

2022

CC3N National Nurse Retention Survey

About Critical Care Nurses. For Critical Care Nurses.

KSS Results Only
Presented by Roxy Burns



Kent, Surrey, Sussex
Critical Care Network



CC-N-N
Critical Care Networks-National Nurse Leads

CONTEXT

Following on from the Thames Valley & Wessex (TVW) and Kent, Surrey & Sussex (KSS) Adult Critical Care Operational Delivery Networks (ODN) Adult Critical Care Nurse Staff Retention Survey that gathered responses from 427 adult critical care nurses on their wellbeing since the Covid 19 pandemic. The Critical Care Networks National Nurse Leads (CC3N) were keen to adapt and repeat this across England.

The survey was developed as a method of gathering both qualitative and quantitative self-reported data from nurses currently working on adult critical care units. All survey data collected was anonymous. The aim of the survey was to help us better understand how nurses feel about their roles, focusing on factors that may affect their wellbeing and any intentions they may have to leave.



RESPONSE RATE

395 nurses responded to the survey from 18 units across England. 47% of all responses were from Band 5 nurses.



395 Responses

12.6% of 3145 total response rate

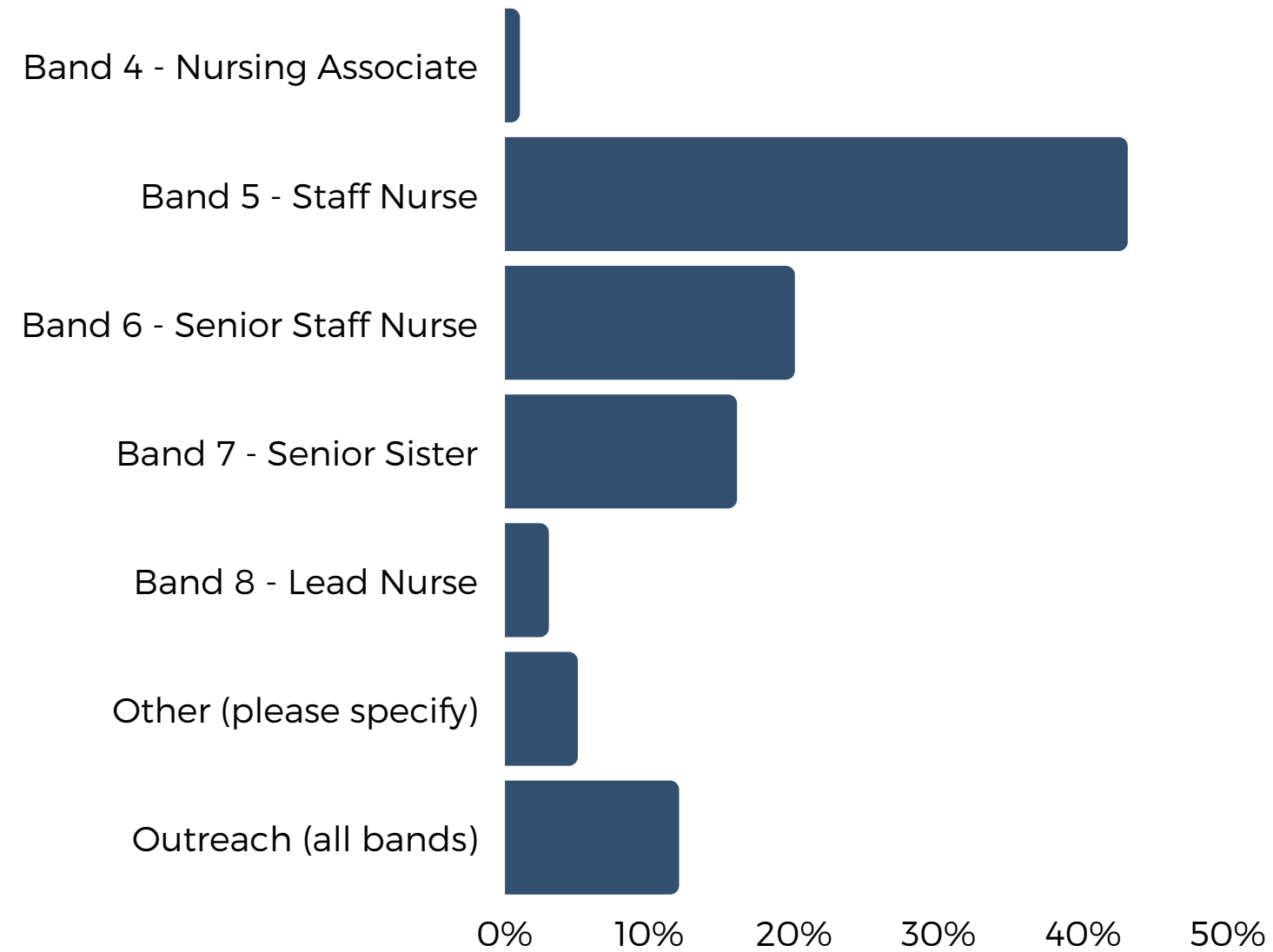


18 Units

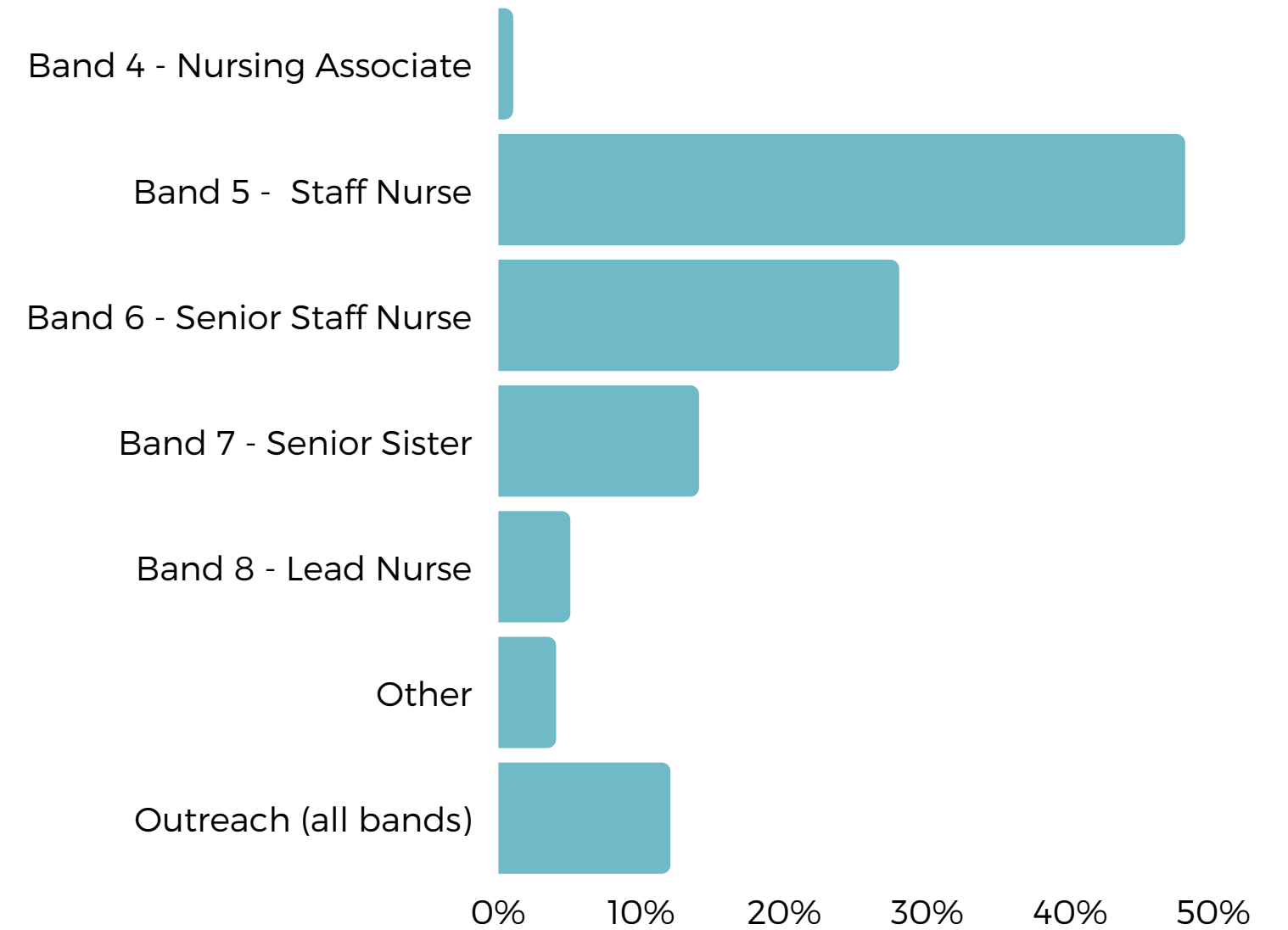
RESPONSE RATE - BY BAND

There were significantly more responses from KSS in 2022 compared to the 2021 survey.

2022 - 395 Responses



2021 - 157 Responses

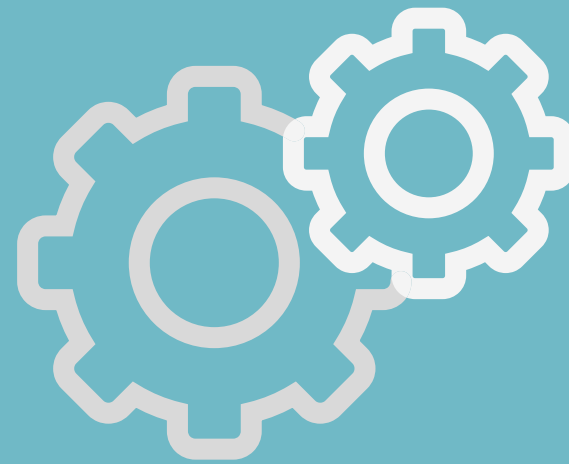


STAFF ENGAGEMENT

How often do you feel this way?



42% often or
always look
forward to going
to work



62% are often
or always
enthusiastic
about their job



72% reported
that time
passes quickly
when they are
working

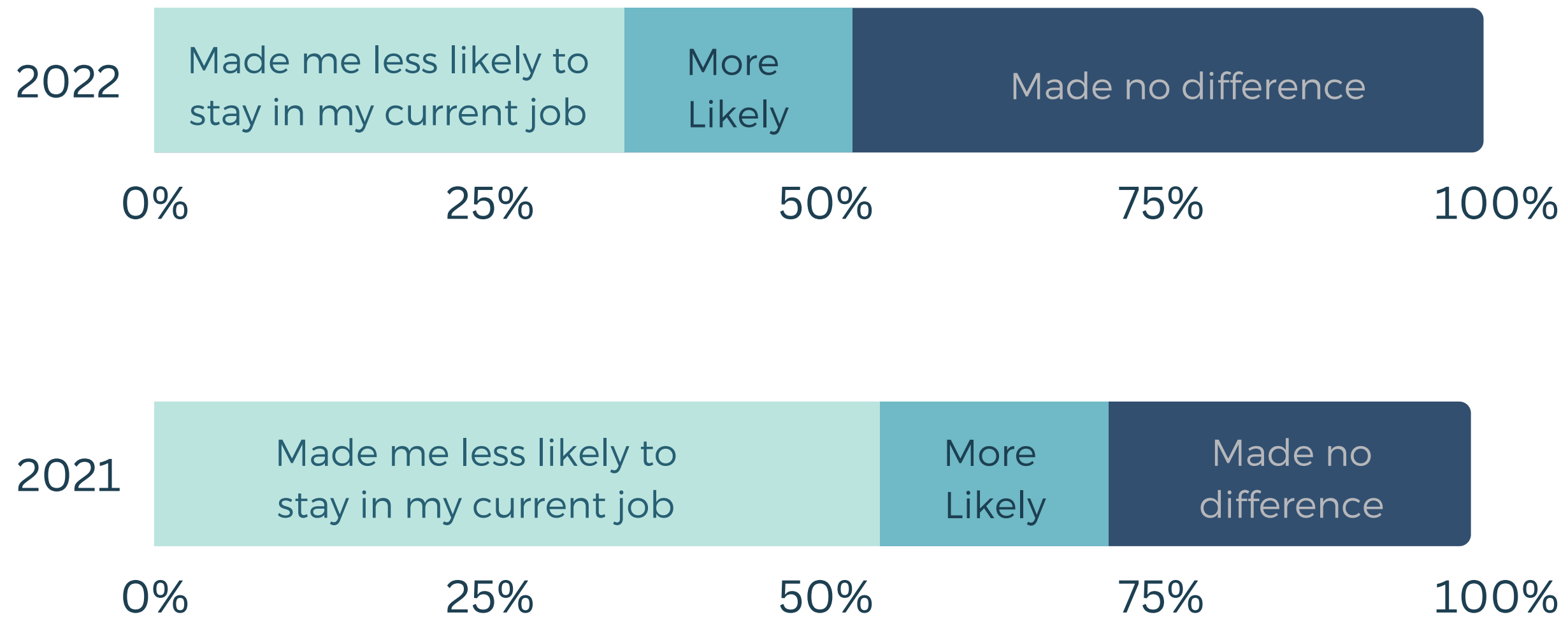


KEY FINDINGS

This report highlights some of the main results from this survey. Some of the key findings of this data are outlined in the following slides.

COVID 19

How has the Covid-19 pandemic made you think differently about your current role?



INTENTION TO LEAVE?

How long do you hope or expect to continue working within your current adult critical care unit?



2021

50%

nurses are expecting to leave their current adult critical care unit in the next 3 years

2022

45%

22%

of those planning to leave within the next 3 years are planning to leave the NHS

24%





INTENTION TO LEAVE - WHY?

Participants were given 19 factors and were able to select all that apply to them when contributing to their decision to leave.

1 Lack of recognition through pay awards (41%)

2 Being asked to work on other wards (37%)*

*Combination of being asking to work on other ward outside of ICU and another ICU ward

3 Lack of recognition from management (32%)

4 Culture/Morale within the team (27%)

5 Lack of career progression opportunities (26%)

IMPORTANT FACTORS

Responders were asked how important the following 15 factors are to them in their role.

They were then asked whether they felt they were getting these 15 factors in their current role. This question gave them five options to choose from ranging from "Not at all important" to "Very important".

Flexible Working
Professional Autonomy
Positive Impact on Patient Care
Positive Relationships With Senior Management
Positive Relationships With Colleagues
Equality Diversity & Inclusion in Practice
Attractive Pension Schemes
Salary
Educational Development Opportunities
Career Progression Opportunities
Work-Life Balance
Team Cohesion
Feeling Valued/Respected
Understanding of Team Objectives
Supportive Workplace Culture



IMPORTANT FACTORS

Based on the two positive options for both Importance ("Very" and "Somewhat Important") and whether you are getting these ("A lot" and "Somewhat").

WHAT IS IMPORTANT TO YOU?

Positive impact on patient care - 99%

Feeling valued / respected - 99%

Positive relationships with colleagues - 99%

ARE YOU GETTING THESE?

1

Positive impact on patient care - 88%

2

Positive relationships with colleagues - 82%

3

Professional autonomy - 76%



GETTING THESE FACTORS

Based on the lowest two options for whether you are getting these ("Not at all" and "Not much").

1

Salary - 50%

2

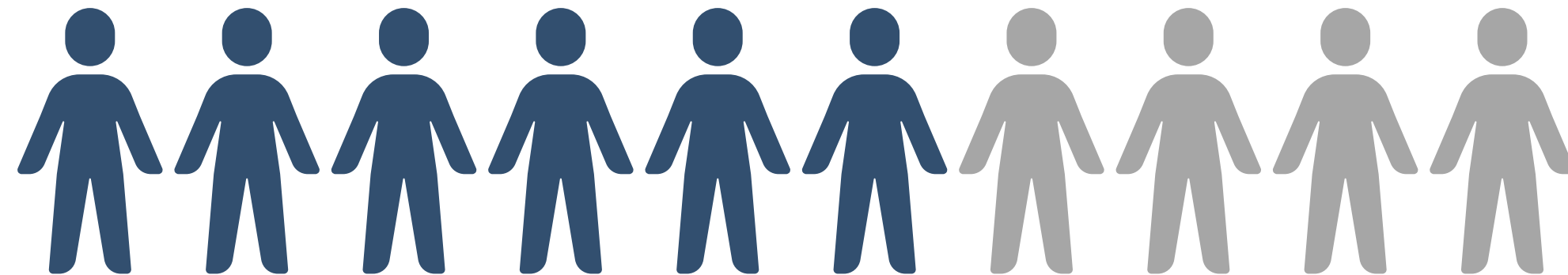
Career progression opportunities - 26%

3

Work-life balance - 24%

PERSONAL LEVEL STRESS

Do you feel you have high levels of stress as a result of your work?



6 in 10 participants feel they have a high level of stress as a result of their work

PERSONAL LEVEL STRESS



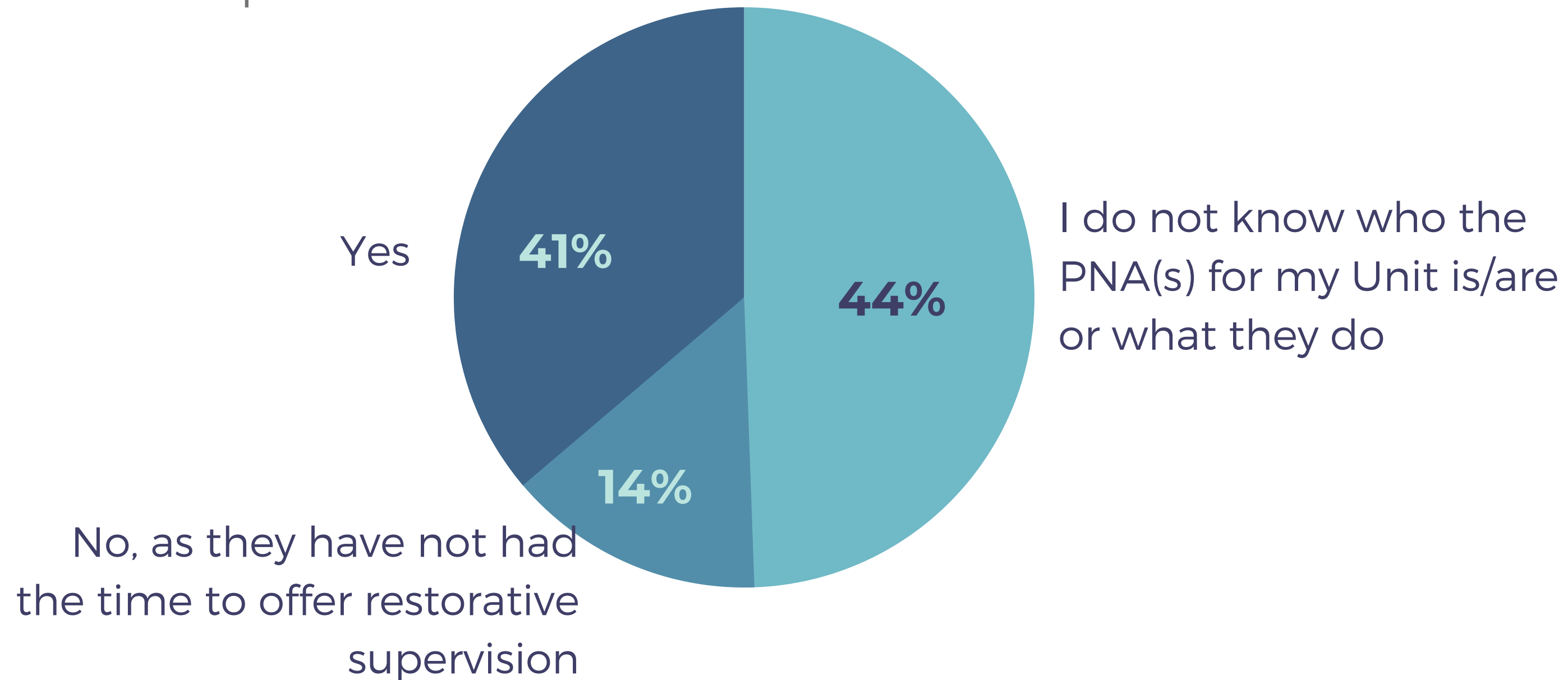
Top 5 Contributing Factors

Participants were given 15 options and were able to select as many or as few as they wanted.

- 1 Staff shortages (50%)
 - 2 Being asked to work on other wards (33%)
 - 3 Stressful and traumatic work experiences (29%)
 - 4 Workload (27%)
 - 5 Work-life balance (26%)
-

PNA'S

Do you have a Professional Nurse Advocate (PNA) available to you for restorative supervision?



WOULD YOU RECOMMEND ADULT CRITICAL CARE NURSING AS A CAREER TO OTHER NURSES?



**75% said
"Yes"**



**8% said
"No"**



**16% said
"Not sure"**

DO YOU HAVE ANY QUESTIONS?



Do not hesitate
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