

Retention factors

166 people chose not to respond to this question. Of those who did, development closely followed by progression and having good support from your team were the top reasons for wishing to remain in the trust.

39 per cent of HCSWs who responded wish to pursue a nursing career, compared to 13 per cent in the first survey.

Few seek to move away from HCSW or nursing careers, with mentions made to midwifery, the ambulance service, psychiatry, and mental health support.

Two HCSWs understand they must work in the trust for two years before undertaking a nurse apprenticeship. Whilst some employers may ask for some prior HCA experience, it is not a prerequisite for the apprenticeship, and we are aware of some trusts who are considering accepting school/college leavers onto a nurse apprenticeship.

Below is a sample of some qualitative responses.

“I’m currently on the apprenticeship program and would like to continue to learn and progress with the hospital to reach my highest potential.”

“I have been offered a new position with MIND in Hull as a mental health support worker.”

“I would like to progress further and train up to be a midwife.”

“I want to pursue my career as nurse. I am a nurse back in our country and trying to be a nurse here as well.”

“I would like to do my nursing and have already been informed about the apprenticeship through the CNTW NHS Foundation Trust for mental health nursing.”

“I am a qualified nurse in Philippines and Saudi Arabia in intensive care unit. But there are some requirements that I need to do before I am a qualified nurse in the trust. In due course, I wish to proceed as a nurse if given the opportunity.” “I am 46 years old, enjoy my job, colleagues and managers, and even my patients I have no intentions of leaving the NHS until I retire.”