


The logo for TTM Healthcare Solutions, featuring the lowercase letters 'ttm' in a bold, white, sans-serif font.

Healthcare Solutions

*We Power Potential*

A photograph of a modern hospital hallway. A female nurse in blue scrubs is walking towards the left, and a male doctor in a white lab coat is walking towards the right. They are both looking at each other and smiling. The hallway has large windows and a clean, bright atmosphere.

## Building a Resilient Workforce: Understanding Healthcare Professionals' Commitments and Motivations

A photograph of a young woman with long, dark, curly hair, wearing a white button-down shirt over a blue top. She is sitting at a desk, smiling warmly at the camera. She is holding a pen and a notepad.

Candidates value the flexibility that agency life with TTM Healthcare Solutions gives them, according to insights from a new survey, which also revealed high rates of satisfaction. The findings show that TTM is strongly positioned to support clients with a resilient and committed workforce.

The survey was issued in January to TTM's agency staff to explore the work commitments and motivations of our healthcare professionals. It attracted responses\* from candidates placed in roles ranging from Healthcare Assistants to Social Care Workers, Nurses, Doctors, Business Support and Allied Health Professionals.

Over half the respondents were aged between 25 and 44, while the majority were highly experienced;

**72% had worked in the industry for over 2 years while over a fifth (22%) reported 10+ years' experience.**

\* Survey findings are based on 538 Respondents

# Work/life flexibility is the top motivation

Asked about their motivations for taking on agency work, 56% of respondents cited control over working hours, followed closely by 44%, who highlighted the importance of work fitting around home and family commitments.

And when asked to rate the importance of different factors affecting their decision to stay with an agency, respondents rated flexible hours at 8.9 out of 10 – ahead of competitive pay at 8.86.

Commenting on the candidate experience, one respondent said:

“The flexibility is great with TTM, and I’ve always loved the variety of the work. No two days are the same, and every person you help has a story to tell”.



**Tommy Lees**  
Commercial Director  
TTM Healthcare Solutions.

## There is a mix of preferences for daytime, evening and weekend work

However, the desire for work/life balance does not necessarily translate into a preference for daytime shifts. While the majority of respondents (63%) did indicate a preference for sociable hours (weekdays and daytimes), 38% said they were happy to work evenings and nights, while 35% wanted weekend work.

“ Tommy Lees, Commercial Director, said: “We know that nearly a third of our healthcare talent have other commitments, ranging from study and caring responsibilities to other work. By offering a choice of shift patterns, we are catering to a wide range of individual circumstances while meeting the varied resourcing needs of our clients. The findings reflect the depth of our talent database and our ability to provide 24/7 capacity.”

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Asked about the motivators for remaining with a healthcare service or site once placed by TTM, respondents gave co-worker relationships as the most important factor at 8.97 out of 10, followed closely by job satisfaction (8.94), flexible hours (8.9) and competitive rates of pay (8.8).

It shows that candidate priorities shift slightly following the initial requirements for the right remuneration and hours to suit. Once in role, they expect a positive working culture, looking to the service or site to facilitate a supportive environment, good line management and manageable workload.

Job satisfaction and co-worker relationships are vital to retention

## TTM candidates are highly satisfied and committed

When asked about their experience with TTM specifically, candidate responses mirrored the above findings, ranking the healthcare workforce solutions provider highly in many of the areas they valued most.

At the top of the list was competitive pay, for which TTM ranked 4.33 out of 5, followed closely by availability of hours and the ability to forward plan, at 4.29 and 4.21 respectively.

The survey data also revealed a high level of satisfaction. 91% of respondents said that TTM was either meeting or exceeding their expectations, while the same number said they expected to be in an agency role with TTM in a year's time.

“ Paula McDonnell, CEO, said: “We are proud to have been rated highly across many of the areas of greatest importance to our candidates. It shows we are already prioritising what our talent values most and living up to our reputation for being totally people focused. We are deeply invested in every step of their career and aim to provide an exceptional user experience.

In turn, our ‘people first’ approach is enabling us to supply highly skilled, motivated, and committed healthcare professionals to client organisations, to bolster capacity and meet patient needs.”



**Paula McDonnell**  
Chief Executive Officer  
TTM Healthcare Solutions

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# About TTM Healthcare Solutions

We're the largest supplier of health and social care staff to healthcare services in Ireland and we've been igniting the power of potential in the healthcare market since 2002.

## Specialist Healthcare Experts

Exclusively dedicated to healthcare for over 20 years, we have developed unrivalled expertise in this sector. We truly understand your world, the challenges you face and the opportunities you see. Lives depend on you – and you can depend on us.

## A Genuine People Focus

The relationships we build with our partners and our healthcare talent set us apart. We have earned their trust through our service and track record of results. We pride ourselves on being able to offer the support you need, when you need it.

## The Right Values

Sustainability and making a positive impact are core to our business. We are the first company in our sector to be awarded the Social Value Quality Mark Level 1 from Social Value Quality Mark CIC.

As a specialist healthcare solutions provider our partners turn to us because they see we're ahead of the market, they trust us to understand their evolving challenges and they know we will deliver.



## Contact TTM's Team of Specialists

We believe that partnership starts with a conversation. Get in touch today, we'd love to help.

**ttm**  
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- ☎ Call us at **065 68 69300** for a complimentary consultation
- 🌐 Or send an enquiry via the form at **[www.ttmhealthcare.ie/client-enquiries](http://www.ttmhealthcare.ie/client-enquiries)**

[www.ttmhealthcare.ie](http://www.ttmhealthcare.ie)  
[www.ttmhealthcare.co.uk](http://www.ttmhealthcare.co.uk)

