

NHS England survey results 2022

For most questions in the 2022 NHS staff survey, the responses from midwivesⁱ saw an improvement on those in 2021. This is unsurprising as 2021 was a pandemic year where NHS workers were under extraordinary pressure.

While many answers saw improvements, the results are not positive. They have not improved significantly on the 2021 results and are virtually all still below the results pre-pandemic.

There were also some results that did not see improvements in 2021, notably the questions on pay and flexible working.

Again, responses for midwives are worse (and in many areas, significantly worse) than for the overall nursing/midwifery staff group, and the average for all NHS staff.

Staffing

7.4% of midwives said there are enough staff at their organisation for them to do their job properly. This is a 1.5% increase on 2021's figure of 5.9%. However, it is still 11 percentage points lower than 2020's 18.4% and compares particularly poorly to 2022's figure for all nurses and midwives, at 21.3%.

Leaving the profession

48.1% of midwives said they often think about leaving their organisation. This is lower than the figure for 2021 (51.9%) but still significantly higher than 2019's 34.5%. It is also higher than the percentage of all nurses and midwives who often think about leaving their organisation, which was 34.8% in 2022.

Pay

Pay is one of the few questions that did not see an improvement on 2021's results. Just 14.1% of midwives said they are satisfied with their levels of pay – a fall of 7.6 percentage points since 2021, and lower than both the nursing/midwifery staff group at 18.6% and the NHS national average at 25.6%.

Flexible working

The percentage of midwives satisfied with the opportunities for flexible working patterns fell in this year's results, at just 31.9% of midwives. This is a fall of 2.1 percentage points since 2021. Particularly worryingly, midwives are much less satisfied than the overall nursing/midwifery staff group, where 53.1% of respondents described themselves as satisfied with the opportunities for flexible working.

Unpaid hours

81.4% of midwives said they work additional unpaid hours. This is much higher than both the nursing/midwifery staff group (65.7%) and the national average for NHS staff (56.6%).

Errors and incidents

This was a new question for 2022. 59.1% of midwives said they had seen errors, near misses or incidents in the last month that could have hurt staff and/or patients/service users. This compares to 44.8% of all nurses and midwives, and 33.5% of all NHS staff.

Other quick stats

- 41.1% said they look forward to going to work
- 20.3% said they are able to meet all the conflicting demands on their time at work
- 58.3% said they often or always feel burnt out because of their work.
- 74.3% said they often or always feel worn out at the end of their working day/shift

ⁱ The NHS staff survey does not break responses down to Midwives and MSWs, so the use of Midwife and Midwives in these results refer to both.

