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NHS Staff Survey 2022

RCM Staff Briefing

The results of the NHS Staff Survey were published on 30 March 2022.

The NHS Staff Survey is a workforce survey that asks NHS staff in England about their experiences of working for their respective NHS organisations.

Over 1.3 million NHS employees in England were invited to participate in the survey between **September and December 2021**. It saw a response rate of 48%, with 648,594 staff responding.

You can access the survey including the [full results](#) and a [key findings report](#) on [the NHS Staff Survey website](#).

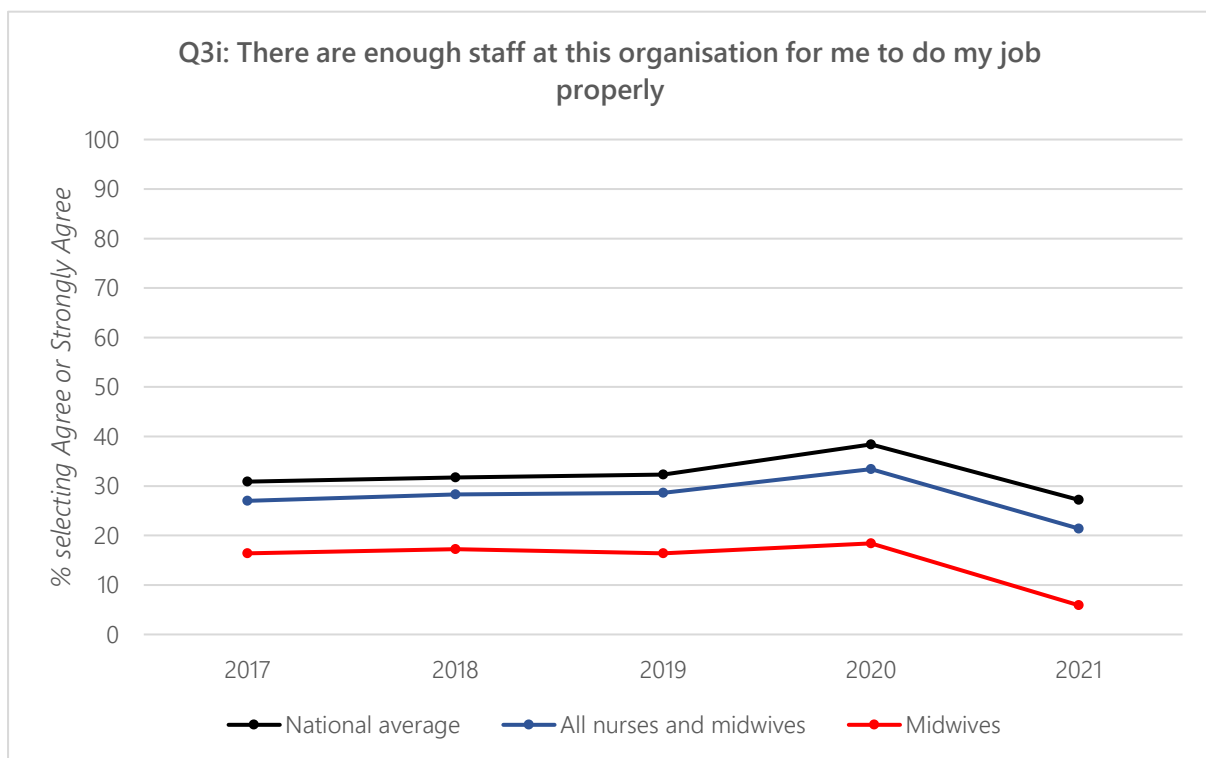
Below is a brief overview of the headline figures for midwives, the nursing/midwifery staff group and all NHS staff. Please note that it is not possible to extract data for MSWs.

At the end of the overview is a summary of the data from selected survey questions, comparing the responses of all NHS staff, the overall nursing/midwifery staff group, and midwives.



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Staffing levels



Only **5.9% of midwives** said that there are enough staff at their organisation for them to do their job properly. This is a fall of 12.5 compared to 2020, where 18.4% of midwives said there were enough staff at their organisation.

This is a shocking figure compared to both previous years of midwifery responses, with the lowest reported figure in recent years being 16.4% in both 2019 and 2017, and the averages for the nursing and midwifery staff group and overall NHS staff group, where 21.4% and 27.2% of respondents respectively reported safe staffing levels at their organisation.

These staffing levels are reflected in other results from the survey, where just **16.8% of midwives reported being able to meet all the conflicting demands on their time at work** – a drop of more than 10% since 2020, and considerably below the national average of 43.2% for NHS staff and the staff group average of 39.6% for all nurses and midwives.



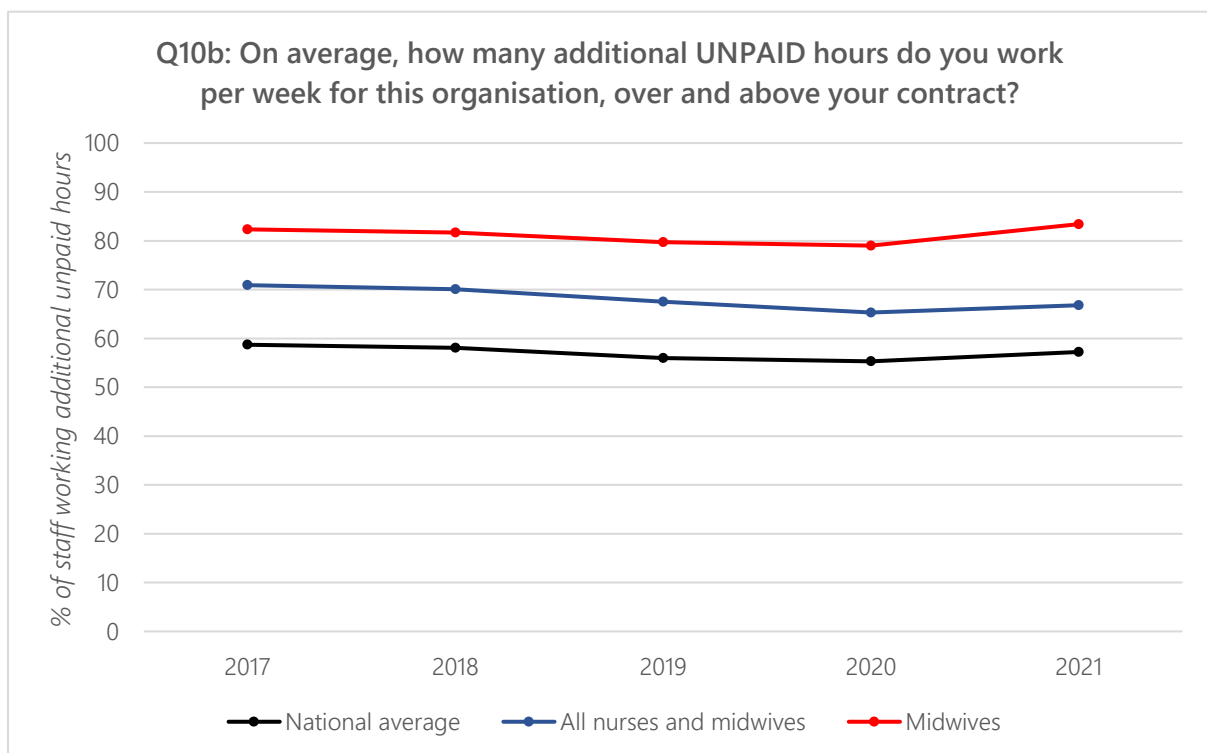
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Worryingly, **just 59.3% of midwives said they would be happy with the standard of care provided by their organisation if a friend or relative needed treatment.** This is a fall of nearly 14% since 2020, when 73% of midwives said they would be happy with the standard of care.



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Additional hours



Both paid and unpaid additional hours have risen dramatically among midwives. This is particularly concerning when considering previous NHS survey results, where midwives have consistently worked more additional hours than both the overall nursing and midwifery staff group and the NHS staff group average.

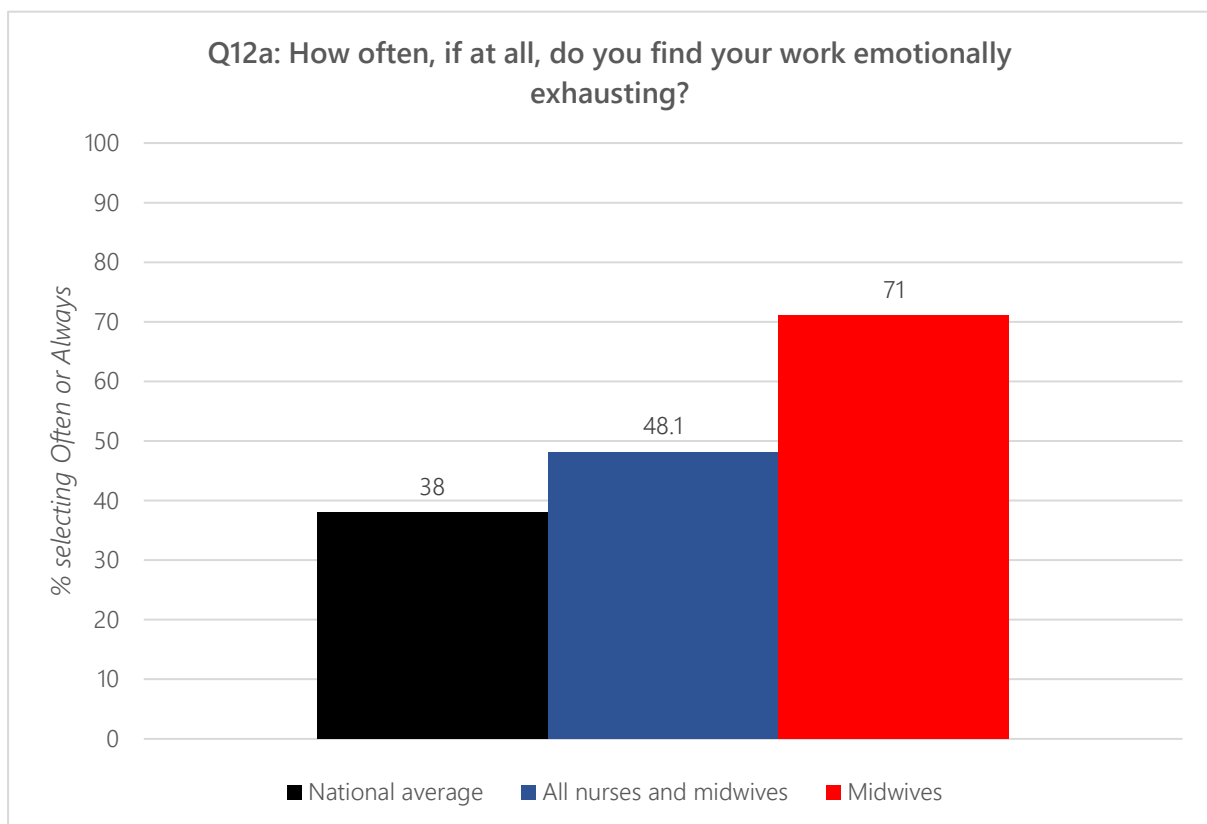
53.1% of midwives reported working additional paid hours for their organisation – nearly 7% ahead of 2020's figure of 46.3%. This is significantly above the 2021 averages of 36.8% for NHS workers and 44.5% for all nurses and midwives.

A shocking 83.4% of midwives reported working additional unpaid hours for their organisation – an increase on 2020's 79%, and more than 25% above the national average for NHS workers at 57.2%.



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Morale



The survey showed dangerously low levels of morale among midwives in England, **with 71% of midwives saying they find their work emotionally exhausting** – not far off double the national average of 38%. Similarly, **63.1% of respondents said they regularly feel burnt out because of their work**, and **62% reported regularly feeling exhausted at the thought of another day/shift at work**. Nearly **four in every five respondents (77.7)** said they often feel worn out at the end of their working day/shift.

Just **36% of midwives said they look forward to going to work** – a drop of nearly 18% since 2020 (53.9%). In comparison, the average across all staff groups is 52.5, which has fallen only 6.3% since 2020, and the average across all nurses and midwives is 52.



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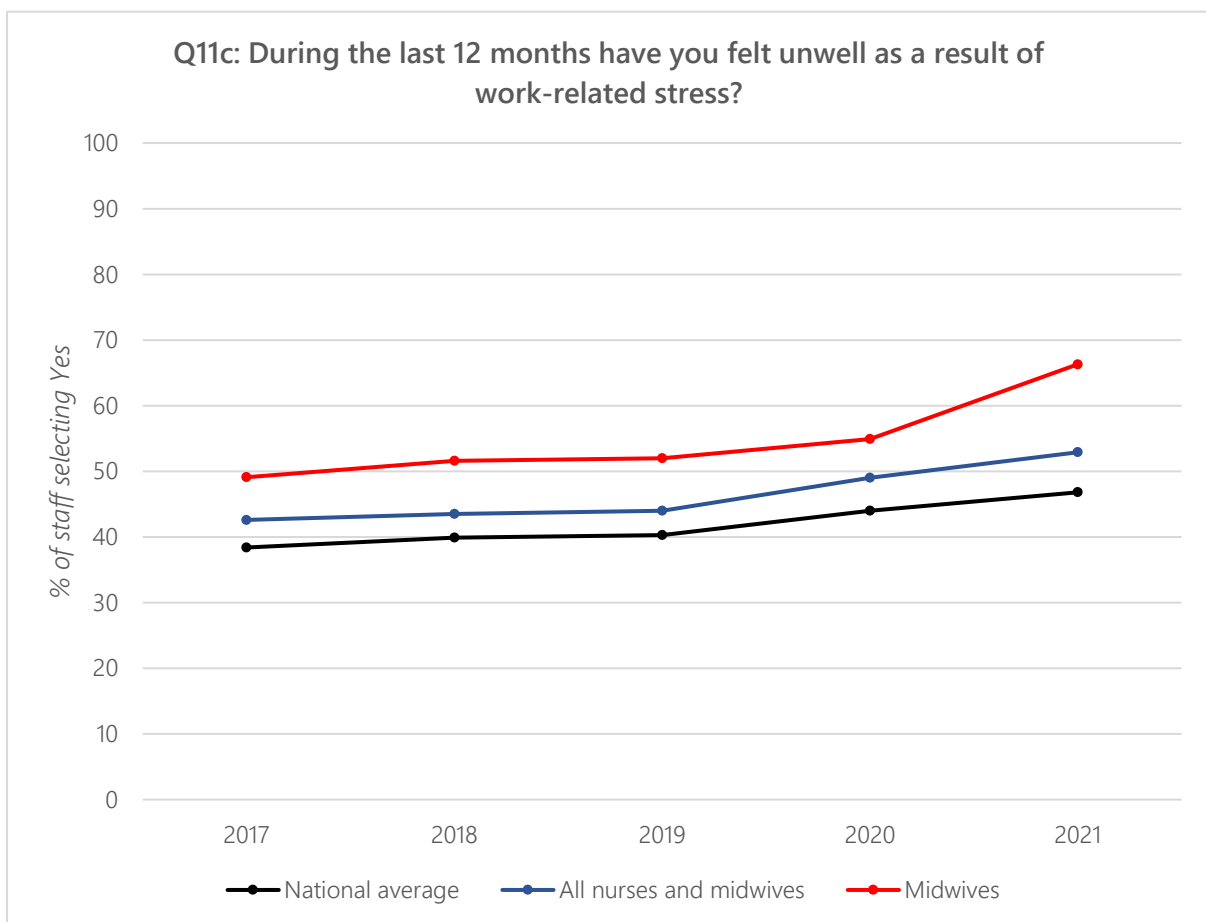
Similarly, only **59.1% of midwives said they are enthusiastic about their job** – a fall from the 73.9% reported in 2020. Again, this compares poorly to the average across all staff groups, where 67.4% of NHS workers say they are enthusiastic about their job.

In terms of work/life balance, **just 31.2% of midwives said they achieve a good balance between their work life and home life**. This is more than 20% below the national average for NHS workers, 52.1% of whom say they achieve a good work/life balance. Of particular concern is the over 17% gap between midwives and the nursing/midwifery workforce average, which shows 48.8% of the nursing and midwifery staff group reporting a good work/life balance.



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Stress, health and well-being



A staggering 66.3% of midwife respondents said they have felt unwell as a result of work-related stress in the last 12 months – representing 2 out of 3 midwives.

This is a huge jump from the 54.9% figure of 2020, and just under 20% more than the national average of 46.8% for NHS workers. It is worth noting that the national average has only risen 2.8% since 2020, when 44% of staff said they had felt unwell as a result of work-related stress, while the rates for midwives have jumped by 11.4%.



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Significantly, the nursing and midwifery staff group saw 52.9% of respondents report experiencing illness with work-related stress – over 13% less than the figure for midwives alone.

Similarly, **68.8% of midwives reported having come to work despite not feeling well enough to perform their duties** – nearly 15% more than the 55.3% figure in 2020.

56.9% of midwives said their immediate manager takes a positive interest in their health and well-being. This is a fall of over 5% since 2020, when 62.2% of midwives said their manager took a positive interest, and over 11% below the national average of 68% among NHS workers.

Just **37.5% of midwives said their organisation takes positive action on health and well-being** – nearly 20% behind the national average of 57% for all NHS workers.



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Intentions to leave



Since the 2020 survey, the number of midwives reporting intentions to leave have rocketed, with **51.9 saying they often think about leaving their organisation** – 16% more than the 35.9% figure reported the year before.

It is also important to highlight that in every question relating to intentions to leave their profession, midwives were significantly ahead of the averages for both the nursing and midwifery workforce and the overall NHS staff average.



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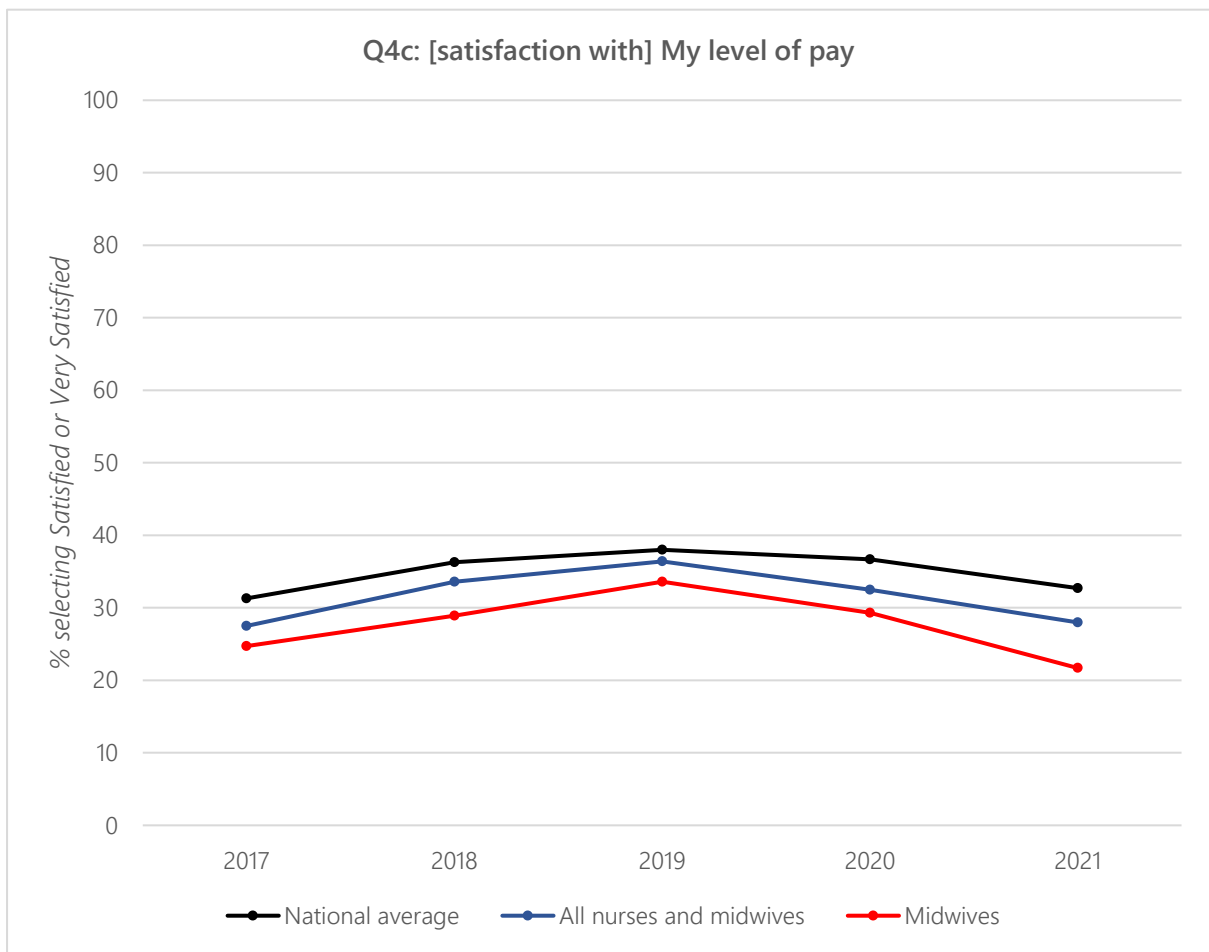
33.7% of midwives said they will probably look for a job at a new organisation in the next 12 months – 11.1% more than 2020. This is also more than 10% higher than the average of 22.9% reported by all survey respondents.

Worryingly, **16.4% of midwives said they want to move to a job outside healthcare** – more than double the national average of 8.1%, and a 7.1% increase on the number of midwives planning to do so in 2020.



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Pay



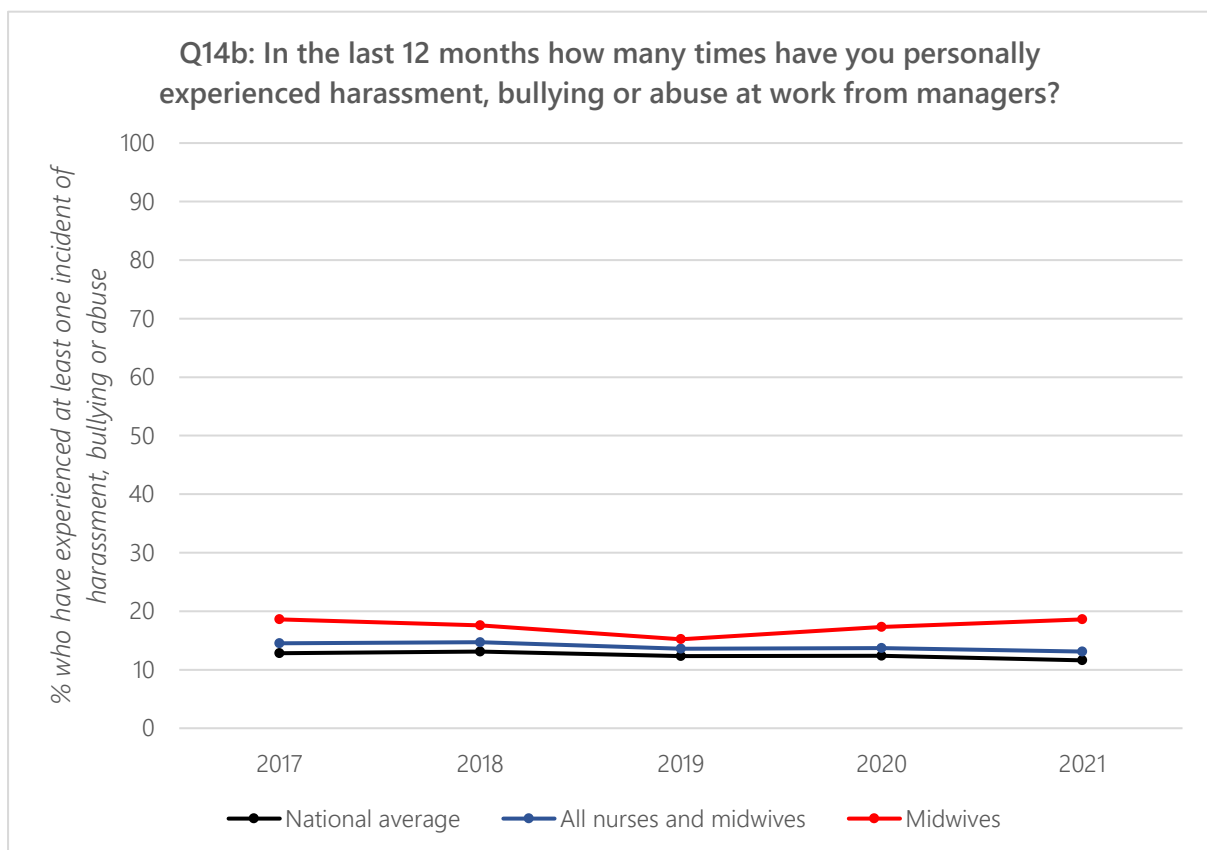
Just **21.7% of midwives reported being satisfied with their level of pay**. This has fallen substantially since 2020's figure of 29.3%.

This is 11% lower than the national average for NHS staff, where 32.7% of respondents report satisfaction with their level of pay, and over 6% lower than the average for all nurses and midwives (28%).



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Bullying, harassment and abuse



40.4% of midwives said they have experienced harassment, bullying or abuse from patients/service users – an increase of nearly 4% from 2020, and significantly more than the national average of 27.5% for NHS workers.

18.6% of midwives said they have experienced harassment, bullying or abuse at work from managers, and **25.5% said they had experienced it from other colleagues**. Both these figures are around 7% higher than the national averages for NHS workers, at 11.6% and 18.7% for managers and colleagues respectively.

7.1% of midwives reported experiencing physical violence from patients/service users, their relatives or other members of the public.



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Discrimination

6.1% of midwives said they had experienced discrimination at work from patients/service users, an increase from the 2020 figure of 5.5%, while **9.8 reported experiencing discrimination from managers and/or other colleagues** – 1.4% higher than the 8.4% reported in 2020.

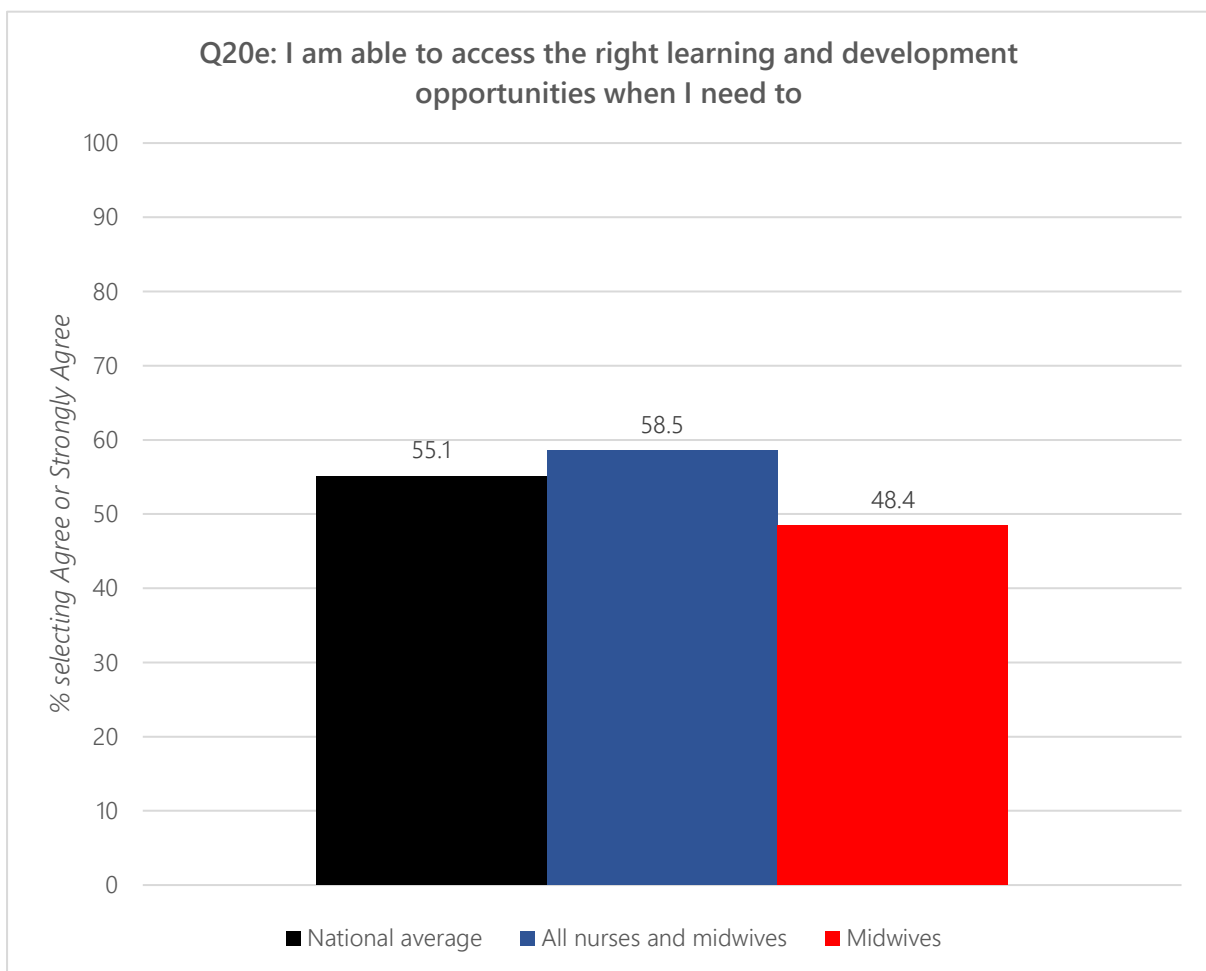
Of the grounds on which midwives have experienced discrimination, **ethnic background remains the most common, representing 40.7% of those experiencing discrimination. Age was the second most common, representing 27.3% of those experiencing discrimination.**

Particularly with the number of midwives experiencing discrimination growing, it is important to note **that the number of staff experiencing discrimination on the basis of disability rose from 9.6% in 2020 to 12.2% in 2021** – indicating a significant growth in the amount of disability discrimination experienced by midwives.



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Learning, training and development



Only 76.9% of midwives said they had had an appraisal, annual review, development review, or Knowledge and Skills Framework (KSF) development review in the last 12 months. This is a fall of more than 11% since 2019, when the question was last included in the survey.

Concerningly, just 48.4% of midwives reporting being able to access the right learning and development opportunities when they need to. This is over 10% less than the overall figure of 58.5% for all nurses and midwives, and also compares poorly to the average of 55.1% for all NHS staff.