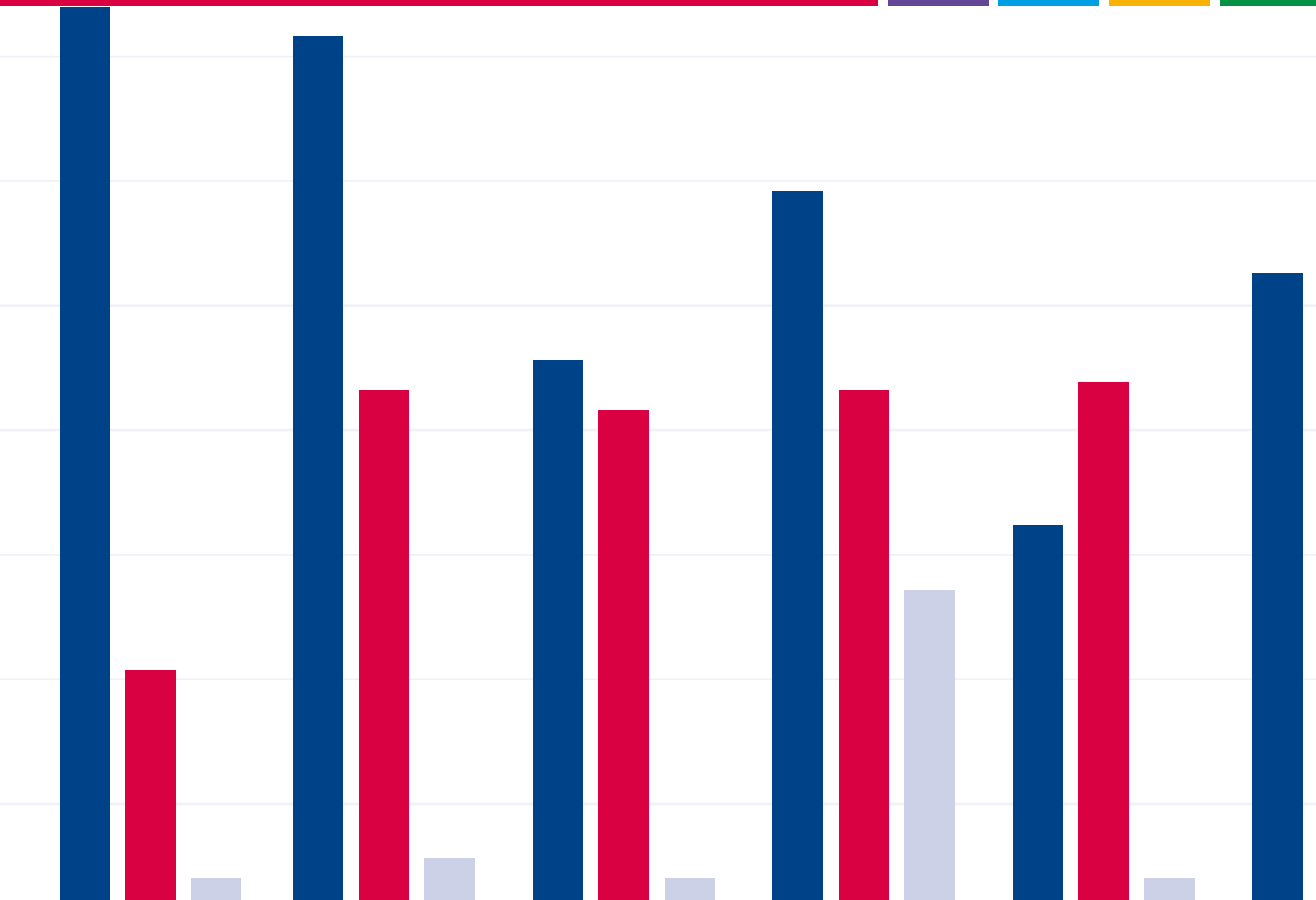


CORPORATE



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Published by the Royal College of Nursing, 20 Cavendish b2.b60 CctcrlcS (t)11 2(c)-0w9 ((d)5.5 (i)3. 2.6 ()-4.8 (e R)

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The COVID-19 pandemic has been part of all our lives for more than two years now. The



This report presents data from the RCN Employment Survey 2021. It draws out results from respondents who stated they work in Scotland and compares them to results across all UK respondents.

A link to the online survey was sent to a sample of RCN members in autumn 2021 and received 9,577 results in total, including 1,293 from respondents working in Scotland.

This survey is the latest in a long-running series undertaken with RCN members, including registered nurses, students and nursing support workers. Over the years, many of the survey questions have remained consistent, which allows us to compare trends over time. Where possible, we compare findings from previous surveys.

- 73% of respondents reported that they work over their contracted hours at least once a week; around half (53%) said that these hours were unpaid.
- Over two-thirds (72%) agreed they are under too much pressure at work.
- 67% of respondents report feeling too busy to provide the level of care they would like.
- Only a third (34%) of respondents feel able to balance their work and home lives.
- Six in 10 of all respondents reported that they had gone to work at least twice in the previous 12 months, despite feeling too ill to do so.

- Just 21% feel their pay is appropriate or very appropriate.
- 55% are the primary earner in their household.

- Six in 10 (61%) of respondents stated they are actively planning on leaving or thinking about leaving their job.
- Feeling undervalued (75%), concerns about low staffing levels (65%) and feeling under too much pressure (64%) are the most common reasons for wanting to leave their current job.
- The percentage of respondents who think nursing is a rewarding career has dropped from 71% in 2019 to 55% in 2021.
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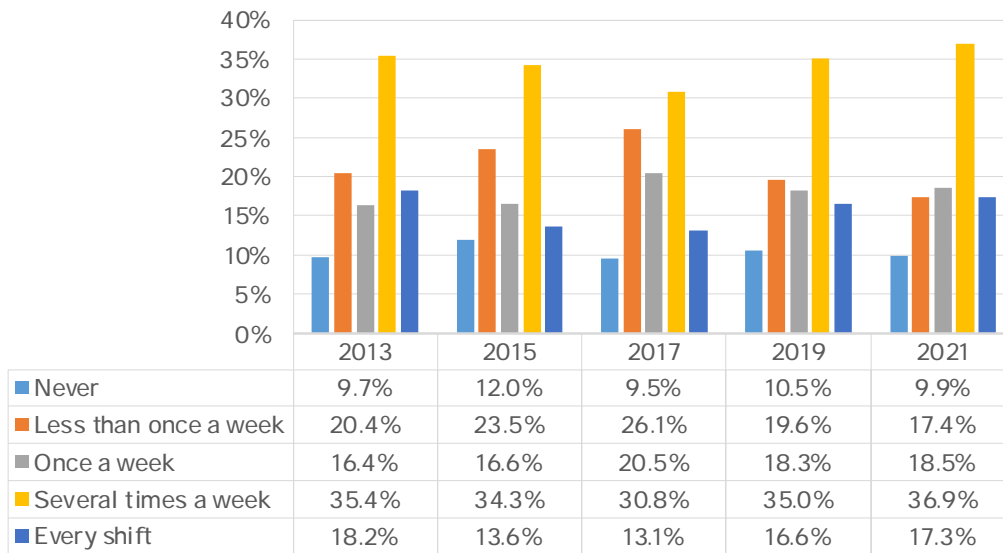
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- 70% of respondents stated they had experienced verbal abuse by patients/service users or relatives and 36% had experienced physical abuse.
 - 37% experienced bullying by colleagues.
 - 63% of respondents who had experienced verbal abuse linked these incidents to frustration or dissatisfaction with the service provided.

 - There was a significant drop in the proportion who reported having completed all their mandatory training in the previous 12 months, from 76% to 43%.
 - 34% stated mandatory training was done in their own time.

 - Fewer respondents from Scotland (56%) were working at a higher pay band than when they started, compared to the rest of the UK (62%).
 - Over half of respondents said it took over five years to achieve their first promotion.
 - Over half felt there were not sufficient opportunities to progress in their current role.

Figure 1 shows that just over two-thirds (67%) of all respondents work full-time hours, with the rest either working part-time (30%) or working occasional/various hours (3%). In addition, there is a fairly even split between those respondents working either shift patterns or fixed hours.

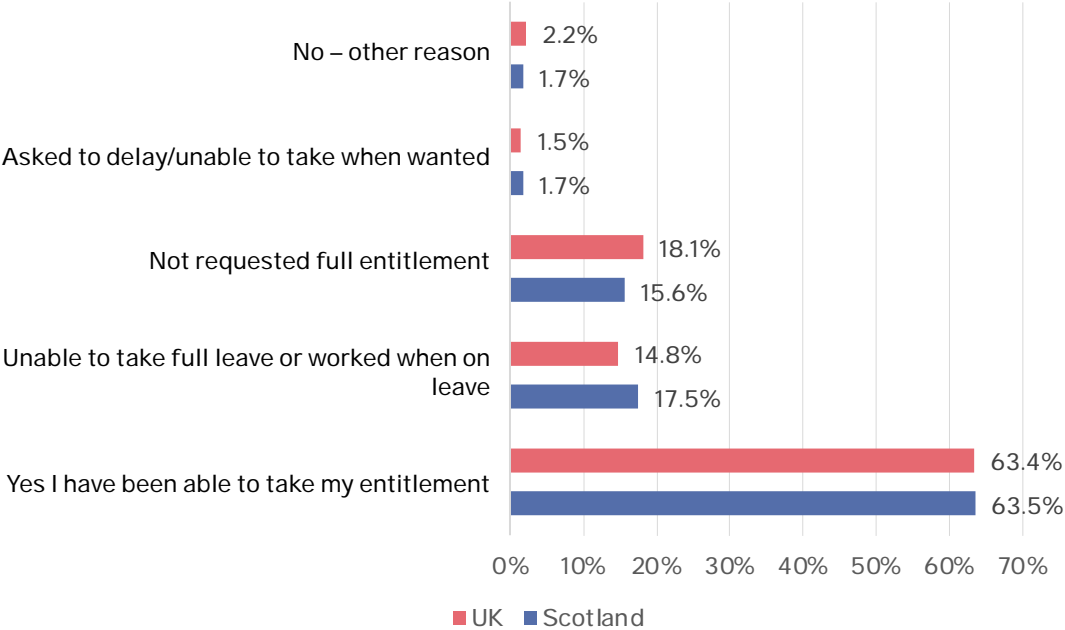
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Looking at hours of additional working, Figure 4 shows that among those who work beyond their contracted hours at least once a week, around half work at least three hours a week (48% in Scotland and 50% across the UK).

Figure 5 shows that among those who work in excess of their contracted hours at least once a week, around half (54% in Scotland and 49% in the UK) said that these hours were unpaid. Figure 6 goes on to show that the proportion of respondents stating that excess

Figure 7 shows that over a third of all respondents were unable to take their full annual leave entitlement over the previous 12 months.



The survey shows that almost three quarters (72% in Scotland) agreed they are under too much pressure, while less than one in 10 disagreed with the statement (both Scotland and the UK). There has been a significant increase in the proportion stating they feel under too much pressure since 2019 (Figure 9).

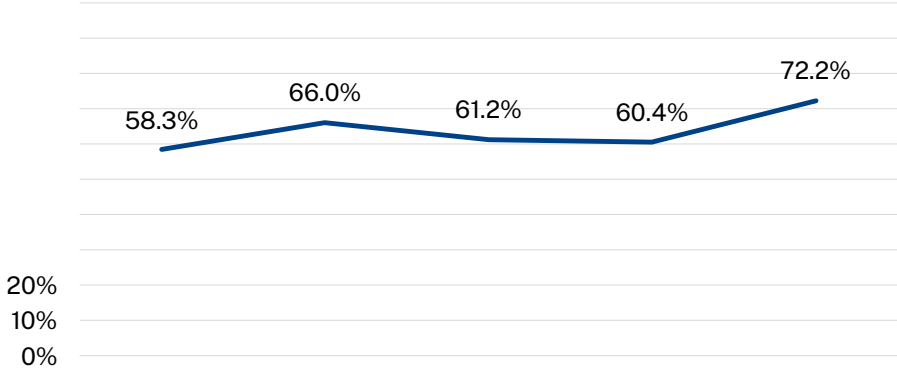
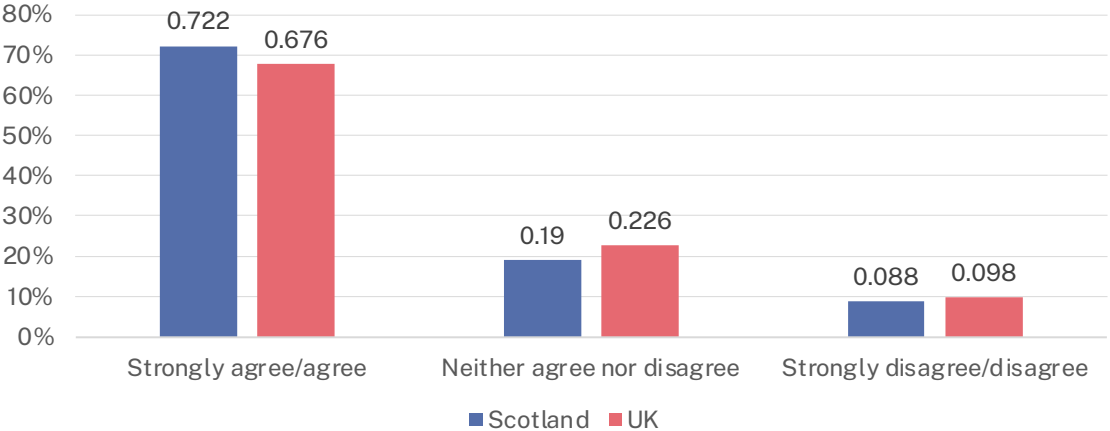


Figure 10 shows that 67% of respondents in Scotland and 62% in the UK report they are too busy to provide the level of care they would like. The percentage stating they are too busy has increased noticeably since 2019.

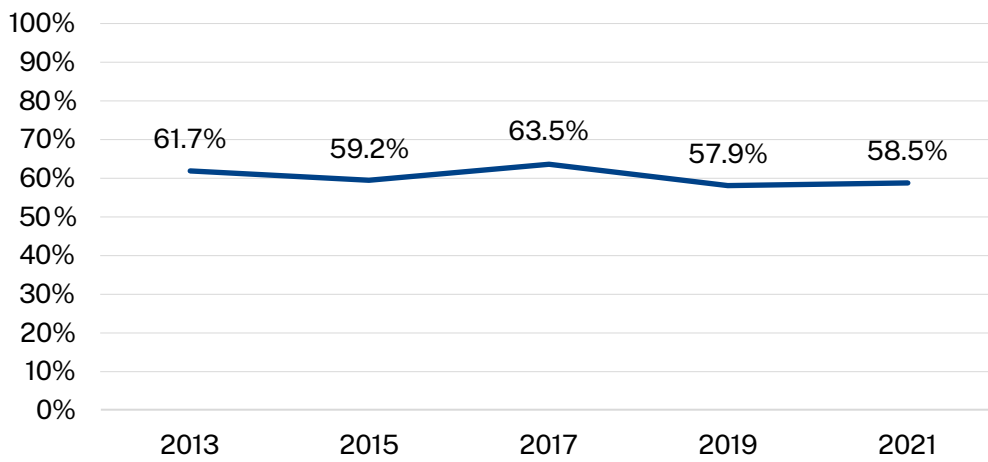
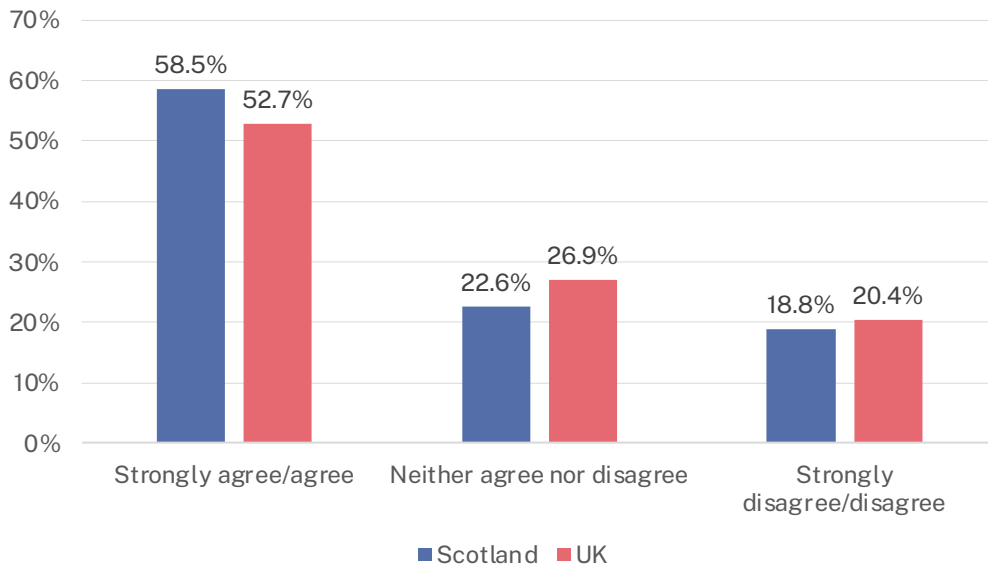


Figure 14 shows that just over half of all respondents are satisfied with their working hours (48% in Scotland and 51% in the UK). Among Scotland respondents, levels of satisfaction have fallen steadily since 2015.

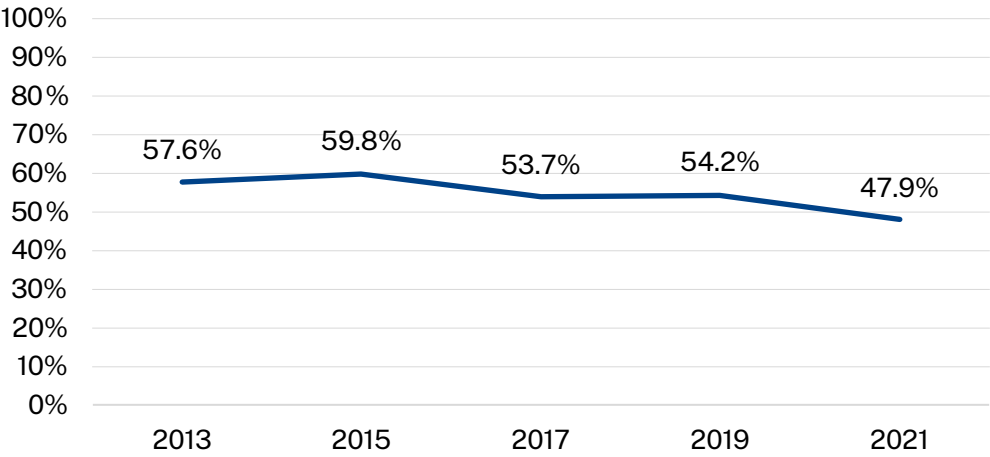
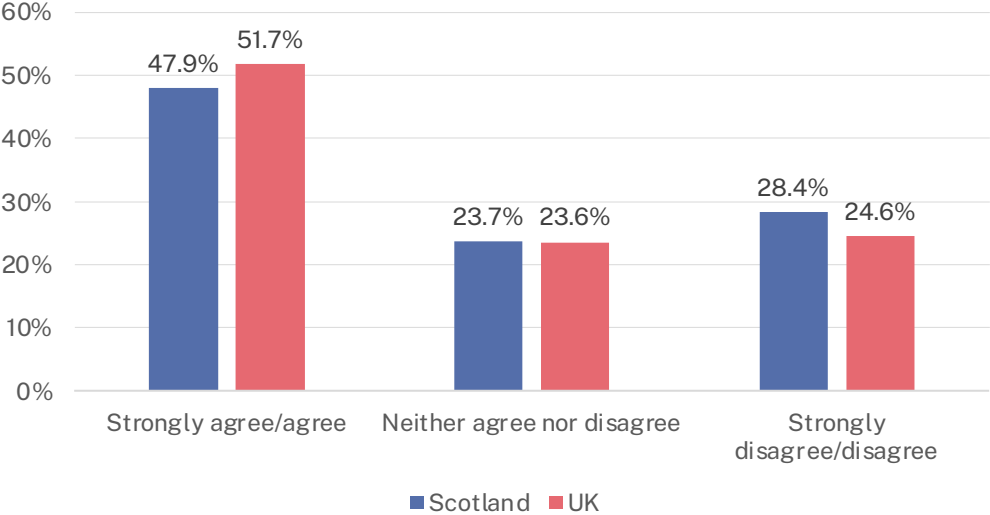


Figure 16 shows that four in 10 (41%) of all respondents are satisfied with the choice they have over the length of shifts they work in Scotland, while levels of satisfaction are slightly higher across the UK. In Scotland, levels of satisfaction have fallen from 51% in 2015 to 41% in 2021.

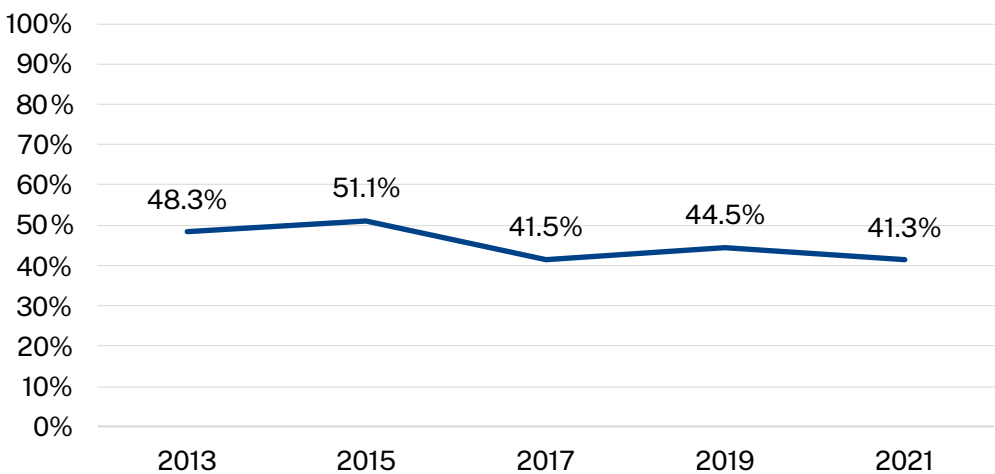
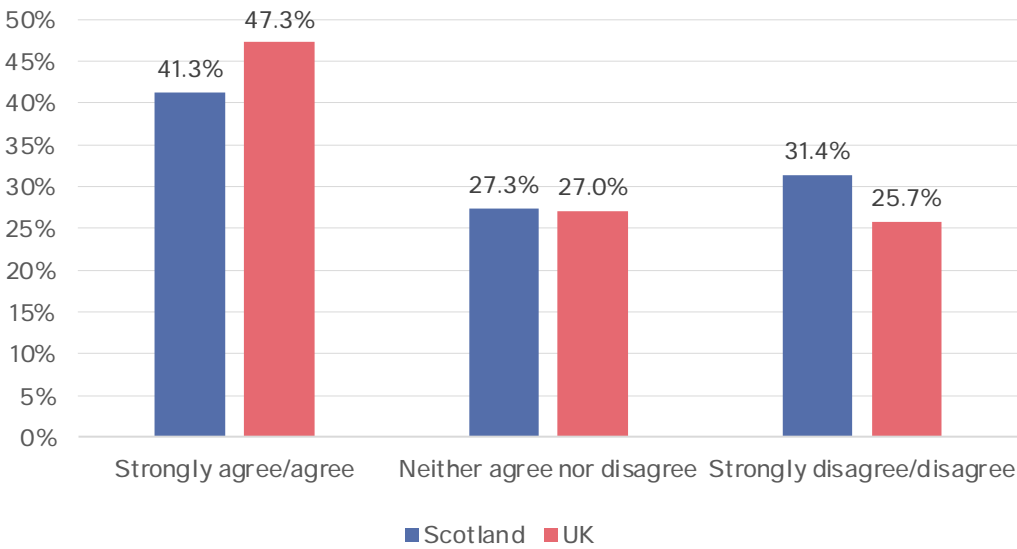
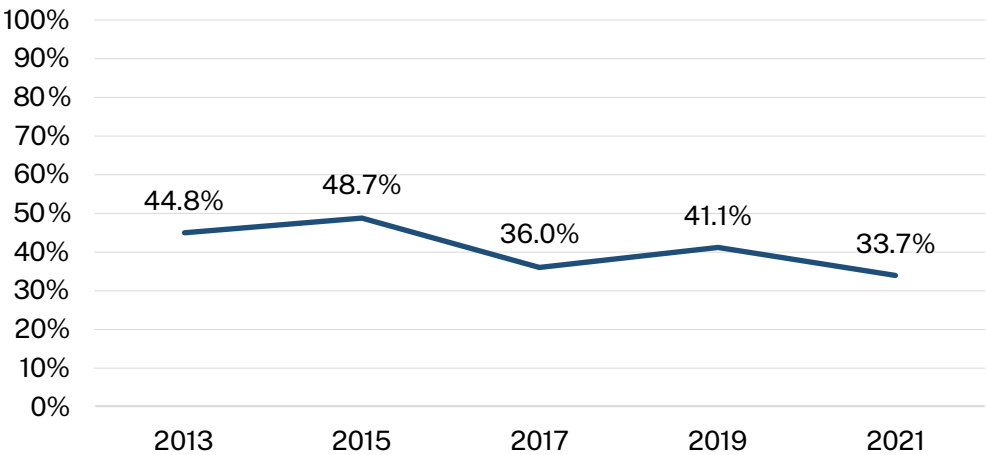
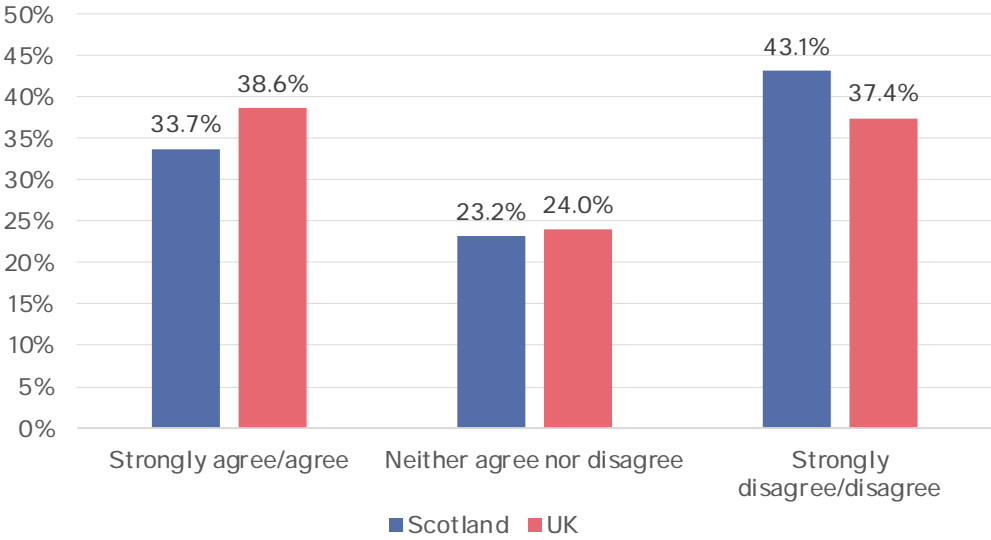
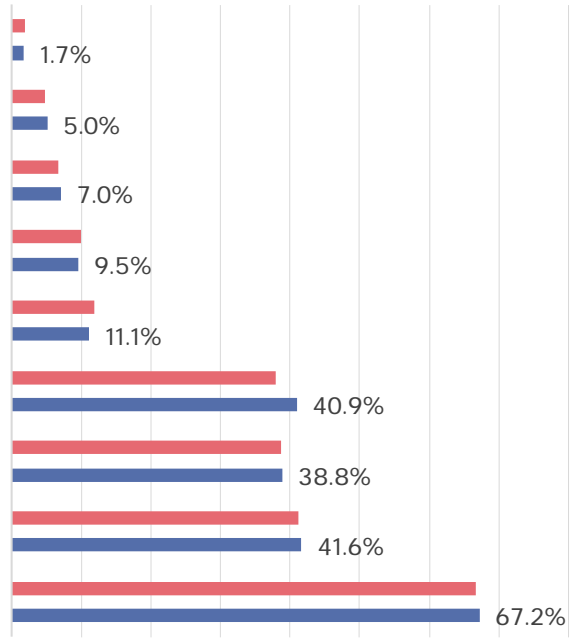


Figure 18 shows that around one-third (34% in Scotland and 39% in the UK) feel able to balance work and home lives. Among Scotland respondents, the proportion expressing satisfaction with work-life balance fell from 45% in 2015 to 34% in 2021.

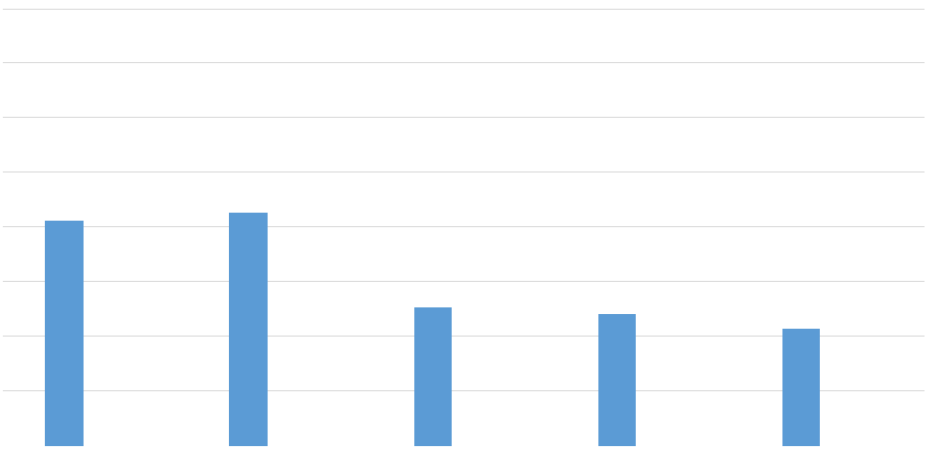
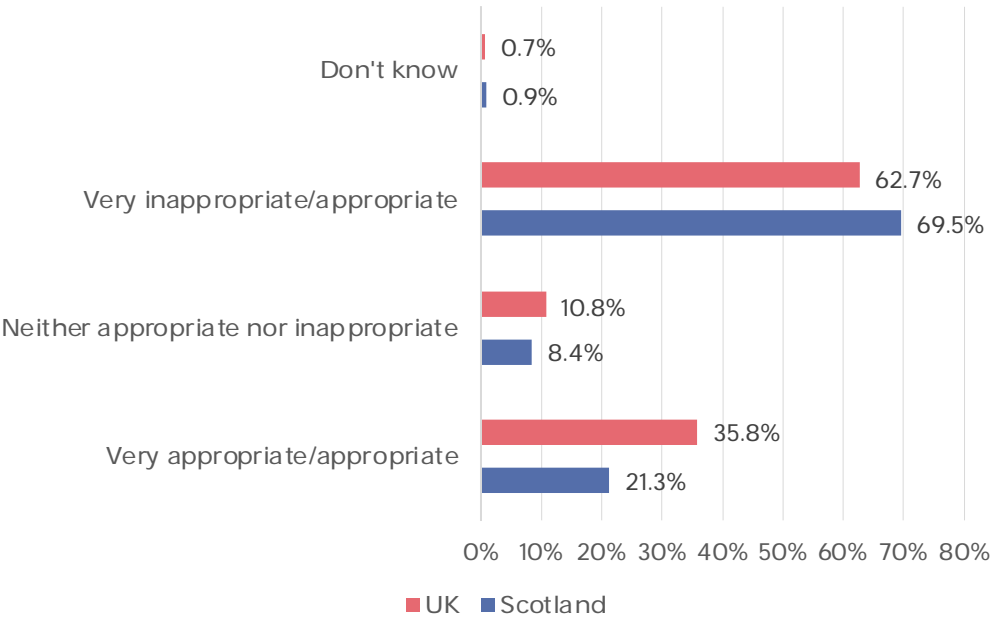


The next section looks at the incidence of respondents reporting having worked when feeling ill. Six in 10 of all respondents reported that they had gone to work at least twice in the previous 12 months, despite feeling too ill to do so. There has been a noticeable increase in the proportion of respondents in Scotland reporting they had worked when unwell on five or more occasions from 13% in 2019 to 20% in 2021.





All respondents in employment were asked how appropriate they felt their current pay band or rate is, given their roles and responsibilities. Figure 24 shows that seven in 10 of all respondents in Scotland feel that their pay is either inappropriate or very inappropriate. Just 21% feel their pay is appropriate or very appropriate. Figure 25 indicates that satisfaction with pay levels has dropped considerably since 2013, when two out of five (41%) were satisfied with their pay band or grade compared to just a fifth in 2021.





Six in 10 (61%) of all respondents in Scotland stated they were actively planning on leaving or thinking about leaving their job compared to 57% across the UK.

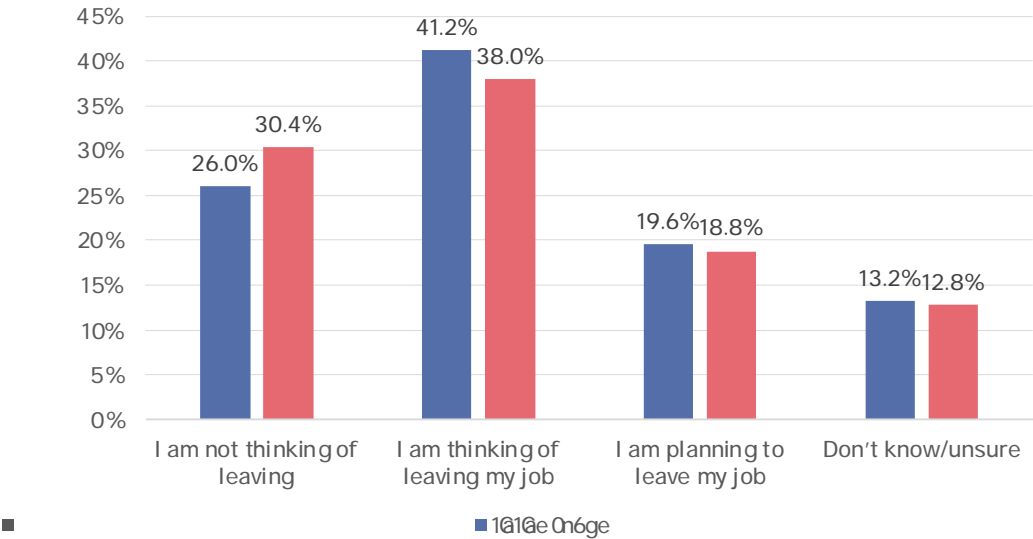
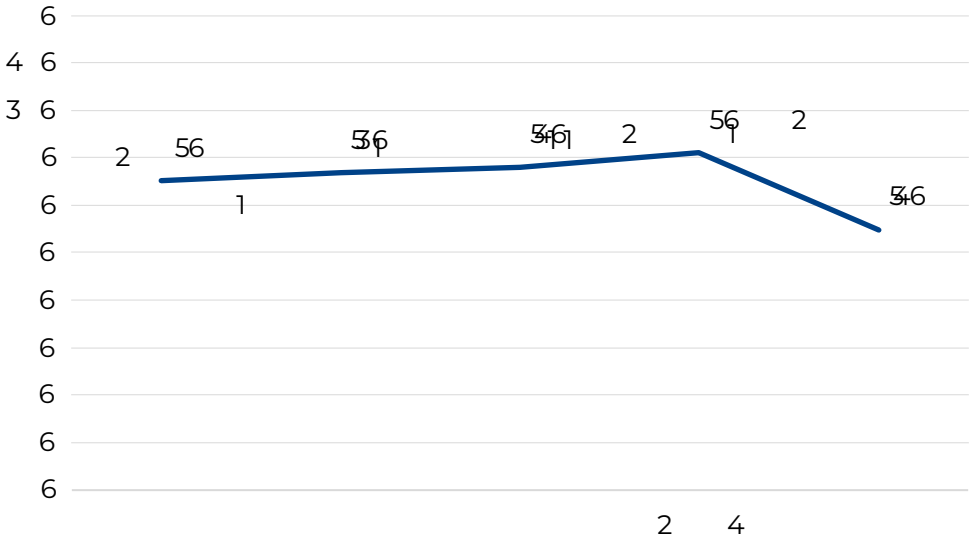
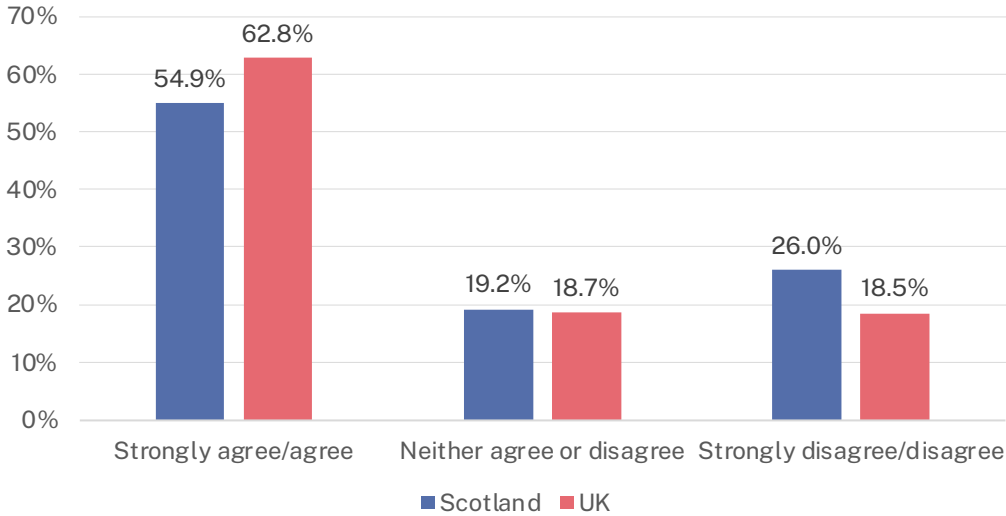
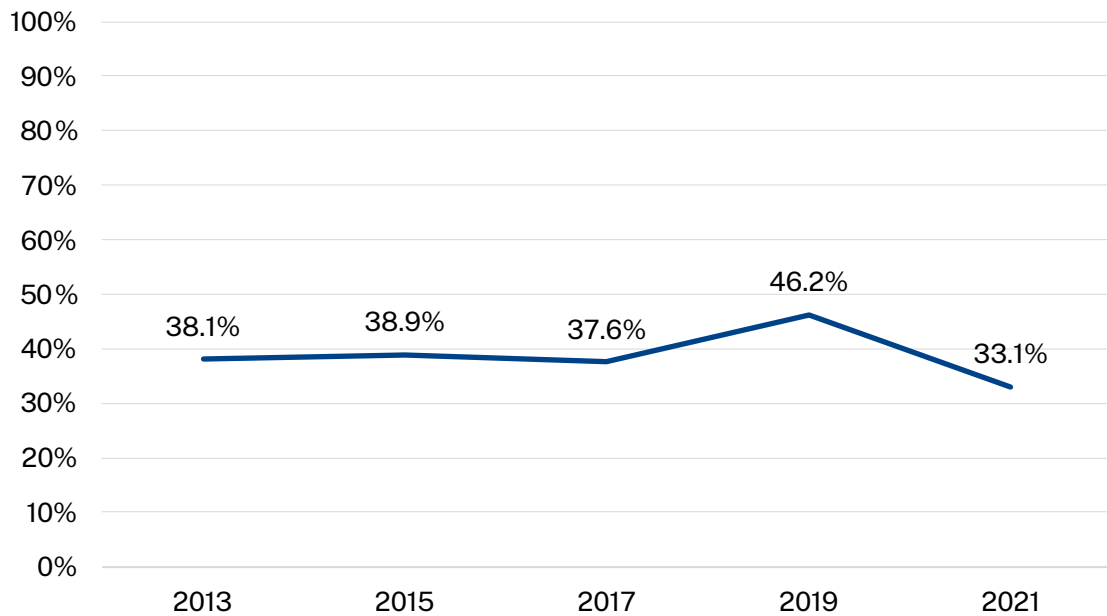
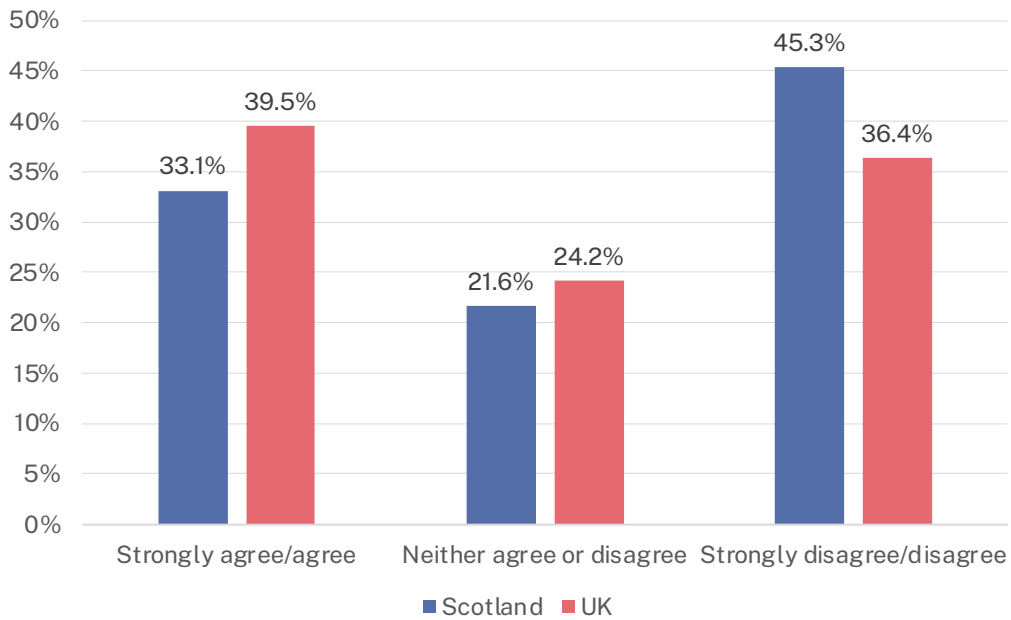


Figure 29 shows that around half (55%) of all respondents in Scotland stated that nursing is a rewarding career compared to 63% across the UK. The percentage agreeing with the statement in Scotland has dropped dramatically from 71% in 2019.



While the majority of respondents find nursing a rewarding career, a much lower proportion among Scotland respondents would recommend it to others, with just 33% agreeing with the statement, compared to 40% across the UK. The proportion stating they would recommend nursing as a career has dropped from 46% in 2019.



Less than half (45%) of all respondents in Scotland agreed or strongly agreed that they felt enthusiastic about their job on most days (compared to 54% across the UK). Figure 34 shows that there has been a significant drop in the number agreeing with the statement between 2019 and 2021.

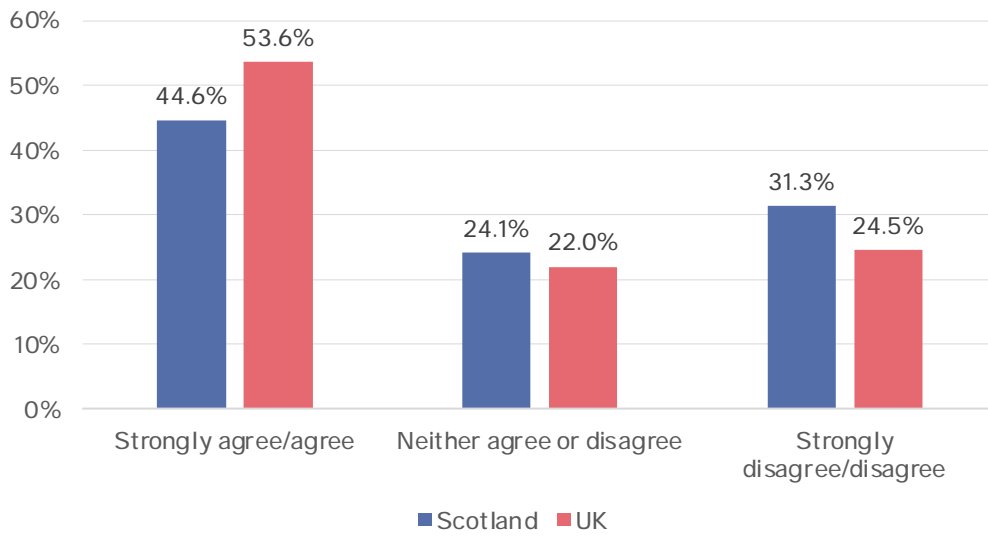
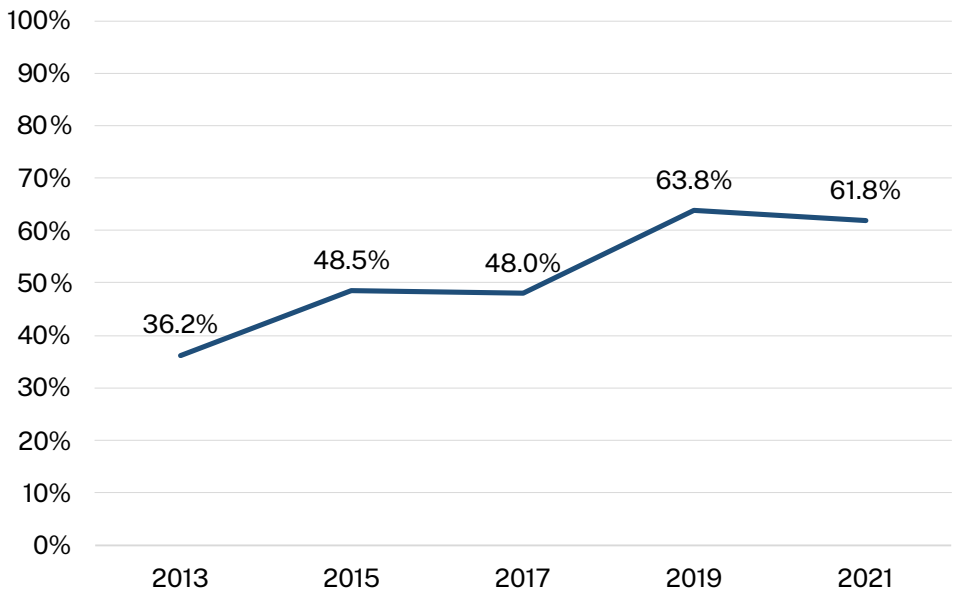
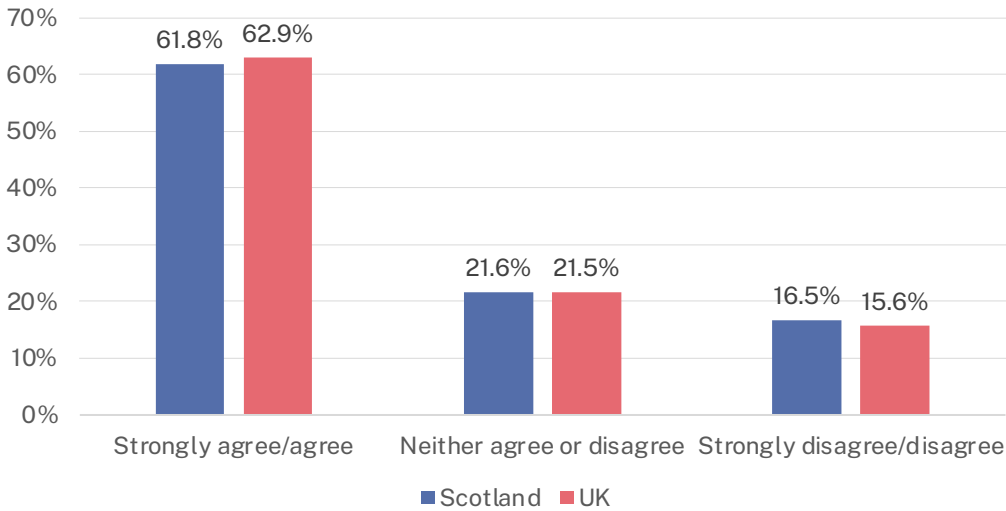


Figure 35 shows that 62% of Scotland respondents believe that nursing will provide them a secure job in the future (similar figure to the UK). Figure 36 goes on to illustrate a significant increase in the proportion who view nursing as a secure job, rising from 36% in 2013 to 62% in 2021.





Just under a quarter of respondents in Scotland agreed that they regretted their choice

The percentage of respondents stating they had experienced physical or verbal abuse or bullying is slightly higher than colleagues across the UK. Figure 42 shows that there has been a small increase in the number of respondents stating they had experienced physical or verbal abuse or bullying between 2017 and 2021.

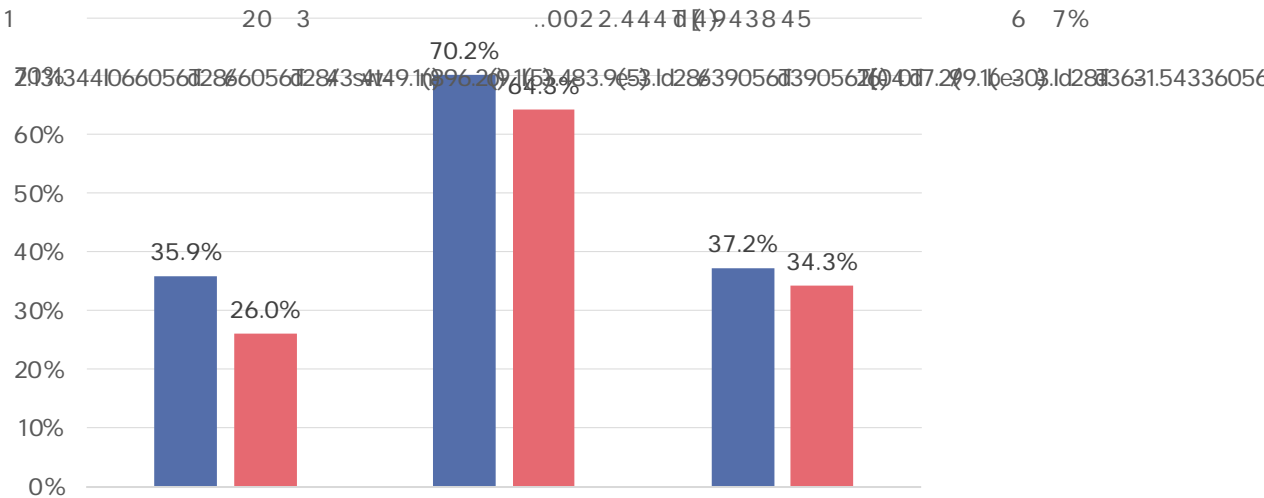
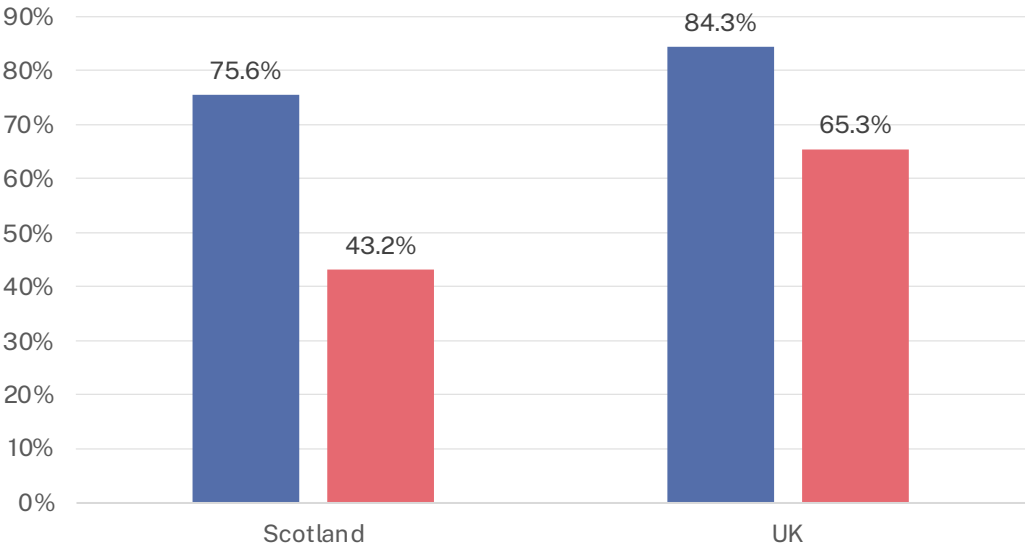




Figure 45 shows the significant drop in the proportion of respondents who stated they had completed their mandatory training in the previous 12 months in both Scotland and across the UK, compared to 2019. Three-quarters of all respondents in Scotland had completed their training in 2019, compared to just 43% in 2021. Figure 46 goes on to show that respondents across Scotland and the rest of the UK have struggled to complete this training in working time.





A closer look at the completion of mandatory training in Figure 47 shows that while there

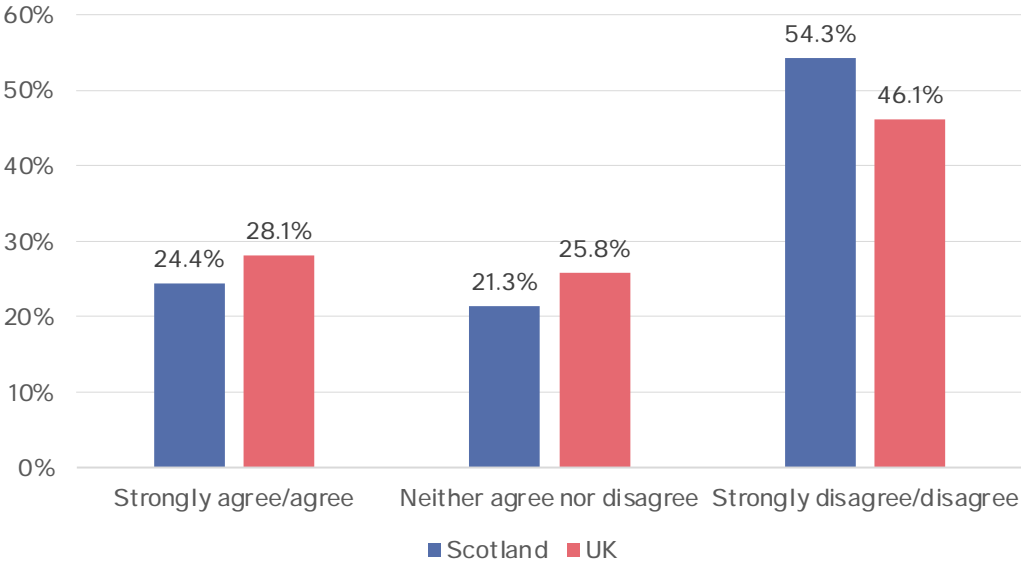




Figure 48 shows that 56% of respondents in Scotland and 62% of respondents across



A quarter of respondents in Scotland agreed that there are sufficient opportunities to progress in their current role, while just over half (54%) disagreed. The main reasons for feeling there are not enough opportunities to progress relate to a belief that there are limited jobs available for promotion or advancement in a particular area of work or specialism.



	Number	%
Employed and working	1,149	88.9
Retired, still working	72	5.6
Employed on leave	70	5.5
Student	2	0.2

	Number	%
NHS		

	Number	%
Independent/private health care or social care provider	83	51.2
Private company/industry	26	16.0
Nursing agency	18	11.1
Hospice/charity/voluntary group	16	9.9
Local authority	8	4.9
Further/Higher education	7	4.3
Self employed	2	1.2
Other	2	1.2



	Number	%
Hospital ward	373	48.6
Hospital unit	171	22.3
Hospital outpatients	67	8.7
Across different hospital settings	64	8.3
Other hospital setting	63	8.2
Theatres	23	3.0
Research	3	0.4
Office	3	0.4

	Number	%
People's homes	105	28.6
Care home	92	25.1
GP practice	63	17.2
Health centre/clinic	37	10.1
Criminal justice	20	5.4
Vaccination hub	15	4.1
Across the community	15	4.1
School/Children's Centre	10	2.7
Hospice	7	1.9
From home	3	0.8





	Number	%
Agenda for Change	1,092	84.6
Organisational scale	177	13.7
Clinical grades	22	1.7

-
- Female: 86.6%
 - Male: 11.9%
 - Prefer not to say: 1.4%
 - Non-binary: 0.1%

	Number	%
UK	1,197	

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Published by the Royal College of Nursing
20 Cavendish Square
London
W1G 0RN
www.rcn.org.uk

Date: April 2022
Publication code: 010 155