

Health and Wellbeing of the Nursing and Midwifery Workforce in Wales

Health and Wellbeing



71%
reported
good health



14%
reported low
mental well-being



39%
are physically
inactive^a



9%
smoke



70%
do not eat 5
fruit or veg daily



10%
binge
drink^b

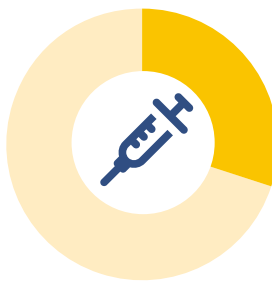
Working Environment



61%
attended work
when unwell^c



89%
reported barriers
to health
appointments^c



30%
did not have
flu vaccination in
winter 2018/19

62% reported workplace stress

51% reported regularly missing breaks

41% do not feel adequately hydrated

27% do not have access to drinking water

CLOSED Fewer healthy food and drink choices during night shifts

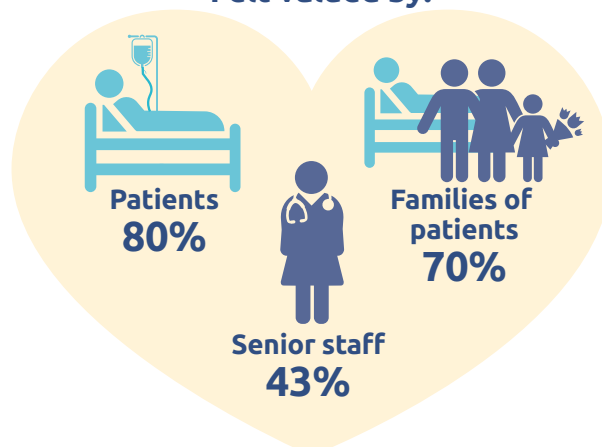
Feelings towards Career and Perceptions of Value

Felt valued by:

75% feel career is rewarding

69% enthusiastic about their job

55% would recommend career



50% considered leaving profession^c

38% considered decreasing hours^c

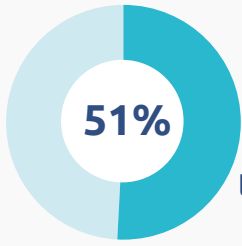
29% considered retirement^c

^a exercise 1 day or less per week

^b drink 6 or more alcoholic beverages in one session weekly or daily

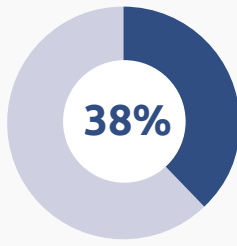
^c over past 12 months preceding survey (2018/19)

Financial Pressures



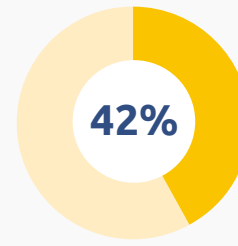
took action to meet living expenses^c

e.g. working overtime or borrowing money



experienced financial difficulties^c

e.g. cutting back on food or travel costs and struggling with utility bills



experienced impacts of financial worries^c

e.g. losing sleep and reporting a negative impact on their wider family unit

Popular Solutions

These were the top three choices to be implemented in the workplace that could help to improve health and wellbeing:



49%
time to exercise



44%
financial incentives



34%
time to prepare meals

Considerations for Action

1 Address mental wellbeing in the workplace



2 Strengthen prevention of ill-health



3 Recognise and value the workforce



4 Understand the root cause of financial pressures



5 Focus on supporting 'at risk' populations
a) Younger workforce (18-39 years old)
b) NHS Pay Bands 5 and 6



^cover past 12 months preceding survey (2018/19)

Overall, a total of 1,642 valid responses were received and of these, 89.5% were nurses, 5.4% were midwives and 5.1% were healthcare support workers. It should be noted that as it was not possible to select a representative sample of the nursing and midwifery workforce in Wales from a sampling framework, the study design was cross-sectional. Therefore, a key limitation is that the findings are unadjusted (to workforce distribution in Wales), and therefore descriptive and not generalisable to the entire nursing and midwifery workforce in Wales.

The information in this infographic is taken from the report: **Towards a healthy and sustainable workforce for the future. The current health and well-being of the nursing and midwifery workforce in Wales.** Gray BJ, Bright D, Bolton S and Davies AR. (2020). Cardiff: Public Health Wales NHS Trust. The full version is available to download from: phw.nhs.wales/NursingMidwiferyWorkforce