

# Hospice UK Workforce Survey 2026 questions

The following are the questions that have been included in this years' Workforce survey and accompanying data points that will require values.

**THIS IS GUIDANCE, NOT THE ACTUAL SURVEY** – please visit the Member Data Portal to submit your data

<https://data.hospiceuk.org/>

## 1. Hospice Information

**Hospice Type: Adults/Childrens**

## 2. Establishment

Description: For each post please enter the headcount and WTE (whole time equivalent) employed across the whole hospice (i.e. on the hospice payroll). For clinical and care staff please enter these separately, where you are able, for adult and children services, if you provide both.

### Medical Staffing Establishment

**Medical Staff - Staff Providing Adult Services:** Medical director; Palliative / Paediatric Consultant; Other consultant / specialist doctor; GP / GPwER; Registrar / trainee; Physicians Associate

Consultant / GP / Registrar not directly employed by hospice (not included above)

**If you have consultants / GPs not directly employed by the hospice, please state where those consultants / GPs are employed / deployed from (please tick all applicable):** Local hospital trust / health board; Local community trust; Local GP practice / PCN; Other hospice; Supportive Care UK; National staffing agency; Local staffing bank; Other

What was your planned establishment for Medical staff on 1st April 2025

What was your total headcount for Medical staff on 1st April 2025

What was your planned establishment for Medical staff on 31st March 2026 (if different from 1st April 2025)

*Number of vacancies for this staffing category is a calculated field*

How many of these vacancies were you actively trying to fill at the time (up to and including the 31st March 2026)

During the year, 1st April 2025 to 31st March 2026, what was the average time from advert to offer (in weeks) for vacancies in Medical staffing

**Which of these roles was the most difficult to recruit to:** Medical director; Palliative / Paediatric Consultant; Other consultant / specialist doctor; GP / GPwER; Registrar / trainee; Physicians Associate; No recruitment this year; No difficulties recruiting this year

### **Nursing Staffing Establishment**

**Nursing Staff - Staff Providing Adult Services;** Clinical lead / service director; Nurse consultant; Advanced nurse practitioner / clinical nurse specialist; Experienced registered nurse; 'Newly registered' nurse (within 2 years of qualification); Nurse Associate; Senior Healthcare Assistant; Healthcare Assistant

Bank nurses not directly employed by hospice (not included above)

**Either total number of hours of agency nurses, or the total amount spent on agency nurses, or both:** Total number of hours of agency nurses; Total amount spent on agency nurses (£)

How often have you used agency nurses during the year? (not included above)

What was your planned establishment for Nursing staff on 1st April 2025

What was your total headcount for Nursing staff on 1st April 2025

What was your planned establishment for Nursing staff on 31st March 2026 (if different from 1st April 2025)

*Number of vacancies for this staffing category is a calculated field*

How many of these vacancies were you actively trying to fill at the time (up to and including the 31st March 2026)

During the year, 1st April 2025 to 31st March 2026, what was the average time from advert to offer (in weeks) for vacancies in Nursing staffing

**Which of these roles was the most difficult to recruit to:** Clinical lead / service director; Nurse consultant; Advanced nurse practitioner / clinical nurse specialist; Experienced registered nurse; 'Newly registered' nurse (within 2 years of qualification); Nurse Associate; Senior Healthcare Assistant; Healthcare Assistant; No recruitment this year; No difficulties recruiting this year

### **AHP Staffing Establishment**

**Allied Health Professionals - Staff Providing Adult Services:** Clinical lead / service director; Paramedic; Pharmacist; Social Worker; Physiotherapist; Occupational therapist; Speech and language therapist; Clinical psychologist / psychological therapist; Dietitian

What was your planned establishment for Allied Health Professional staff on 1st April 2025

What was your total headcount for Allied Health Professional staff on 1st April 2025

What was your planned establishment for Allied Health Professional staff on 31st March 2026 (if different from 1st April 2025)

*Number of vacancies for this staffing category is a calculated field*

How many of these vacancies were you actively trying to fill at the time (up to and including the 31st March 2026)

During the year, 1st April 2025 to 31st March 2026, what was the average time from advert to offer (in weeks) for vacancies in Allied Health Professional staffing

**Which of these roles was the most difficult to recruit to:** Clinical lead / service director; Paramedic; Pharmacist; Social Worker; Physiotherapist; Occupational therapist; Speech and language therapist; Clinical psychologist / psychological therapist; Dietitian; No recruitment this year; No difficulties recruiting this year

### **Care Staffing Establishment**

**Care Staff - Staff Providing Adult Services:** Chaplain / faith leader / spiritual leader; Counsellor; Complementary therapist; Art/music/drama therapist; Play therapist / play leader; Activities organizer; Other care staff; Care assistants (of all disciplines except HCAs)

### **Operational and Income Generation Staffing Establishment**

#### **Income generation staff in these functions**

**For each role please enter the headcount and WTE (whole time equivalent) employed across the whole hospice (i.e. on the hospice payroll);** Fundraising; Retail; Other income generation.

What was your planned establishment for Income Generation staff on 1st April 2025

What was your total headcount for Income Generation staff on 1st April 2025

What was your planned establishment for Income Generation staff on 31st March 2026 (if different from 1st April 2025)

*Number of vacancies for this staffing category is a calculated field*

How many of these vacancies were you actively trying to fill at the time (up to and including the 31st March 2026)

During the year, 1st April 2025 to 31st March 2026, what was the average time from advert to offer (in weeks) for vacancies in Income Generation staffing

**Which of these roles was the most difficult to recruit to:** Fundraising; Retail; Other income generation; No recruitment this year; No difficulties recruiting this year

### **Operational staff in these functions**

**For each role please enter the headcount and WTE (whole time equivalent) employed across the whole hospice (i.e. on the hospice payroll):** CEO; Finance; Human resources / people / organisational development; IT / tech / data; Facilities / transport / reception; Catering; Gardening; Business development; Communications and marketing; Policy and research; Community engagement; Welfare and benefits advice; Other operational; Other administrative

### **Volunteers**

How many volunteers, who provide their time to your hospice services and support functions, are on your hospice books as of the 31st March 2026

**Please provide a headcount breakdown of your volunteers by the following categories:**

Care volunteers (across all services); Trustees (including Chair); Fundraising and retail volunteers (for hospice services);

Any other volunteers (e.g. reception, catering, gardening)

If your hospice records total annual volunteer hours, please enter the figure for the period 1 April 2025 – 31 March 2026

## **3. Clinical Staff Agenda for Change**

**Do you follow Agenda for Change:** Yes, dynamically - contracts automatically update with all AfC updates; Yes, completely - follow pay and T&Cs; Yes, partly - follow pay; Track pay - but at a higher rate than AfC; Track pay - but at a lower rate than AfC; No - don't follow AfC; Don't know

**Which staffing groups does the Agenda for Change apply to:** Nurse consultant / advanced nurse practitioner / clinical nurse specialist; Registered nurse; Nurse associate; Healthcare assistant; Advanced care practitioner (paramedic or AHP); Registered paramedic or AHP; Paramedic or AHP associate; Pharmacist; Pharmacy technician; Social Worker (included in case equivalency of pay); Social Work assistant (included in case equivalency of pay)

## **4. Clinical Staff HR Key Indicators**

### **Turnover and sickness**

**Provide values for the following questions:** How many staff left in the last 12 months? (headcount); How many staff joined in the last 12 months? (headcount); How many staff were consistently employed during the last 12 months? (headcount); Number of contracted hours in the reference period (hours); Number of hours lost to sickness in the reference period (hours)

For the following categories:

**Medical:** all employed consultants, doctors, GPs

**Nursing:** all employed nurses and healthcare assistants

**Allied Health Professionals:** all employed paramedics, AHPs, pharmacists, social workers and assistants

### **Recruitment and retention**

**Where are the top three places clinical and care staff come to the hospice from?**

**Please rank your choices, 1, 2 or 3 using the dropdown options in the form:** School / college education; School / college education; University education / training; As part of an apprenticeship; Another hospice, NHS hospital; Another NHS organisation / GP practice; Private healthcare organisation; Care home / nursing home; Social care / domiciliary care; Nursery / school / college / university staff; Agency / bank staff; A different sector; Other

**Where are the top three places clinical and care staff leave the hospice to go to?**

**Please rank your choices, 1, 2 or 3 using the dropdown options in the form:** University education / training; As part of an apprenticeship; Another hospice, NHS hospital; Another NHS organisation / GP practice; Private healthcare organisation; Care home / nursing home; Social care / domiciliary care; Nursery / school / college / university staff; Agency / bank staff; A different sector; Retirement; Redundancy; Other

**What are the top three reasons clinical and care staff give for wanting to join the hospice workforce?**

**Please rank your choices, 1, 2 or 3 using the dropdown options in the form:** Delivering palliative and end of life care; Being in the voluntary sector; Community-based organisation; Small team / greater autonomy; Big team / more security; Career pathway; Flexible working hours; Good commute / free parking; Pay; Staff benefits; Pension; Working conditions; The team / colleagues; Other

**What are the top three reasons clinical and care staff give for wanting to leave the hospice workforce?**

**Please rank your choices, 1, 2 or 3 using the dropdown options in the form:** Delivering other types of care; Being in the NHS, Community-based organisation; Small team / greater autonomy; Big team / more security; Career pathway; Flexible working hours; Good commute / free parking; Pay; Staff benefits; Pension; Working conditions; The team / colleagues; Moved out of area; Health reasons; Other personal reasons

**Do all newly qualified / new to hospice clinical staff receive preceptorship:** Yes/No/Some

**Do all clinical staff receive clinical supervision (separately to operational management / 1:1s):** Yes/No/Some

**If yes or some, what percentage receive resilience-based clinical supervision or comparable restorative supervision? (%)**

## 5. Clinical Staff Demographics

**Do you record the age of your employed clinical workforce:** Yes/No

**If yes, what is the age of your employed clinical workforce:** Under 20-24; 25-29; 30-34; 35-39; 40-44; 45-49; 50-54; 55-59; 60-64; 65-69; 70+; Not recorded

**Do you ask the ethnicity of your employed clinical workforce:** Yes/No

**If yes, what is the ethnicity of your employed clinical workforce:** Asian / Asian British; Black / Black British / Caribbean / African; Mixed / Multiple ethnic groups; White; Other ethnic group; Prefer not to say (person asked but declined); Not recorded (person not asked)

**Do you ask the religion of your employed clinical workforce:** Yes/No

**If yes, what is the religion of your employed clinical workforce:** Buddhist; Christian; Hindu; Jewish; Muslim; Sikh; Other religion; No religion; Prefer not to say (person asked but declined); Not recorded (person not asked)

**Do you ask the sexual orientation of your employed clinical workforce:** Yes/No

**If yes, what is the sexual orientation of your employed clinical workforce:** Bisexual; Gay or Lesbian; Straight / Heterosexual; Other sexual orientations; Prefer not to say (person asked but declined); Not recorded (person not asked)

**Do you record the sex of your employed clinical workforce:** Yes/No

**If yes, what is the sex of your employed clinical workforce:** Female; Male; Not recorded

**Do you ask the gender identity of your employed clinical workforce:** Yes/No

**If yes, have any of your employed clinical workforce reported their gender identity:** Stated non-binary; Stated trans man / male; Stated trans woman / female; Stated other gender identity

**Do you record the disability status of your employed clinical workforce:** Yes/No

**If yes, what is the disability status of your employed clinical workforce:** Disabled; Not disabled; Prefer not to say (person asked but declined); Not recorded (person not asked)

**Do you record the carer status of your employed clinical workforce:** Yes/No

**If yes, what is the reported carer status of your employed clinical workforce:** Carer; Not a carer; Prefer not to say (person asked but declined); Not recorded (person not asked)