

Key findings

The following key findings have been compared to those identified in the first survey. These have been sorted into those where findings have improved and those where the results are worse than those in the first survey.

- 267 HCSWs (46 per cent compared to 43 per cent in the first survey) located their positions through searching NHS Jobs.
- 50 HCSWs (9 per cent, which is similar to the first survey) were attracted into the NHS via Indeed.
- 274 HCSWs (48 per cent compared to 64 per cent who responded in the first survey) previously worked in a similar health or care role. This is a positive reduction as it means that the trusts have attracted from other sectors.
- For 69 HCSWs (12 per cent compared to 10 per cent in the first survey) it took about 16 weeks or more from shortlist to commencing in role. However, a number of HCSWs explained that this was due to COVID-19 and a number also had delays with DBS checks.
- 67 per cent of HCSWs (386 respondents) are employed full time compared to 72 per cent in the first survey. This suggests that more HCSWs are being supported and given the opportunity to work flexibly.
- 180 HCSWs (31 per cent, the same as the first survey) have completed the Care Certificate.
- 78 HCSWs completed the Care Certificate within four to six weeks.
- 96 HCSWs (17 per cent, an increase of 7 per cent from the first survey) stated they are unaware of the Care Certificate or were unsure if they had started it. This is across 24 NHS trusts. 61 of these HCSWs have been in post for four months or more.
- 396 HCSWs (69 per cent, the same as in the first survey) know and understand their trust's values.
- 153 HCSWs (27 per cent) were informed about the HCSW Learning and Development Road Map.

- 272 HCSWs (47 per cent) stated that they feel supported to take the necessary protected time to undertake training.
- 277 HCSWs (39 per cent compared to 13 per cent of those who responded in the first survey) have expressed an interest in pursuing a career in nursing, with one already training as a nurse associate and five having secured an adult nursing training place.
- 137 HCSWs (24 per cent compared to 22 per cent of those who responded in the first survey), are keen to stay in their current role within their trust.
- Out of the 576 respondents, 59 are male (10 per cent, the same percentage as those who responded in the first survey).
- 335 respondents are white, making up 58 per cent of the sample compared to 68 per cent in the first sample. 167 chose not to respond to this question and eight preferred not to say.