Job Satisfaction of Filipino Nurses Working in the UK

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Introduction
Exploring job satisfaction of Filipino nurses working in the UK would help determine their general well-being and the probability of retention of this valuable resource; there is a correlation between job and life satisfaction (An et al., 2016). Job satisfaction is defined as a positive feeling towards a job and its components (Prosen & Piskar, 2015).

Background
The UK relies on the recruitment of overseas nurses to alleviate its staff shortages (UK (RCN, 2015). Filipino nurses constitute a significant proportion of migrant nurses in the UK, but little is known about their job satisfaction.

Methods
Cross-sectional online and paper-based surveys using the employee satisfaction questionnaire extracted from the Qualtrics library were conducted across the UK. A convenience sample of 69 Filipino nurses completed the study. Data were analyzed using Spearman’s rho correlation and regression analysis.

Table 1. Demographic Characteristics of Study Subjects

Table 2. Job components influence on overall job satisfaction

Results
Seventy-four percent of respondents worked in hospital EDs, wards, Theatres or ICU and had been in the UK for an average of 15 years. The majority were satisfied with their job (71 %), but that meant 29% were less satisfied. Demographic variables such as age, years of working, band level and work department did not have a significant effect on the level of job satisfaction. Team relationships and the physical environment were the components that significantly influenced job satisfaction (Table 2).

Discussion & Conclusion
Achieving positive job satisfaction is a challenge for any health care institution due to the on-going economic and social problems of our time. Organizational policies must be considerate of each staff group’s ethnic and cultural needs as these affect their ways of effectively adapting to the host country. Identifying factors that affect the job satisfaction of migrant nurses can help recruiters, employers and policymakers to further develop more culturally competent health services to help attract and retain overseas nurses in the UK. It is of utmost importance to raise awareness and promote discussion on issues regarding overseas nurses recognizing ethnic and racial diversity.

Recommendations
1. Future studies must examine the job satisfaction of all UK nurses since all play an essential role in filling the gap of the nursing shortage in the country.
2. Longitudinal studies following Filipino nurses may provide a better understanding of how their job satisfaction changes over time.
3. The use of qualitative methods can further enrich the data.

References