

WHAT DO NURSES WANT?

RECRUITMENT AND EMPLOYMENT

In 2018, we surveyed 563 student and qualified nurses at six Nursing Times careers roadshows across England, to find out their views on what would attract them to a new role and what factors would make them want to stay in a role.



MOST IMPORTANT FACTORS WHEN LOOKING FOR A NEW ROLE

Opportunities for development

Use our People Performance Management toolkit to learn about ways to highlight development to your potential new staff. www.nhsemployers.org/ppm



Opportunities for progression

“More progression and training opportunities for senior roles. Experienced nurses are highly valuable in higher clinical roles.”

Location

Our reward communications guide offers tips on ways to put location at the forefront of recruitment. www.nhsemployers.org/rewardcomms



Pay

“As a student nurse looking for an employer, incentives to join are good, especially ones that relieve a bit of financial burden such as paying for your first year of NMC registration.”

Opportunities for flexible working

We have a webpage focusing on flexible working, which includes a webinar and different examples of best practice from across the service. www.nhsemployers.org/flexibleworkforce

The values of the employer

Our Inspire, Attract and Recruit toolkit contains information and resources relating to values based recruitment, including a toolkit to check how ready your organisation is. www.nhsemployers.org/inspireattractrecruit

MOST IMPORTANT FACTORS TO STAY IN A ROLE

01

Good support from your team

This briefing focuses on how to foster engagement with staff. www.nhsemployers.org/fosterengagement

02

Opportunities for development

“For newly qualified nurses it’s important to be supported and be given time to settle in and learn.”



03

Opportunities for progression

The route to advanced clinical practice could be explored through reviewing our dedicated section www.nhsemployers.org/acp and we also have a hub of resources focused on creating a culture of work-based learning. www.nhsemployers.org/workbasedlearning

04

Pay

Our pay section covers NHS terms and conditions www.nhsemployers.org/agendaforchange including a poster which can be used to easily see and breakdown the different pay values.

05

Opportunities for flexible working

“Childcare is a huge consideration for me. And time to care for my family.”



06

Location

“I’m looking at the incentives: finance, feeling valued, crèche for children and things to do such as the cinema or theatre.”

