

# Job Satisfaction of Filipino Nurses Working in the UK

Anna Reyes<sup>1</sup>, Alison Courtts<sup>2</sup> (contact email: anna.reyes@nhs.net)  
<sup>1</sup>University College London Hospitals; <sup>2</sup>City University, London

## 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

Demographics	n	%
<b>Gender</b>		
male	15	21.7
female	54	78.3
<b>Age</b>		
under 25	1	1.4
25-34	6	8.7
35-44	37	53.6
45-54	20	29
55 or older	5	7.2
<b>Work department</b>		
Ward	14	20.3
Community/GP Practice	2	2.9
Theatre/ITU/Casualty	37	53.6
Others	16	23.2
<b>Band Level</b>		
5	18	26.1
6	37	53.6
7	13	18.8
8	1	1.4
<b>Working Years in UK</b>	15 (M)	5 (SD)

Table 2. Job components influence on overall job satisfaction

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	0.064	0.421		0.152	0.88
Current role	0.299	0.238	0.192	1.254	0.215
Management	0.247	0.186	0.243	1.327	0.19
Team relationship	0.462	0.208	0.346	2.218	0.03
Organisation	-0.183	0.153	-0.197	-1.195	0.237
Remuneration	-0.144	0.138	-0.139	-1.042	0.302
Training	0.001	0.124	0.001	0.005	0.996
Communication	0.044	0.301	0.029	0.145	0.885
Physical environment	0.24	0.117	0.294	2.056	0.044

Most important issues that Filipino nurses wanted to address:



Low salary, racial discrimination and feeling devalued

## 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 celebrating ethnic and racial diversity.

## 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).

## 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

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