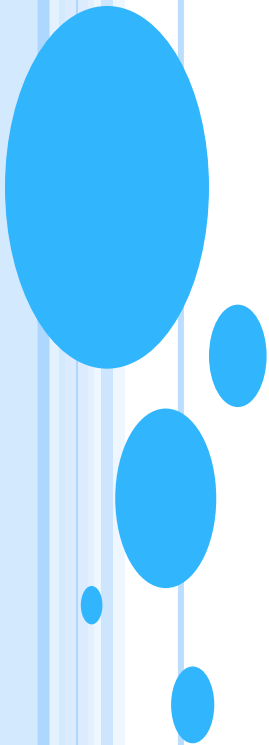


INTENTION TO LEAVE

01/10/2019



Dear Colleague,

We would be very grateful if you could complete the following anonymous questionnaire for Critical Care Nursing Staff.

The aims of the questionnaire are to assess the level of job satisfaction and to identify numbers of staff intending to leave in next 6-12 months and the reasons why staff are intending to leave. This will help us to plan our workforce better.

We will be sharing the results within the Critical Care Services at South Tees. All the replies will be treated with strict confidence and only the final summary will be shared.

Thank you in advance for your help.

Critical Care Services at South Tees

* 1. What is your agenda for change banding?

- Band 2
- Band 3
- Band 4
- Band 5
- Band 6
- Band 7
- Band 8
- Other (please specify)

2. Which unit are you based at present?

- General ICU (ICU2/3) STH
- General HDU STH
- Combined ICU/HDU FHN
- CICU
- Cardio HDU
- Neuro HDU
- SCI HDU



3. How long have you worked in critical care at South Tees?

- Less than 1 year
- 1 - 3 years
- 4 - 7 years
- 7 - 10 years
- >10 years

4. Are you thinking about leaving your job in critical care at South Tees in the next 12 months?

- Yes
- No
- Maybe
- Other (please specify)



5. If you are considering leaving critical care at South Tees, what are your reasons for it?

- Relocation to another geographical area
- Promotion to another area
- Off duty does not meet my needs
- Working hours do not meet my needs
- Unable to work part-time
- Shift patterns are not flexible
- Lack of promotion opportunities
- Unsatisfactory salary
- Unmanageable workload
- Work-related stress
- Lack of job satisfaction
- Lack of education
- Rotating through units too much
- Lack of teamwork
- Poor doctor/nurse relationship
- Lack of support from senior colleagues
- Lack of support from peers
- Low morale amongst colleagues
- Promotion to another area
- Other (please specify)



6. What are your reason for staying where you work?

- Like living in the area
- Satisfactory salary
- Off duty meet my needs
- Able to work part time
- Shift patterns are flexible
- Promotion opportunities
- Manageable work load
- Job satisfaction
- Career progression
- Role development opportunities
- Educational opportunities
- Positive doctor/nurse relationship
- Nursing teamwork
- Nurse morale high
- Support from peers
- Support from senior colleagues
- Other (please specify)



7. What would encourage you to continue to work in critical care?

- Development opportunities
- Sessions to help with work related stress
- Different shift patterns
- More rotation through the units
- Less rotation through the units
- More educational opportunities
- Other (please specify)

8. Please write below any comments

