

What are the Career Intentions of Endoscopy Nurses in the UK? Analysis of the 2023 UK Endoscopy Workforce Survey

Introduction: The career intentions of endoscopy nurses within the UK have not previously been studied. Using data from the first UK-wide, multisociety, pan-workforce endoscopy survey, we aimed to evaluate career intentions amongst endoscopy nurses in the form of career aspirations and workforce attrition rates by age group.

Methods: An electronic career intentions questionnaire was developed with representation from BSG, ACPGIB, AUGIS, JAG, NHS England & Scotland, WAGE, SSG and PSGIB, and distributed to trainee members between Nov-Dec 2023 to explore training intent. Kaplan-Meier analysis was used to plot 5-year attrition rates.

Results: 897 endoscopy nurse responses were received from England (88.6%), Scotland (6.9%), Wales (2.3%) and Northern Ireland (2.1%). The median age was 42 (IQR 19) with 86.7% female and 11.5% male. 67.6% described their main specialty as nursing, 26.8% as gastroenterology, 1.3% leadership and management. 15.7% were BSG members. Racial identity comprised: white (48.7%), Asian or Asian British (34.5%), Black / Afro-Caribbean (8.5%), Other (4.6%). Nursing bands comprised: Band 5: 63.3%, Band 6 (24.8%), Band 7 (7.3%), Band 4 (2.6%) and Band 8a (1.3%). Regarding future aspirations, 28.2% aspired to develop a management and leadership role, 27.4% specialist nurse, 15.0% as link for an endoscopy subspecialty (e.g. ERCP), 14.9% nurse practitioner, 13.6% practice educator, 13.2% clinical endoscopist. Desired inclusions to their job plan to continue their role as an endoscopy nurse included: in-house training sessions (61.5%), protected study time (56%), paid course fees (52.1%) and developing teaching and leading skills (46.6%). The percentage of endoscopy nurses planning to leave the NHS at 1, 3 and 5 years was estimated at 4.3%, 12.3% and 26.5% respectively. This excluded 62 nurses with the intention of "leaving NHS but don't know when". If this was included, the overall attrition rate would increase to 32.0%. By age group (Figure 1), 57.2% of endoscopy nurses aged >50 would consider leaving the NHS, with rates ranging between 15.8% to 21.8% in each of the the younger age groups. Reasons for leaving included: full retirement (29.5%), retire and return (23.1%), other (18.1%), emigration (10.0%), work in the private sector (8.5%), work for an insourcing company (7.1%), and unable to physically work (3.6%).

Conclusion: The 5-year attrition rate of endoscopy nurses appear to be at least 26.5%, with 57.2% of nurses aged >50 considering leaving the NHS. This requires urgent attention in order to avoid an imminent workforce crisis.

Intention to Leave Endoscopy by Age - Endoscopy Nurses

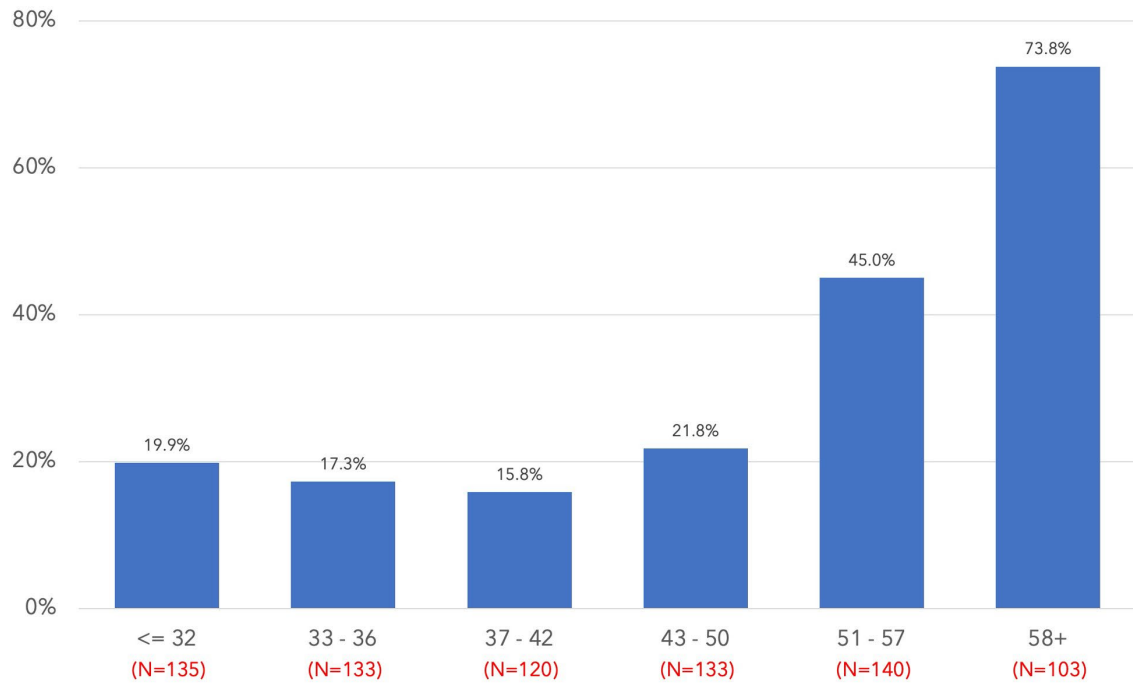


Figure 1: Intention by endoscopy nurses to leave endoscopy by age group.