

# Management shortfalls risk disengaging nurses

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Committed healthcare professionals lack confidence in management, with many reporting inadequate feedback on their performance. That is according to research from specialist recruitment consultancy, WR Health (<https://whiterecruitment.com/jobs/team/8/Health-Social-Care>).

The survey of 16,670 employees including registered nurses, clinical leads and ANPs found that while respondents were overwhelmingly proud to work within their industry (77% agreed) and considered their work to be an important part of their life (89% agreed), just 43% said they had confidence in their leadership team.

When quizzed on whether their manager motivates them to give their best every day, just 40% said 'yes'. Similarly, only 39% said they receive regular feedback on their performance. When asked if they were satisfied with the balance between work and home life, 50% agreed, while around half (54%) confirmed there are opportunities to learn and grow with their current employer.

Commenting on the findings, Lewis Richards, Director of WR Health, said:

"Nursing is a vocation rather than just a job, and practitioners play an invaluable role in not only their workplaces, but also our society. However, while our research confirms that these individuals take immense pride in their work, the fact that many feel they are not supported by their managers is concerning.

"In order to retain and get the best from their talent, leaders must demonstrate a commitment to the professional development and welfare of their teams. By failing to do so they risk disengaged staff and high levels of attrition.

"The majority of the jobseekers we work with are seeking a more favourable working environment and opportunities for professional advancement. At a time when skills shortages are well documented across the sector, if you don't provide what your employees desire and deserve, another employer certainly will."

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