

# High-Quality, Affordable Benefits Help Plastic Surgery Center Attract, Retain Top Talent



**Industry**  
Healthcare



**Location**  
Texas



**Number of Employees**  
140+

- + Partnering with G&A to manage HR administration filled a critical gap while remaining cost-effective.
- + G&A negotiated better benefits rates, giving the surgery center a package that competes with hospitals for top talent.
- + A streamlined process with state-of-the-art technology helped reduce strain of onboarding and offboarding.
- + The center's HR director consults regularly with G&A's HR experts on how to manage unique personnel issues.

## The Snapshot

At a Dallas-based plastic surgery center, rapid growth made hiring a necessity, but the center struggled to compete for talent with area hospitals that offered more robust benefits.

With G&A's full-service PEO solution, the thriving small business built a competitive, affordable benefits package that improved recruiting efforts and allowed the team to return its focus to practicing medicine.

## The Details

### Their challenge

Running a premier plastic surgery facility that provides comprehensive care for patients requires the best talent in the medical field. **But as the center expanded, two primary challenges emerged: competing with hospitals for talent and finding the time to manage a growing team.**

The facility's president quickly discovered that their benefits plans weren't keeping pace with more competitive packages that hospitals were offering, yet finding high-quality, affordable plans was proving difficult. The increased staff size also meant the president and doctors were spending more and more time managing daily HR functions in addition to caring for patients.

### Our solution

G&A Partners' full-service solution, including HR support, payroll administration, and compliance help, allowed the doctors to return their focus to practicing medicine.

But G&A's experience with benefits stood out even more. **With G&A's guidance and affordable plan options, the healthcare organization was able to design a more competitive benefits package that could compete with hospitals for top talent.**

Even as competition for talent grew in a tight job market, G&A's HR experts worked with the organization to develop a bonus incentive to help attract talent.

The healthcare organization discovered additional benefits in G&A's Talent Management and Performance Management systems. Before G&A, the center would hire trainers to teach classes at the facility at designated times. The HR director realized many of the required OSHA trainings are available within G&A's large, on-demand, course catalog. As a result, they now assign courses to employees who can complete them at their desk at a time that fits their schedule, while the HR director can easily monitor coursework and track training requirements.