

How to Better Motivate and Retain Healthcare Staff in 2022



Amid 100,000 vacancies in the social care sector, recruiting, retaining and maintaining the wellbeing of care home staff has never been more important.

Our report shows that healthcare workers love their jobs

97%

of healthcare workers enjoy their job

83%

feel that their work matters and contributes to the company's success

and yet

18%

of UK healthcare workers want to leave their jobs

14%

hope to switch to a new industry

4%

are looking to quit (to retire or return to education)

Keeping healthcare staff happy and satisfied is more important than ever

60%

are highly motivated by a positive work environment

So, what keeps them happy and motivated at work?

What don't they want or dislike?

Reasons to stay



52%

want a focus on employee wellbeing



47%

desire a culture of trust, openness and compassion



45%

want schedule flexibility

Reasons to go



48%

negative impact on health and sleep schedules



33%

lack of control over shifts



28%

unpredictable schedules make it impossible to plan

84%

believe they could be a better employee if their organisation communicated about what was going on

"You need to remove any impediment to their happiness. Little things can make the difference between a member of staff staying or leaving. We always make sure that potential recruits know that we have an app-based rota and communication system. I asked the person in charge of scheduling what she would do if we took Deputy away. She had a two-word answer: 'I'd resign!'"

David Tanner, Ascot Care Home

Motivate, maintain and retain

Download our report now for more tips on how to keep your staff happy and engaged.



Based on survey responses from 1,001 UK shift workers