

Feel Good Index 2023



We spend a **third of our time** at work in a standard week



Three in five health workers are open to new opportunities



27%

Job lovers

I love my job and I am not going anywhere



62%

Job opportunists

I like my job, but am open to something better



8%

Unhappy stayers

I am unhappy in my job, but am not ready to leave



4%

Eager leavers

I hate my job, and am ready to leave

Health workers feel their best at work when they receive a competitive salary and benefits

How do the four types of workers thrive at work?



Job lovers

I love my job and I am not going anywhere



33%
Strong relationships with colleagues



30%
When I feel proud about what I have accomplished in my role



30%
Flexibility in my role to fit within other priorities in my life



Job opportunists

I like my job, but am open to something better



40%
Competitive salary and benefits



29%
Reasonable workload



29%
Flexibility in my role to fit within other priorities in my life



Unhappy stayers

I am unhappy in my job, but am not ready to leave



36%
Flexibility in my role to fit within other priorities in my life



32%
Strong relationships with colleagues



30%
Competitive salary and benefits



30%
When I feel proud about what I have accomplished in my role



Eager leavers

I hate my job, and am ready to leave



43%
Supportive leadership and management



39%
Alignment between my values and the values of the organisation



30%
Flexibility in my role to fit within other priorities in my life



30%
Strong relationships with colleagues



30%
Competitive salary and benefits

Workers are most engaged when their job contributes to their wellbeing and sense of purpose

Thinking about how engaged you are in your current workplace and role, on a scale of 0-10 please rate your current engagement with your job.



Education NES



The NES is calculated by subtracting the percentage of highly engaged workers from disengaged workers. An NES score can range anywhere between -100 and 100. A score above 0 is considered a good score.



57%

More than half of workers say their job plays an extremely/very important role in their overall life satisfaction

One in three health workers are critics of their current workplace

On a scale of 0-10, how likely is it that you would recommend your organisation as a place to work, where relevant, to a friend or contact?



41%

Critics
(score of 0-6)



35%

Neither critic nor advocate
(score of 7-8)



24%

Advocate
(score of 9-10)



61% of workers believe their work is meaningful and produces positive impacts.



Workers are **4.5x more likely** to value what they can see over what they feel when accepting a job



84%

of workers value factors they **can see**
e.g. remuneration, salary and professional development

VS.



16%

of workers value what they **feel**
e.g. opportunities for personal growth, expanding networks

Key considerations for hiring managers



1. Articulate how workers make a positive and meaningful impact in your organisation to attract quality staff



2. Seek to understand that the skills and values of potential employees fit with your organisation's values



3. Ensure that you are clearly communicating the key tangible attributes of the job.
e.g. salary and professional development

Methodology

Frontline Recruitment Group health workers:
Online survey in field from 13th of March to 2nd of April 2023, yielding n=341 responses

Health workers: Online survey in field from 13th - 20th of March 2023, yielding n=316 responses

Research and design by

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Recruitment