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Workforce Nurse Survey Report

Date of survey: February 2025
Date of report: July 2025

Target audience: Nurses

Aim: Help inform our workforce plan and serve as evidence for our professional bodies in advocating for equity with colleagues in other NHS sectors.

Paula Marsden, Nurse Lead for LTTDH CIC

Registered Nurse Workforce Survey Report - Summary

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In February 2025, a total of **53 (56%) of 94 registered nurses** participated in the Lambeth Together Training & Development Hub (LTTDH CIC) Nurse Workforce Survey.

Aim: The survey was conducted to inform the LTTDH CIC Workforce Plan and to provide evidence in support of advocacy efforts with professional bodies, with the goal of promoting equity for nurses working in primary care in alignment with colleagues across other NHS sectors.

Key Findings:

- **Pay Analysis:** The report analyses salary data with reference to Agenda for Change banding to determine how the lack of pay structure in primary care compares. It also looks at parity with national pay awards
- **Workforce Retention:** It identifies nurses planning to retire in the next five years , offering important insight into future workforce planning.
- **Working Patterns:** Data on average weekly working hours is presented to highlight current workload trends.
- **Employment Conditions:** The survey captures nurse feedback on maternity and sick pay entitlements, highlighting perceptions of fairness and adequacy.
- **Support and Supervision:** The report examines experiences of professional supervision and support.
- **Job Satisfaction:** Insights into overall job satisfaction are provided, helping to inform strategies for staff retention and wellbeing.

This report serves as a vital evidence base for workforce planning and advocacy and highlights key areas for development and support within the primary care nursing workforce.

Nurse Workforce Survey Results: Working hours

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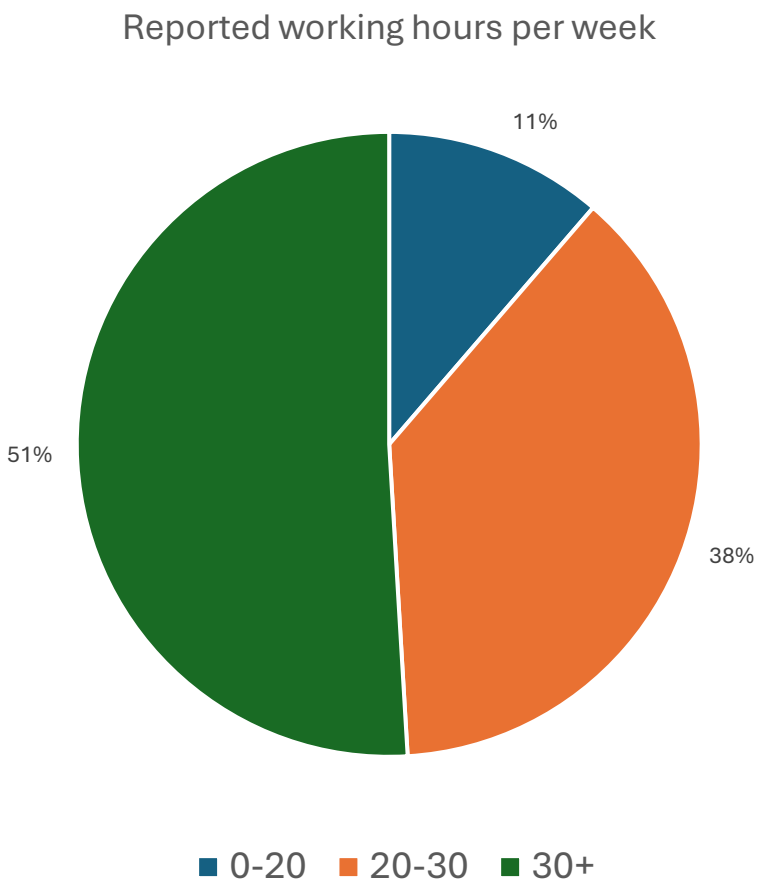
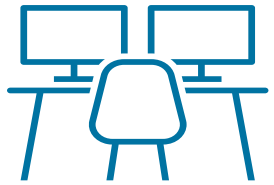
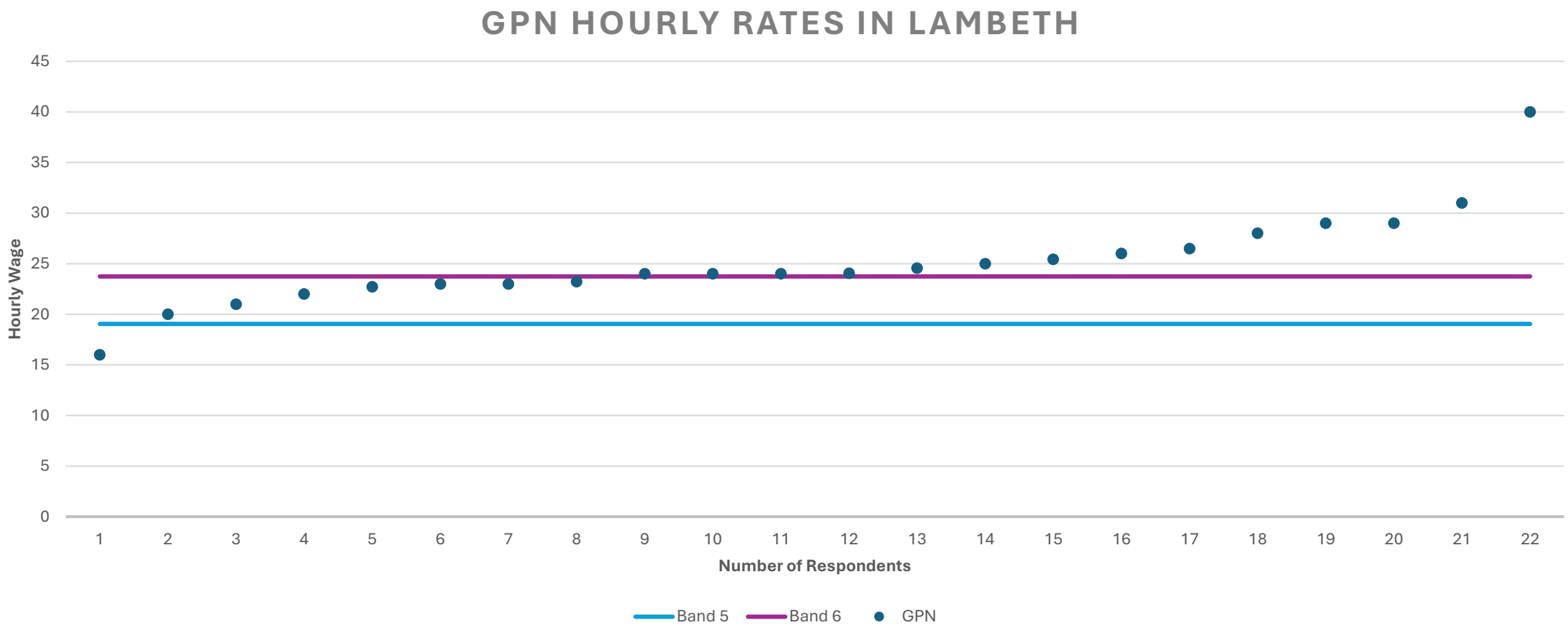
- A total of 53 responses were collected.
- Of these respondents, 11% reported working between 0 and 20 hours per week.
- 38% indicated that they work between 20 and 30 hours per week.
- The remaining 50% reported working more than 30 hours per week.





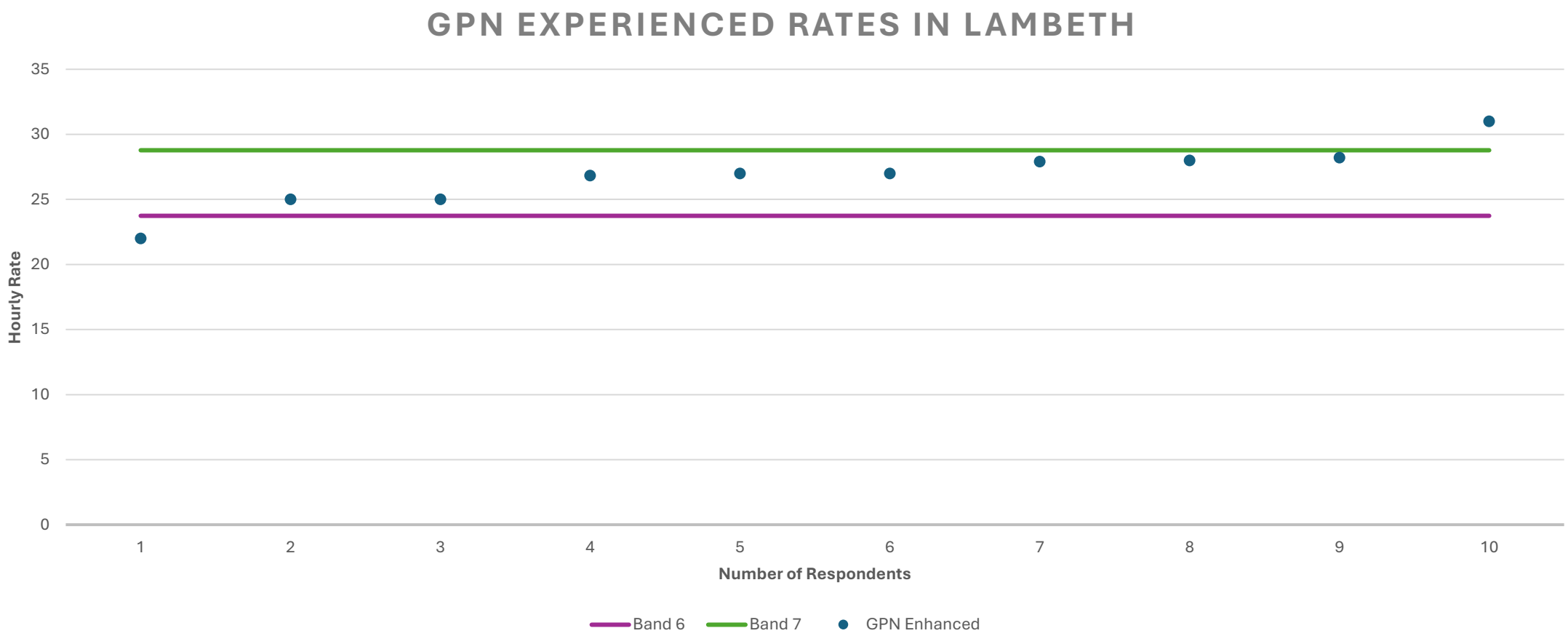
General practice nurse hourly pay

(Mapped to AfC inner London high-cost area)



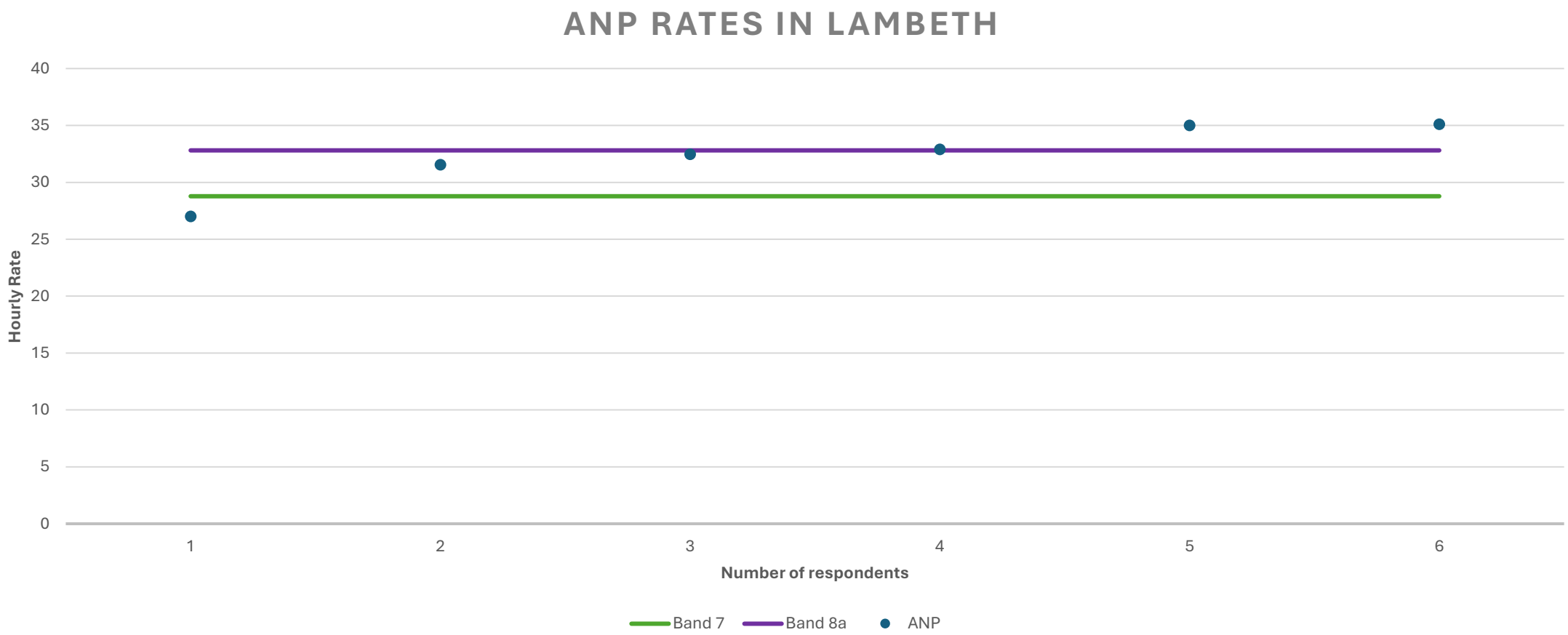
General Practice Nurse (Experienced) role hourly pay

(Mapped to AfC inner London high-cost area)

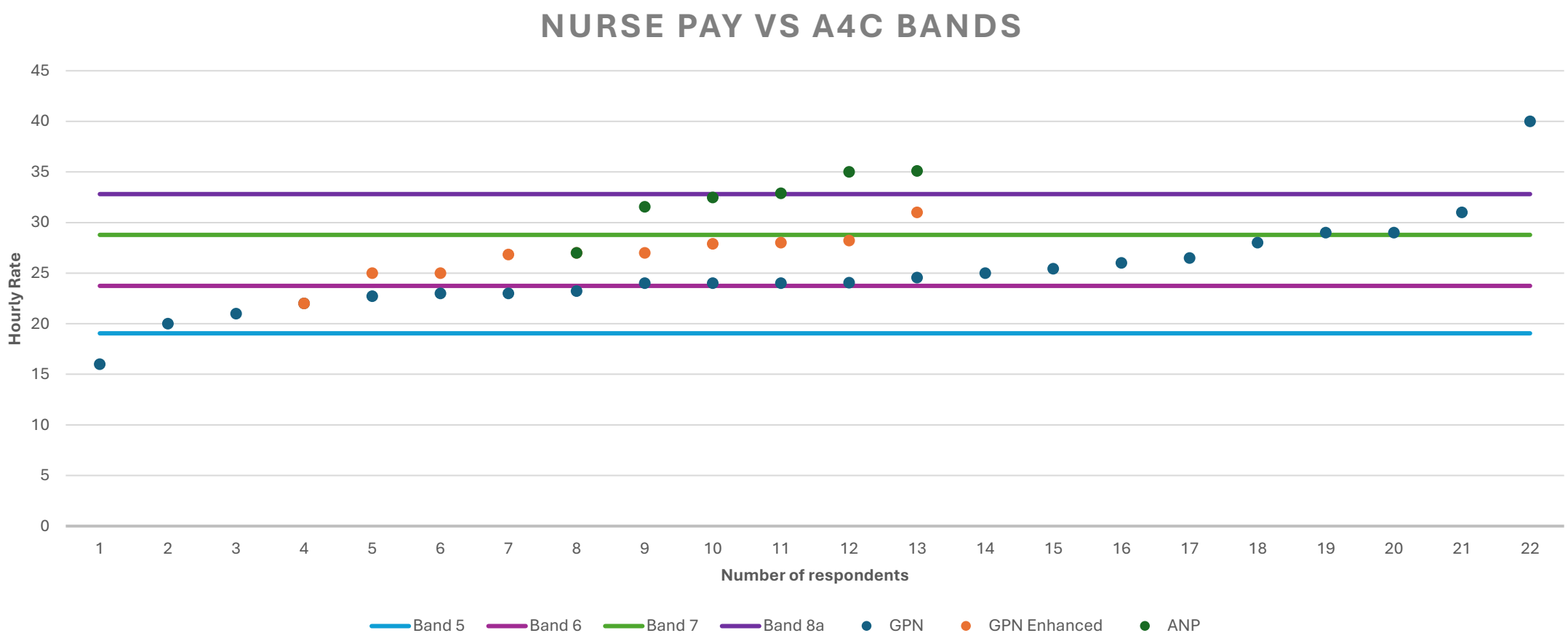


Advanced Nurse Practitioner hourly pay

(Mapped to AfC inner London high-cost area allowance)



All Registered Nurse Pay Versus AfC Bands



Registered Nurse Workforce Survey Results: Planned Retirement Among Registered Nurses within the Next Five Years

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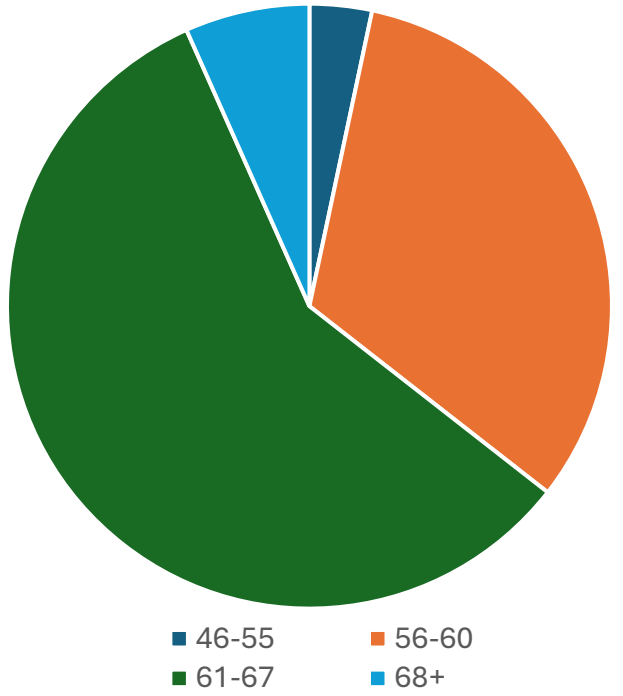
Of **53 registered nurses** who responded to the survey, **17 (32%)** indicated that they **plan to retire within the next five years**.

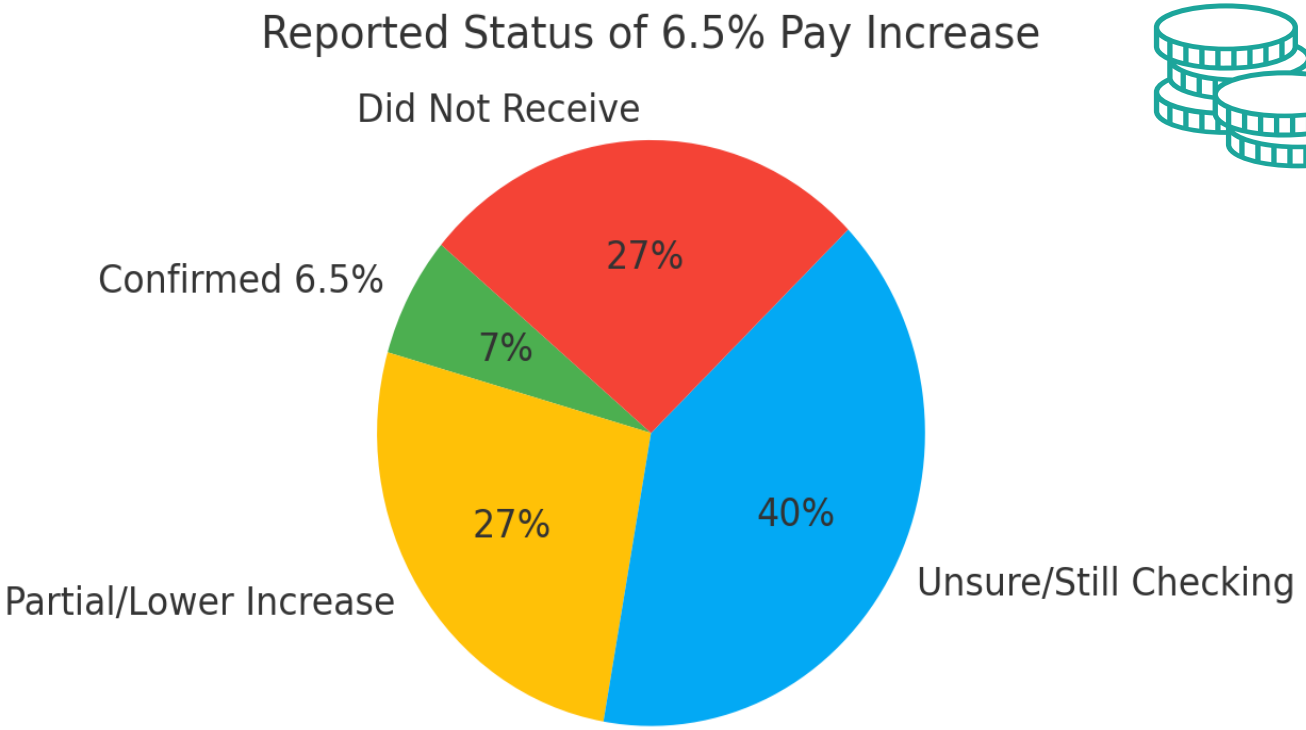
The age breakdown of those planning to retire is as follows:

- **6%** (1 respondent) is aged **46–55**
- **29%** (5 respondents) are aged **56–60**
- **52%** (9 respondents) are aged **61–67**
- **6%** (2 respondents) are aged **68 or over**

These findings highlight a significant proportion of the workforce approaching retirement age, underscoring the importance of succession planning and workforce sustainability in primary care nursing.



Registered Nurse Workforce Survey Results: Pay increase – 6.5%



Survey responses regarding the 6.5% pay increase under the 2024–25 Agenda for Change revealed the following:

- Only **7%** of respondents **confirmed receiving the full 6.5% increase**.
- **40%** reported being **unsure or still investigating** whether they had received it.
- **27%** indicated they had **received a smaller increase**.
- Another **27%** stated they **did not receive the increase**.

These findings suggest significant **uncertainty and inconsistency** in the implementation of the 6.5% pay uplift across the primary care nursing workforce.

Registered Nurse Workforce Survey Results: Maternity Pay

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Maternity Pay – Summary of Findings:
Survey responses regarding maternity pay revealed that the majority of participants are eligible only for **Statutory Maternity Pay (SMP)**. A smaller proportion of respondents were **unsure of their entitlement**, while a minority indicated that **maternity pay was not applicable** to them.

Feedback from those receiving only SMP was **overwhelmingly negative**, with many expressing concerns about the adequacy and fairness of this level of support within the context of their roles in primary care.

"My practice's maternity policy makes it difficult for me to continue to work in primary care."

"Not planning to have children, but it's outrageous that only nursing and admin staff receive just statutory maternity pay, while GPs get full maternity benefits."

"I would leave if it didn't support mat. leave, it's impossible to survive on stat. these days"

Registered Nurse Workforce Survey Results: Sick Pay

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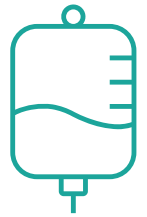
Survey responses revealed **significant variation and inconsistency** in sick pay policies across practices. While a small number of respondents reported receiving sick pay in line with **Agenda for Change (AfC)**, the majority indicated more **limited or unclear arrangements**, including:



- **Statutory Sick Pay (SSP)** as the most commonly reported provision.
- **Uncertainty or lack of transparency** around sick pay terms, with some reporting that pay is determined at the discretion of management.
- **Partial provisions**, such as a limited number of paid sick days before reverting to SSP, or terms like “20 days on a rolling year” or “no pay for the first three days.”
- **Perceived inequity**, with several respondents highlighting that current sick pay arrangements are a **barrier to remaining in primary care**, particularly when compared to AfC provisions.

Overall, the findings reflect a **strong desire for fairer, more consistent sick pay**, ideally aligned with national NHS standards under AfC.

Registered Nurse Workforce Survey Results: Support: Professional development

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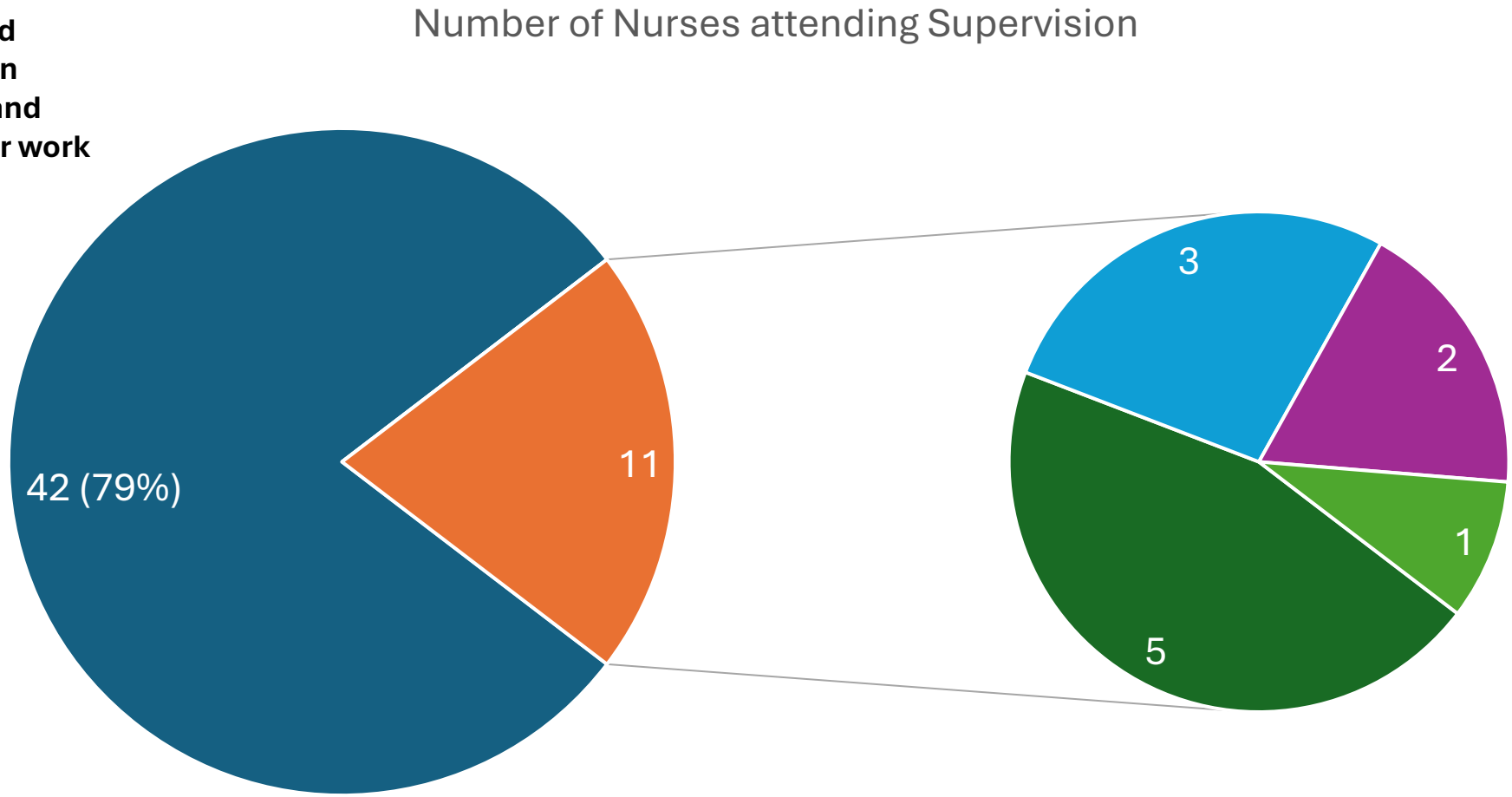
Survey responses revealed **mixed experiences** regarding professional development and support in primary care settings.

- Many respondents reported **positive experiences**, noting access to relevant courses, support through annual appraisals, and opportunities to work towards **Advanced Practice.** However, a significant proportion reported **barriers to career progression**, including:
  - **Delays in training approval**, with some waiting year for employers to enable progress.
  - **Lack of financial support** or employer reluctance to invest in development.
  - **Challenges for part-time staff**, including logistical and financial constraints limiting access to training.

Overall, while some nurses feel well-supported in their professional growth, others experience frustration and limited opportunities, underscoring the need for **more consistent and accessible pathways for development and supervision**.

Support: Clinical Supervision

Nurses find supervision supportive and valuable to their work



Registered Nurse Workforce Survey Results: Job Satisfaction

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Staff were asked to rate various retention-related factors on a scale from 1 (lowest) to 5 (highest). Overall, the results reflect a **generally positive level of job satisfaction**, with the majority of respondents selecting ratings of **4 or 5** across most areas.

Key findings include:

- **High satisfaction** in relation to **job satisfaction**, **flexibility**, **opportunities to learn**, and **work/life balance**.

- Most nurses (87%) are well supported and are working in teams
- Most nurses (96%) feel supported to progress their careers
- Most nurses (99%) feel they make a positive contribution to patient care
- 62% are very likely to recommend primary care nursing to learners

Registered Nurse Workforce Survey Results
Job satisfaction:

- **More mixed responses** were observed for **appropriate pay**, **feeling valued at work**, and **terms and conditions**
- **Opportunities for career progression** received a **balanced spread of responses**, indicating this may be an area requiring further development and support.

- 20% do not feel valued at work
- 25% do not feel involved in decision making
- 23% are not regularly/never invited to clinical meetings

- Overall, these findings indicate a strong foundation of satisfaction among staff, while also highlighting specific areas—particularly pay, recognition, and career development—that may benefit from **targeted improvement efforts**.

Nurse Workforce Survey Results: Summary

Pay, terms and conditions remain the primary concern for nurses. Lack of standardisation, pay progression, access to occupational sick pay and maternity pay remain key to recruitment and retention of the workforce

A third of the workforce will retire in the next five years and the number of nurses we train in Lambeth is woefully inadequate if we are to create a pipeline for the future

However, we have a committed workforce who report high levels of job satisfaction, and we have high numbers of nurse educators able to supervise learners. **62% of these nurses would recommend primary care nursing to undergraduates**

Next Steps

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Aim to have a minimum of one learner per PCN as standard throughout the academic year – this would vastly increase undergraduates' exposure to primary care

Continue to lobby for equity of pay, terms and conditions in line with Agenda for Change

Aim for equity and transparency regarding national pay awards in Lambeth practices

More robust contracts – lack of clarity particularly around sick pay and maternity pay leads to significant frustration

Support nurses and employers with career progression for nursing teams

Empower nurses to engage in leadership and decision making