.com

**Brazil**  
Tel. +55-193-879-7200  
gvs@gvs.com.br

**Mexico**  
Tel. +52-81-2282-9003  
gvmex@gvs.com

**U.S.A.**  
Tel. 1-866-494-4599  
respirators@gvs.com

## ASIA-PACIFIC

**China**  
Tel. +86-512-6661-9880  
gvschina@gvs.com

**India**  
gvsindia@gvs.com

**Japan**  
Tel. +81-3-5937-1447  
gvsjapan@gvs.com

**Korea**  
Tel. +82-31-563-9873  
gvs-korea@gvs.com

**Malaysia**  
gvs-malaysia@gvs.com

**New Zealand**  
Tel. +64-3-357-1761

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