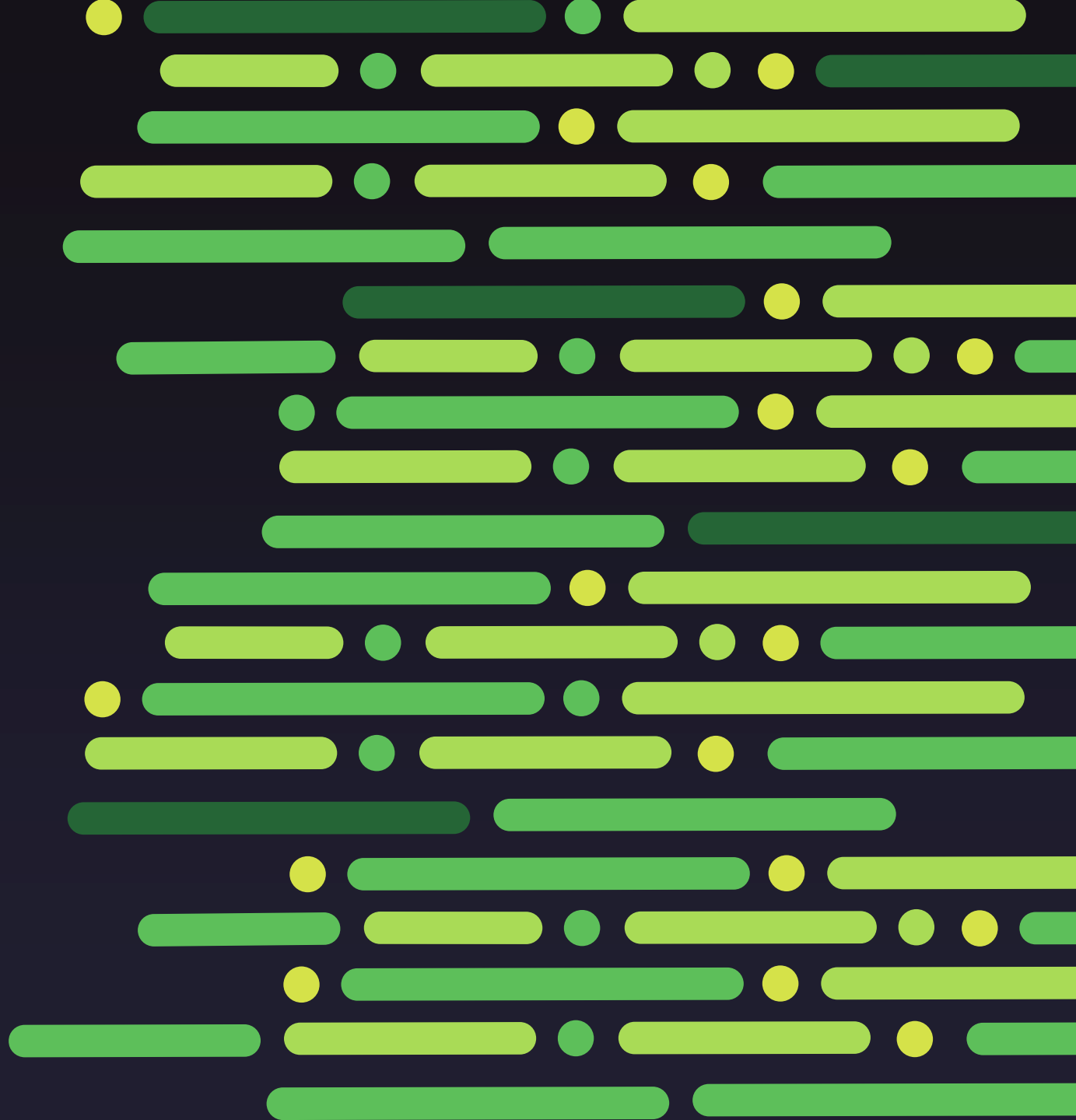


# NUPGE Healthcare Member Survey

*Topline Findings*

**HSAS**

January 2025



# Methodology

- Sample size: 320 members of the HSAS.
- Survey field dates: November 22 and December 16, 2024.
- Totals may not add up to 100 due to rounding.
- Please use caution interpreting results when  $n < 45$ .



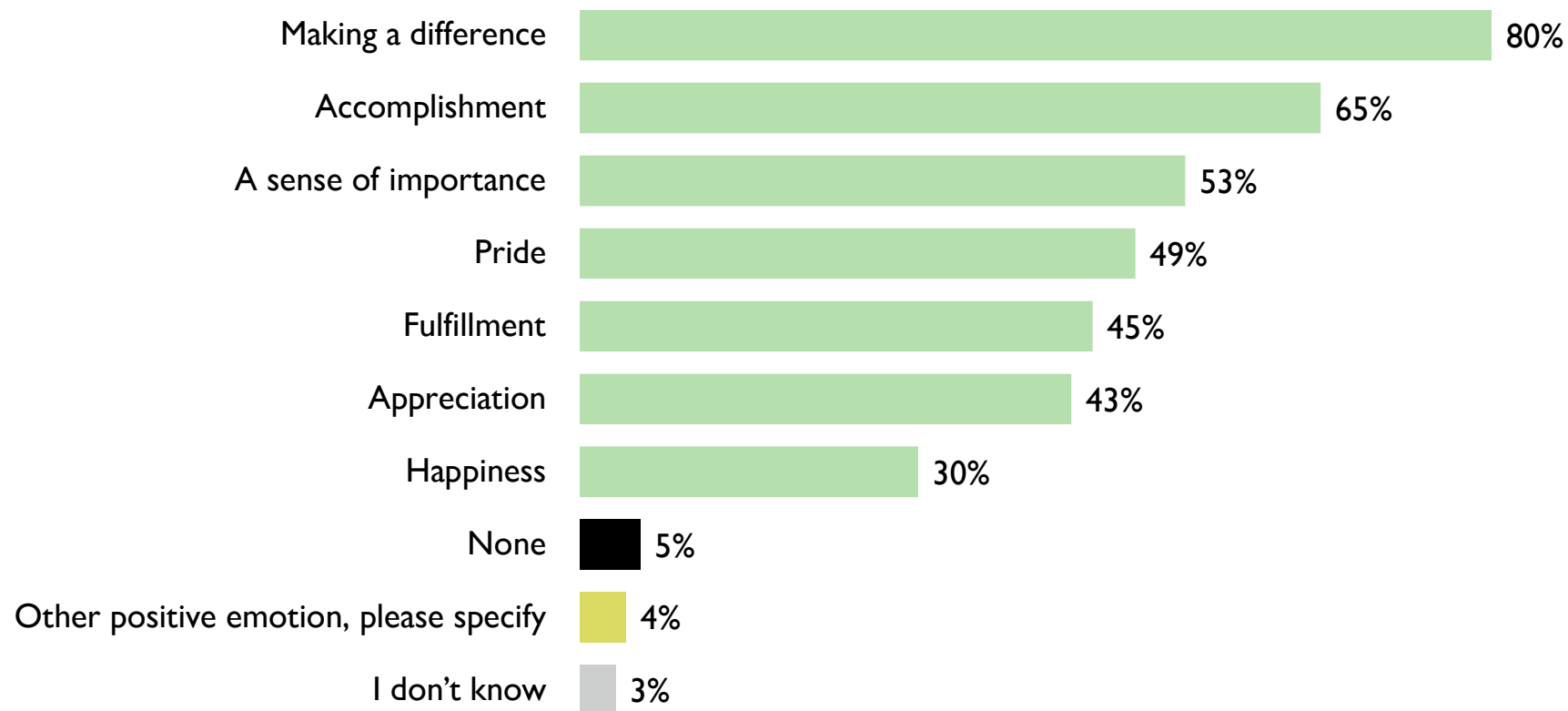
# Part 1: Opportunities & Upside





Would you associate your work responsibilities with any of the following positive feelings? Please select all that apply.

## Would you associate your work responsibilities with any of the following positive feelings?

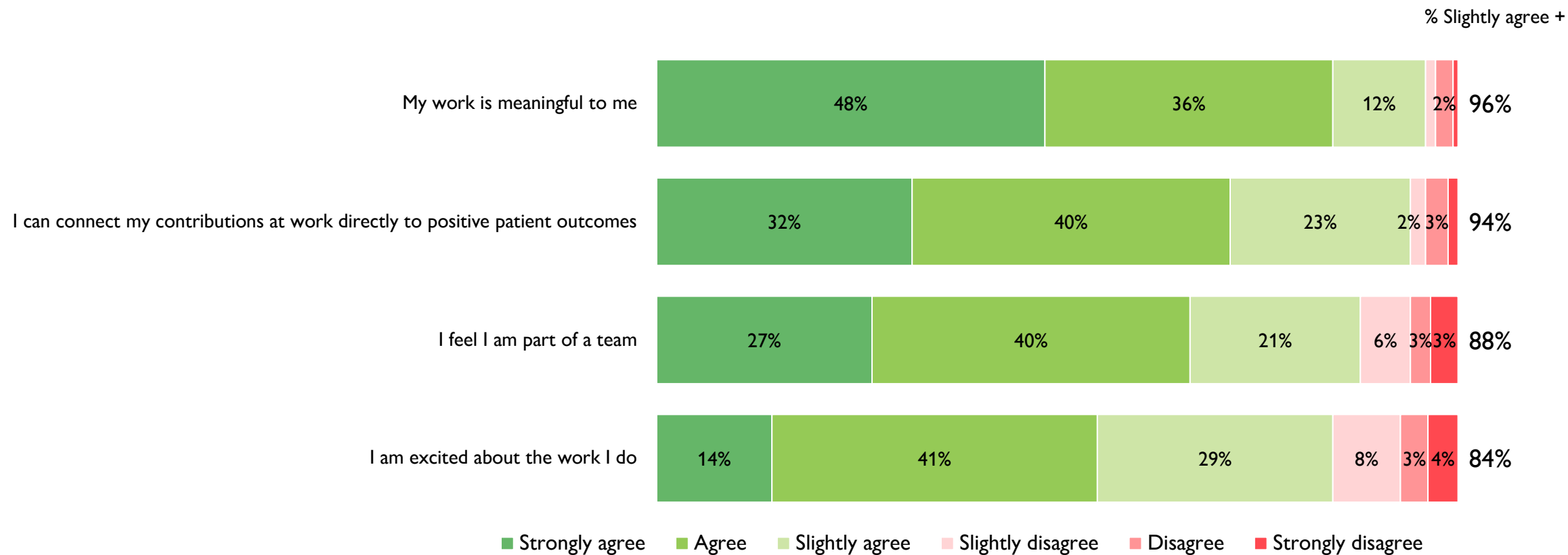


base n = 320



To what extent do you agree or disagree with the following?

## To what extent do you agree or disagree with the following?

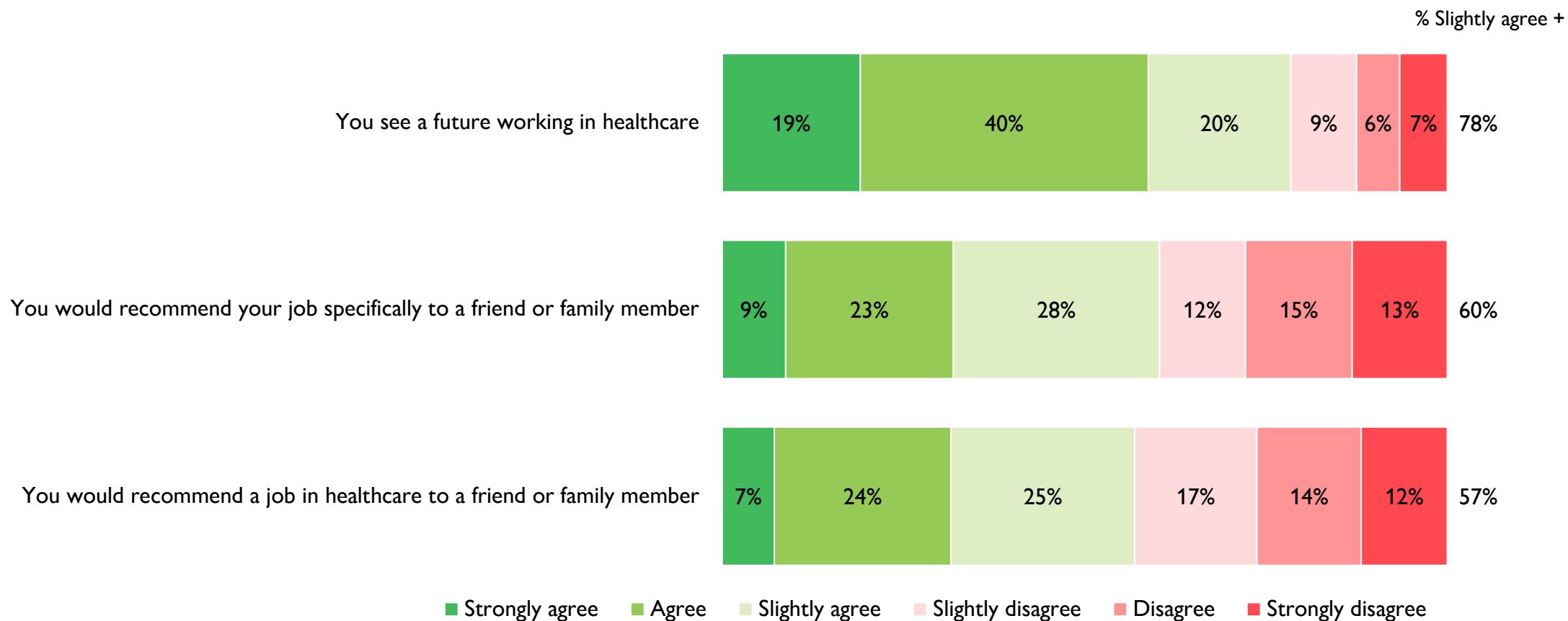


base n = 320  
Some labels <2% have been removed to improve chart legibility.



To what extent do you agree or disagree that ...

## To what extent do you agree or disagree that ...



base n = 320

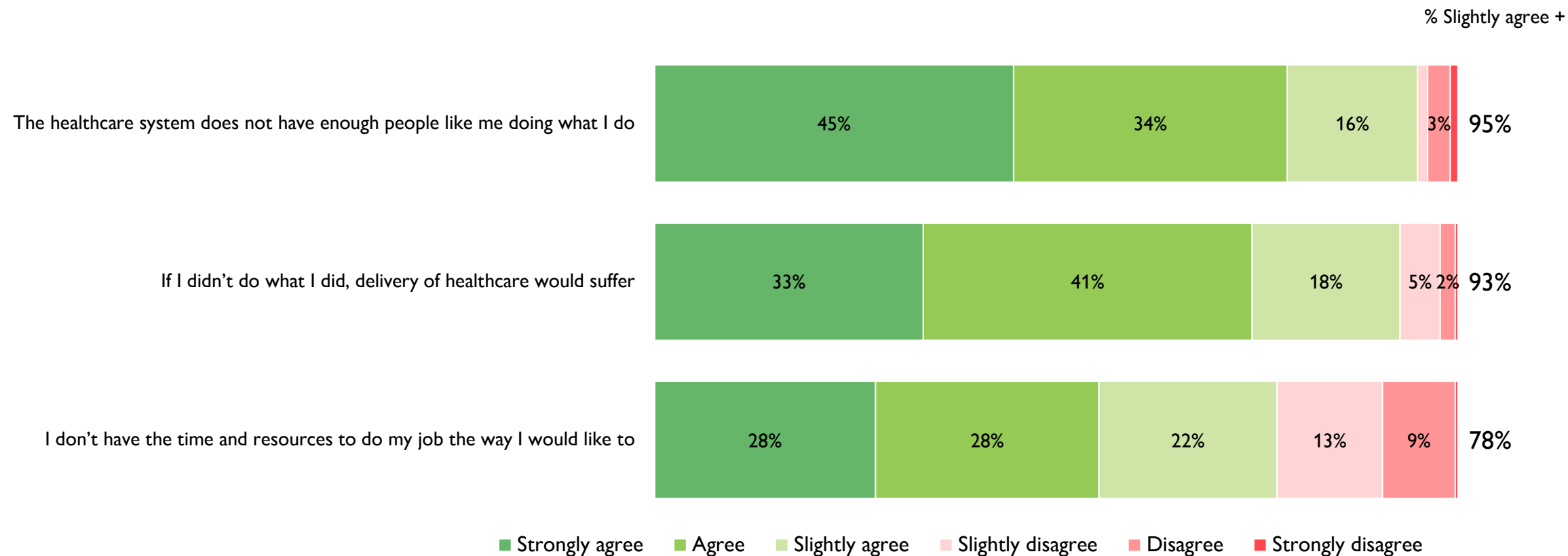
## Part 2: Impact on healthcare services





To what extent do you agree or disagree with the following?

## To what extent do you agree or disagree with the following?



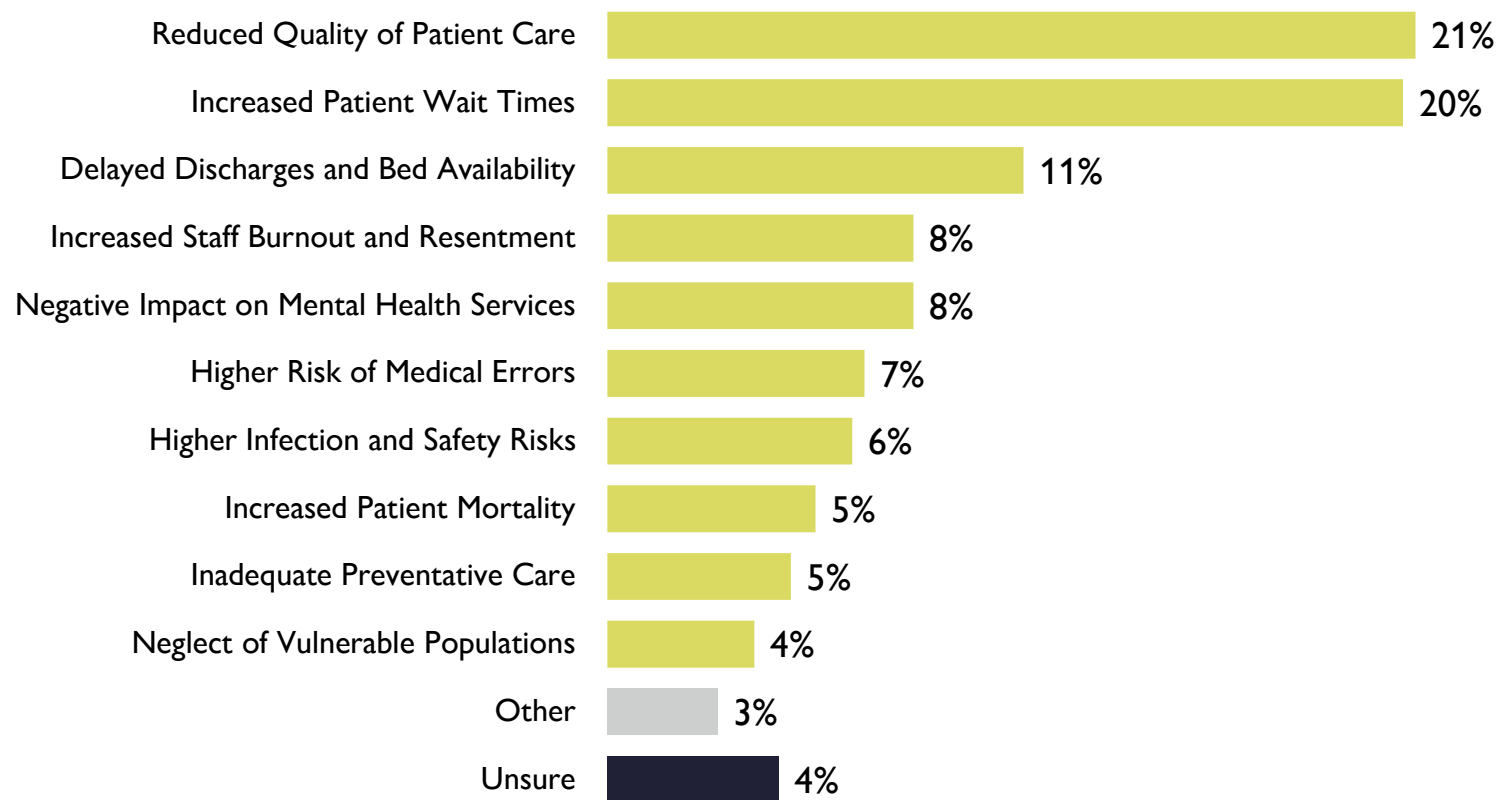
base n = 320  
Some labels <2% have been removed to improve chart legibility.





In instances when your role is critically short-staffed, to an extreme level, what is the impact on patient care and the healthcare system? For instance, if you are a cleaner, it would be higher infection risk and all that would entail, and if you are a specialized healthcare worker, it would be specific to your specialty etc. Please tell us what you envision the impact would be. [CODED]

## In instances when your role is critically short-staffed, to an extreme level, what is the impact on patient care and the healthcare system?



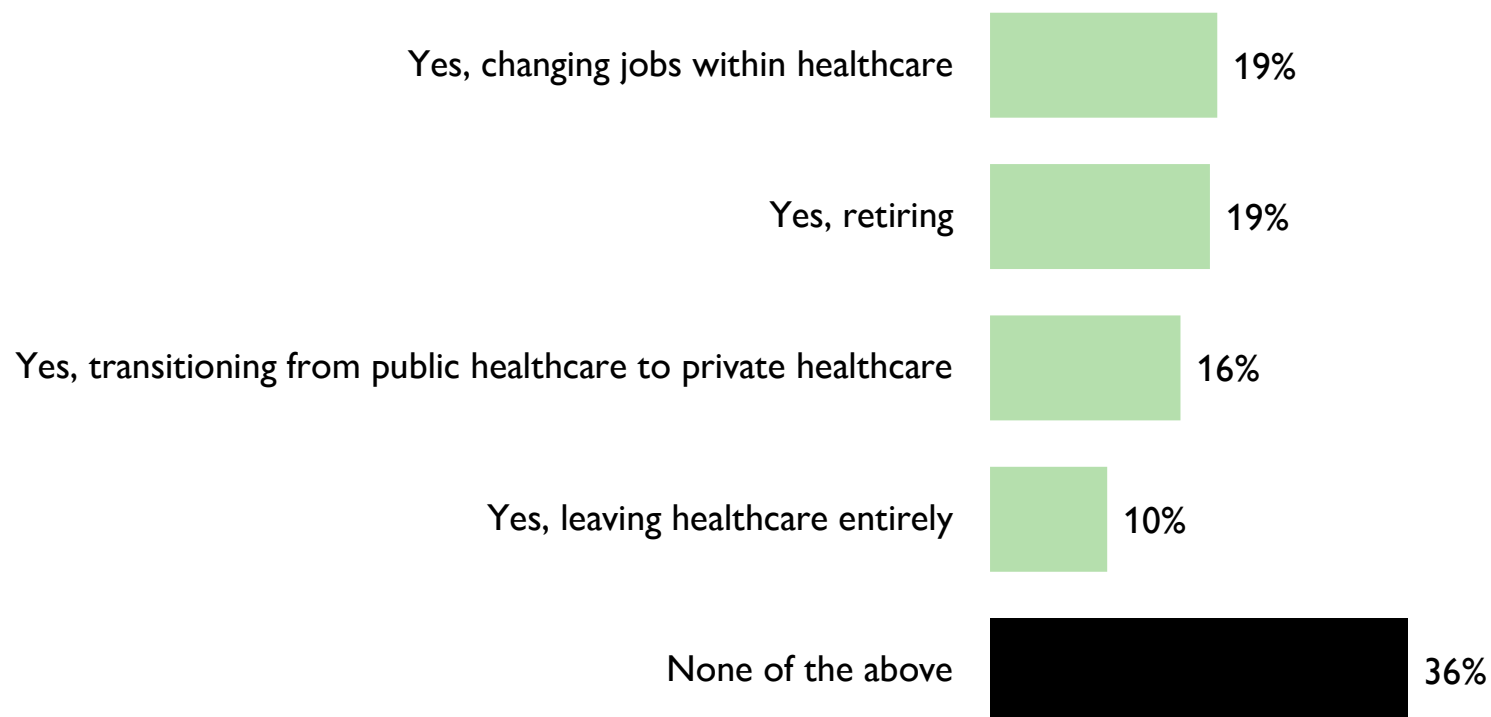
base n = 320

# *Threats to healthcare services*



Within the next three years, are you considering changing jobs in healthcare, retiring, transitioning from public healthcare to private healthcare or considering leaving healthcare entirely?

## Within the next three years, are you considering changing jobs in healthcare, retiring, transitioning from public healthcare to private healthcare or considering leaving healthcare entirely?

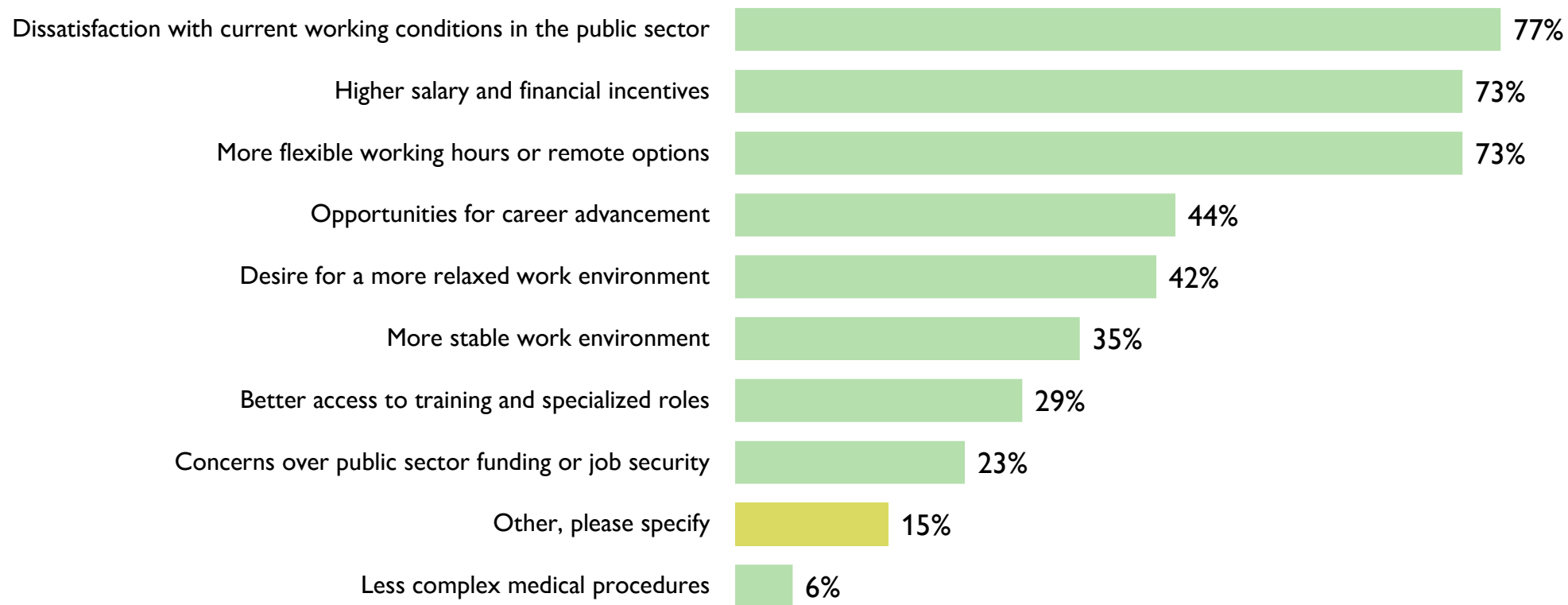


base n = 320



If you are considering transitioning from public healthcare to private healthcare, what are your primary reasons? Select all that apply

## If you are considering transitioning from public healthcare to private healthcare, what are your primary reasons?

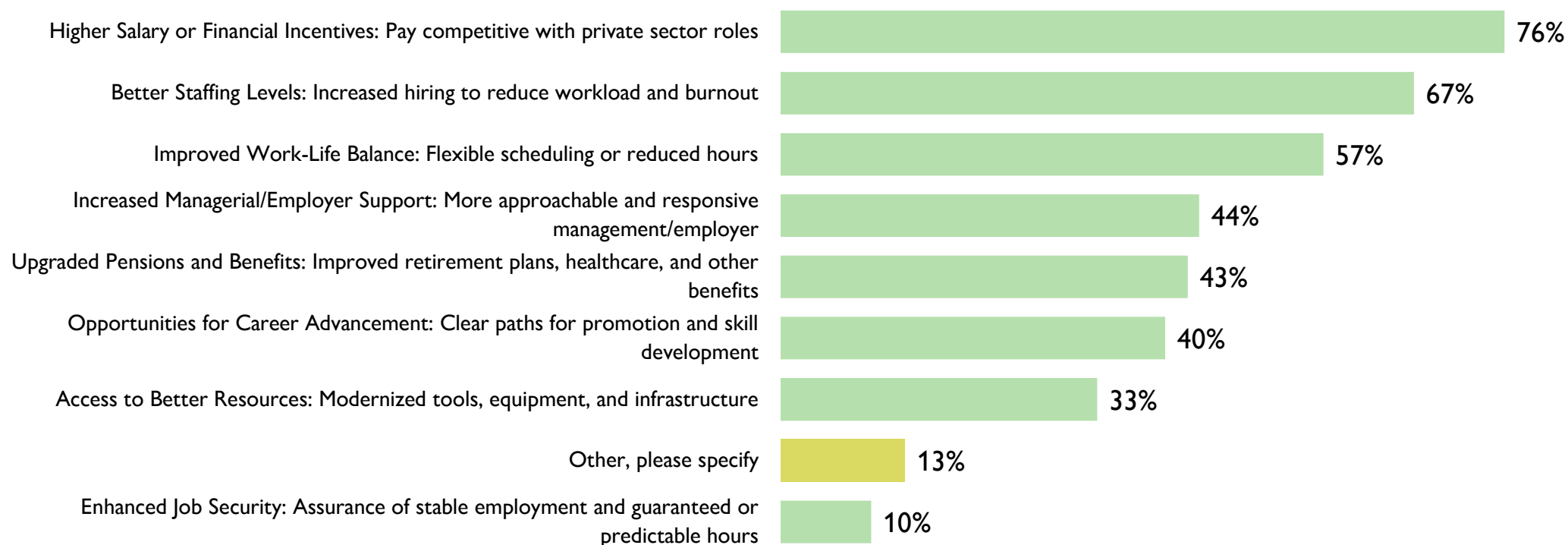


base n [Those considering transitioning from public healthcare to private healthcare] = 52



If you are considering leaving the public healthcare system, what changes in your working conditions would allow you to reconsider? Select all that apply

## If you are considering leaving the public healthcare system, what changes in your working conditions would allow you to reconsider?

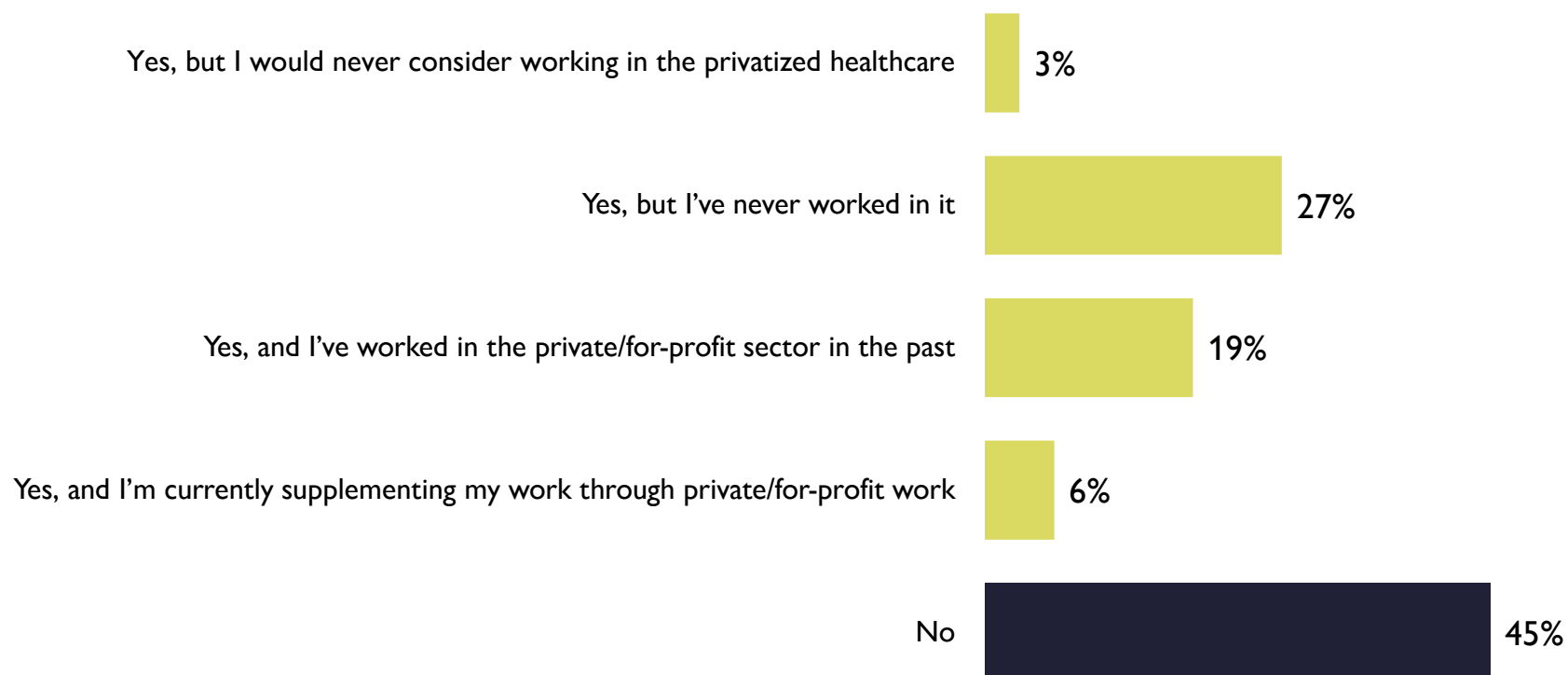


base n [Those considering transitioning from public healthcare to private healthcare OR leaving healthcare entirely] = 84



Have you ever been targeted by a private staffing agency for work in private or for-profit healthcare?

## Have you ever been targeted by a private staffing agency for work in private or for-profit healthcare?

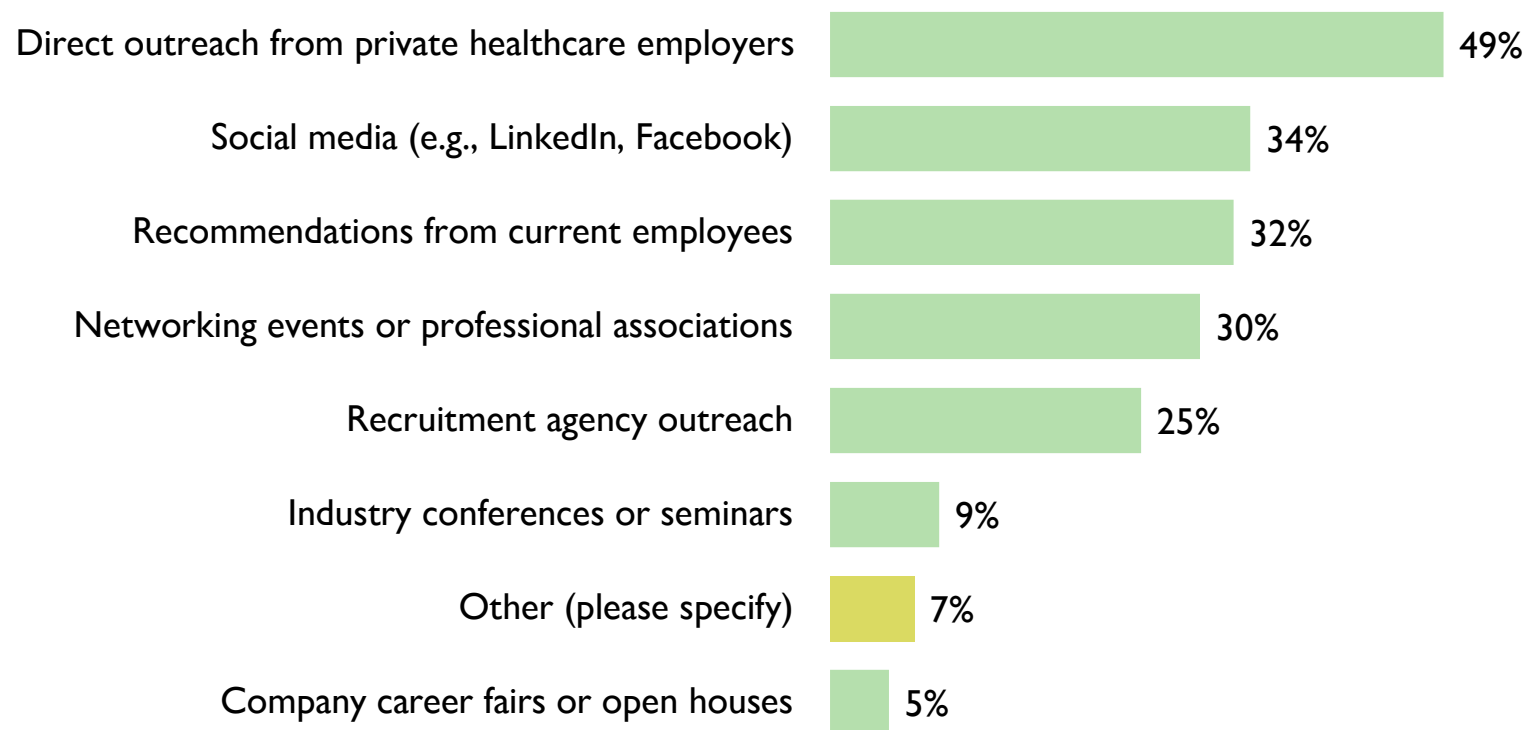


base n [If a community-based healthcare provider, a healthcare worker in a supportive or operations role, OR an allied healthcare professional or other direct/front-line healthcare worker] = 289



How are you being recruited to the private healthcare sector? Please select all that apply

## How are you being recruited to the private healthcare sector?

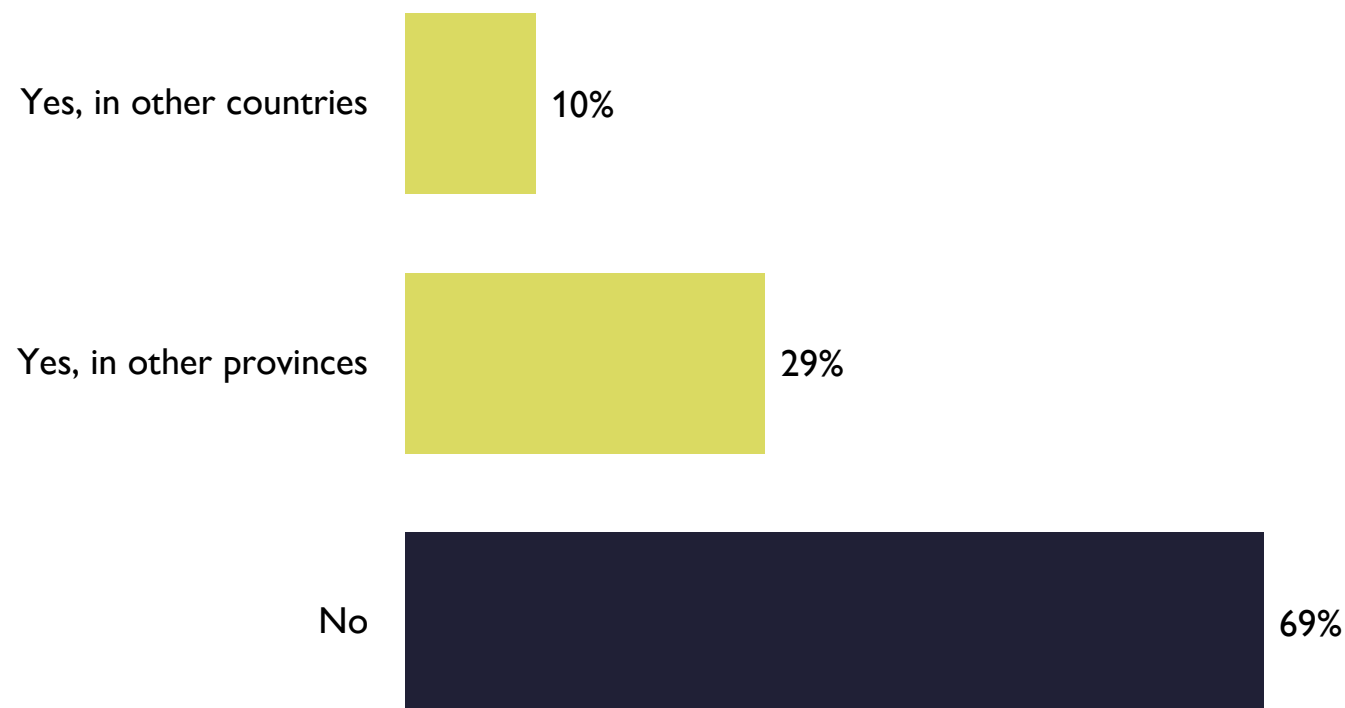


base n [Those targeted by a private staffing agency for work in private or for-profit healthcare] = 149



And have you ever been approached to work in other provinces or countries? Please select all that apply

## And have you ever been approached to work in other provinces or countries?



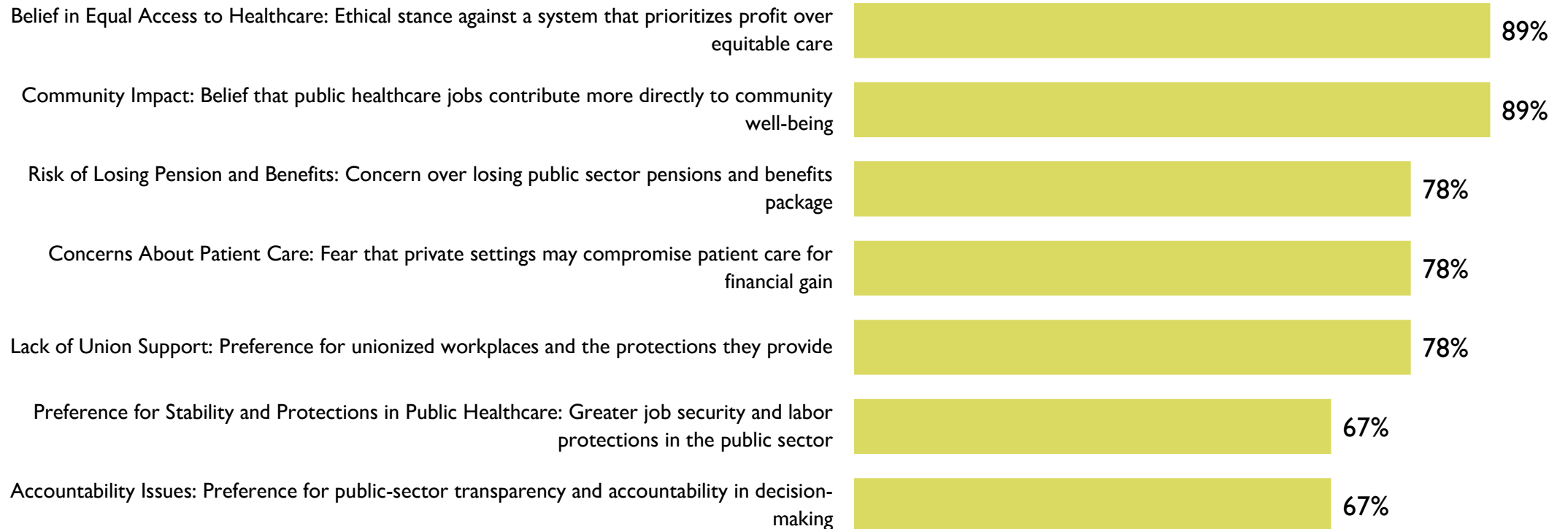
base n [If a community-based healthcare provider, a healthcare worker in a supportive or operations role, OR an allied healthcare professional or other direct/front-line healthcare worker] = 289





What are the reasons you have chosen not to work in private healthcare? Select all that apply

## What are the reasons you have chosen not to work in private healthcare?

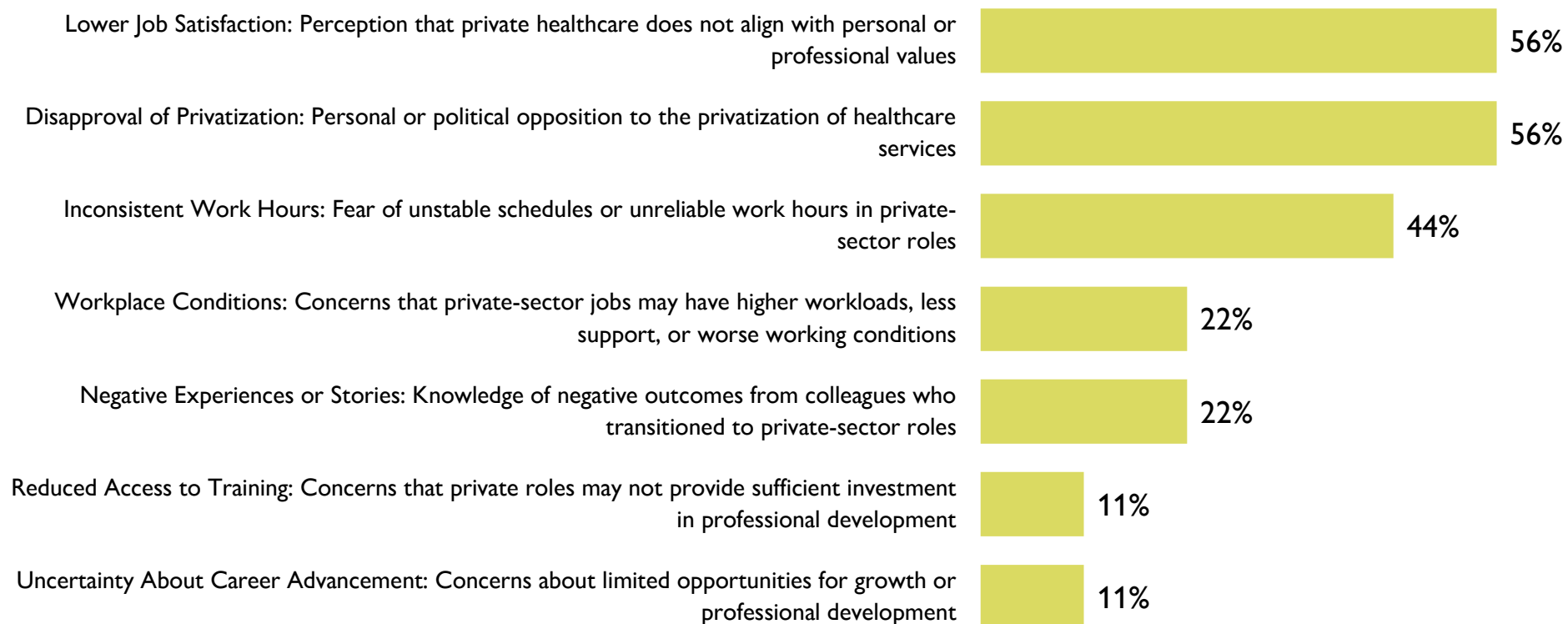


base [If targeted by a private staffing agency for work in private or for-profit healthcare AND would never consider working in the privatized healthcare] n = 9




What are the reasons you have chosen not to work in private healthcare? Select all that apply. **[CONTINUED]**

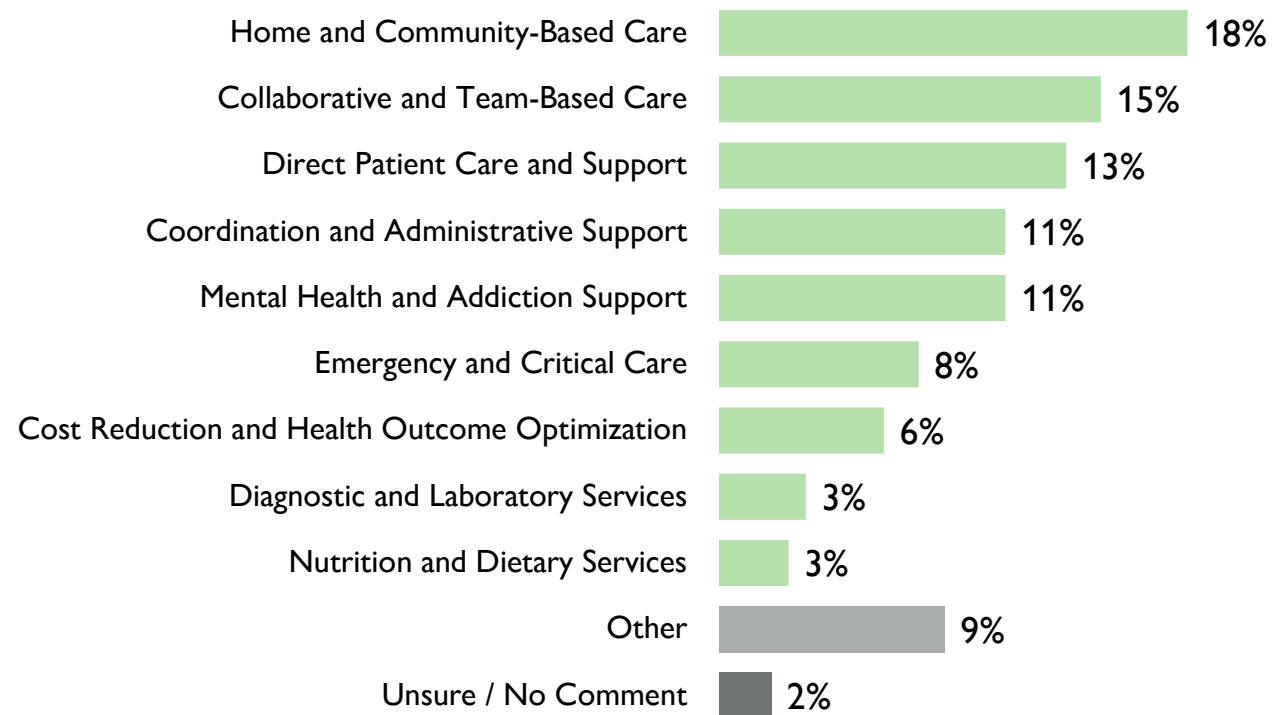
## What are the reasons you have chosen not to work in private healthcare? **[CONTINUED]**



base [If targeted by a private staffing agency for work in private or for-profit healthcare AND would never consider working in the privatized healthcare] n = 9

 Tell us one unique thing about your role that contributes to the success of the healthcare facility/setting in which you work? [CODED]

## Tell us one unique thing about your role that contributes to the success of the healthcare facility/setting in which you work.



base n = 297

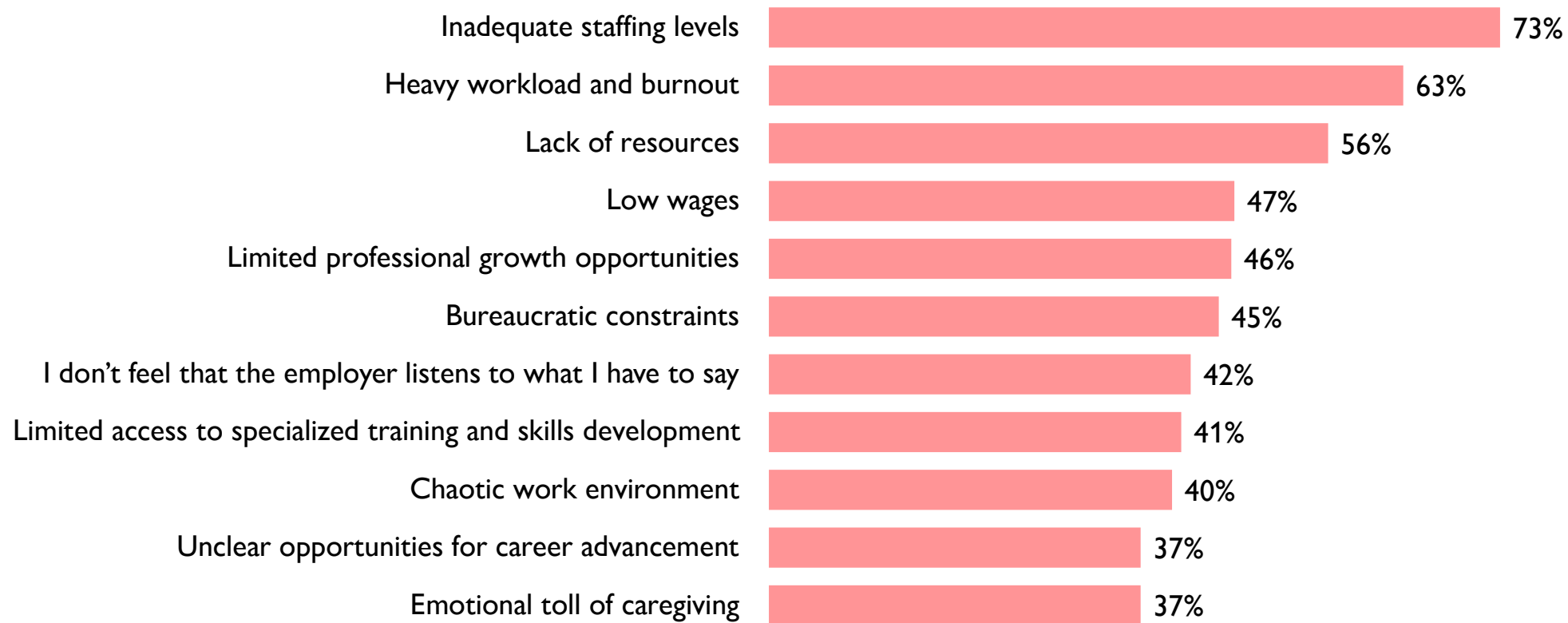
# Part 3: First-hand accounts from healthcare professionals





Which of the following are you facing in your job? Please select all that apply.

## Which of the following are you facing in your job?

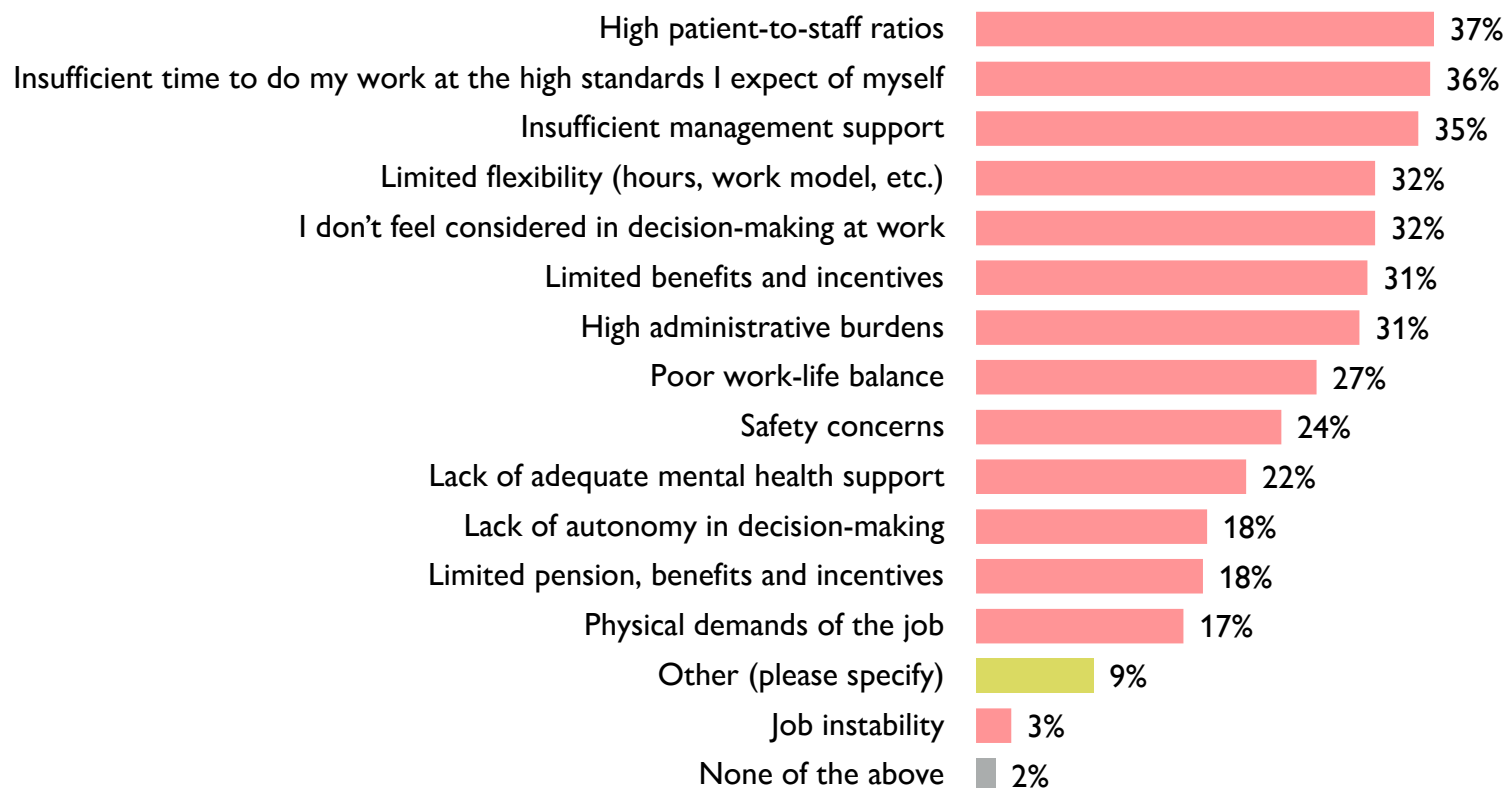


base n = 320



Which of the following are you facing in your job? Please select all that apply.

## Which of the following are you facing in your job? [CONTINUED]

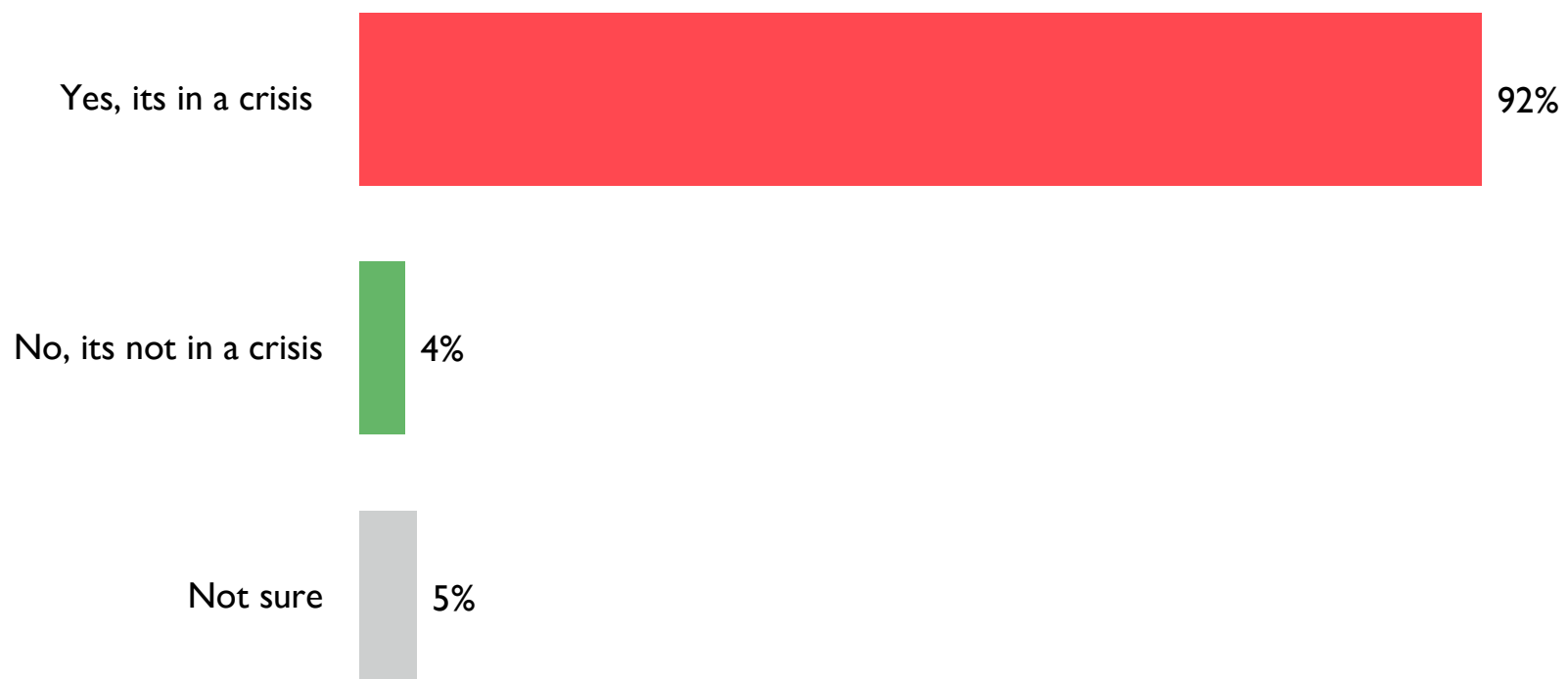


base n = 320



Would you say that healthcare in your province is currently in a state of crisis or not?

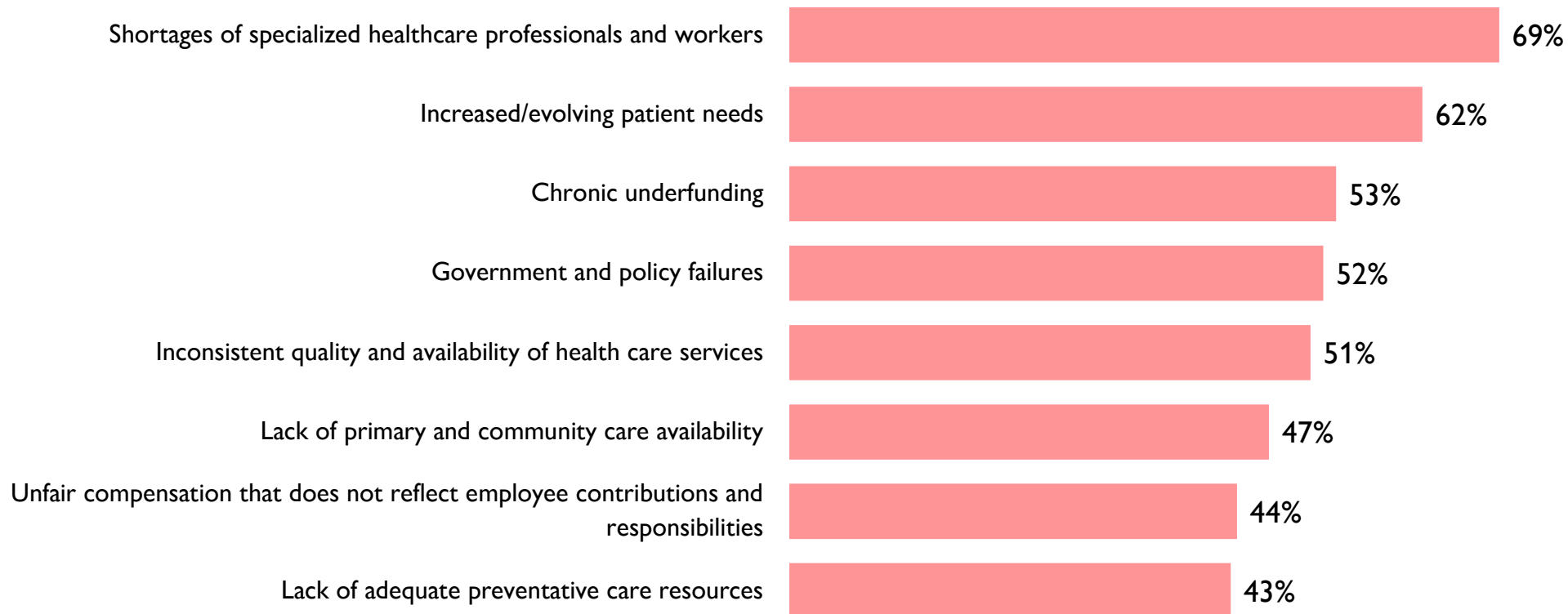
## Would you say that healthcare in your province is currently in a state of crisis or not?



base n = 320

And which of the following would you identify as the top problems affecting healthcare in your community? Select all that apply.

## And which of the following would you identify as the top problems affecting healthcare in your community?

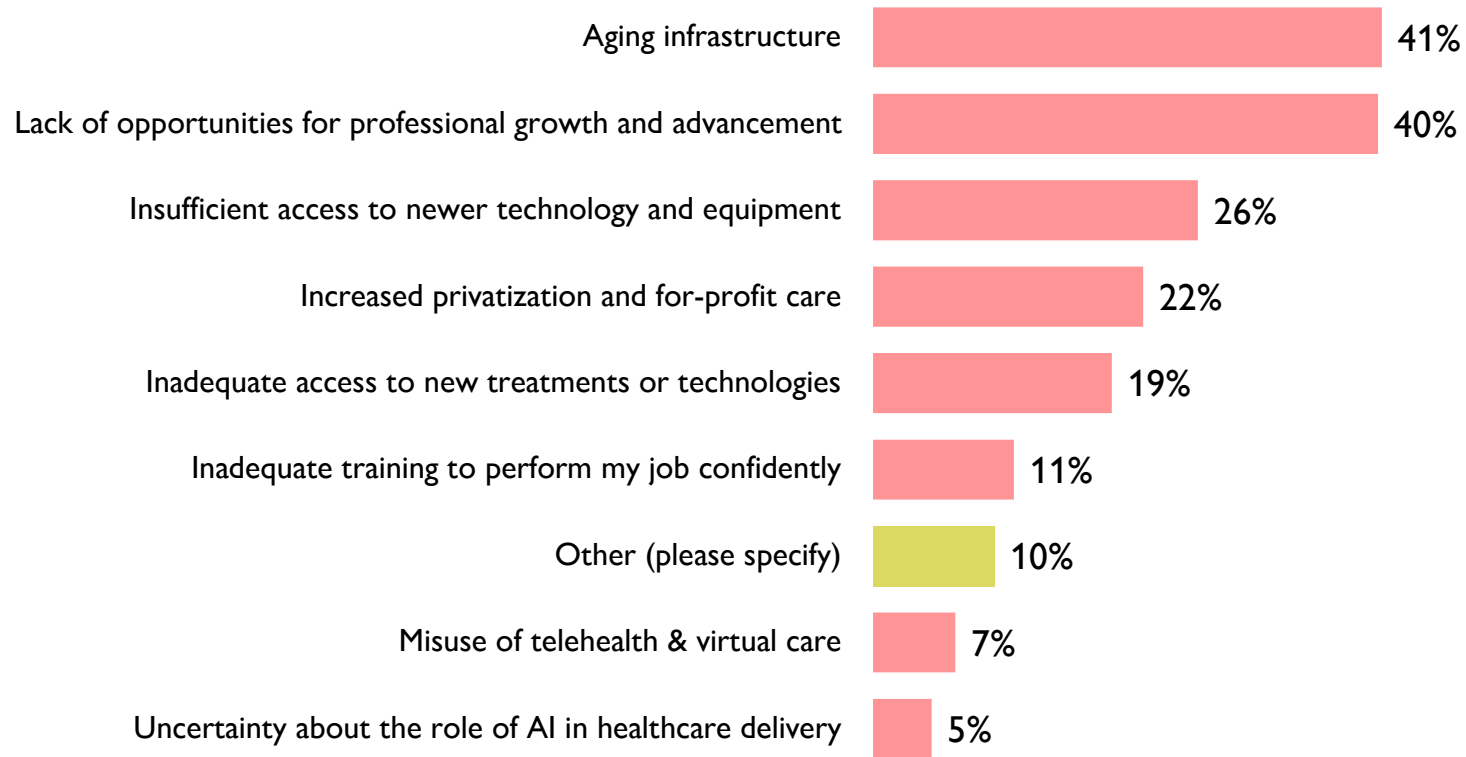


base n = 320



And which of the following would you identify as the top problems affecting healthcare in your community? Select all that apply

## And which of the following would you identify as the top problems affecting healthcare in your community? [CONTINUED]



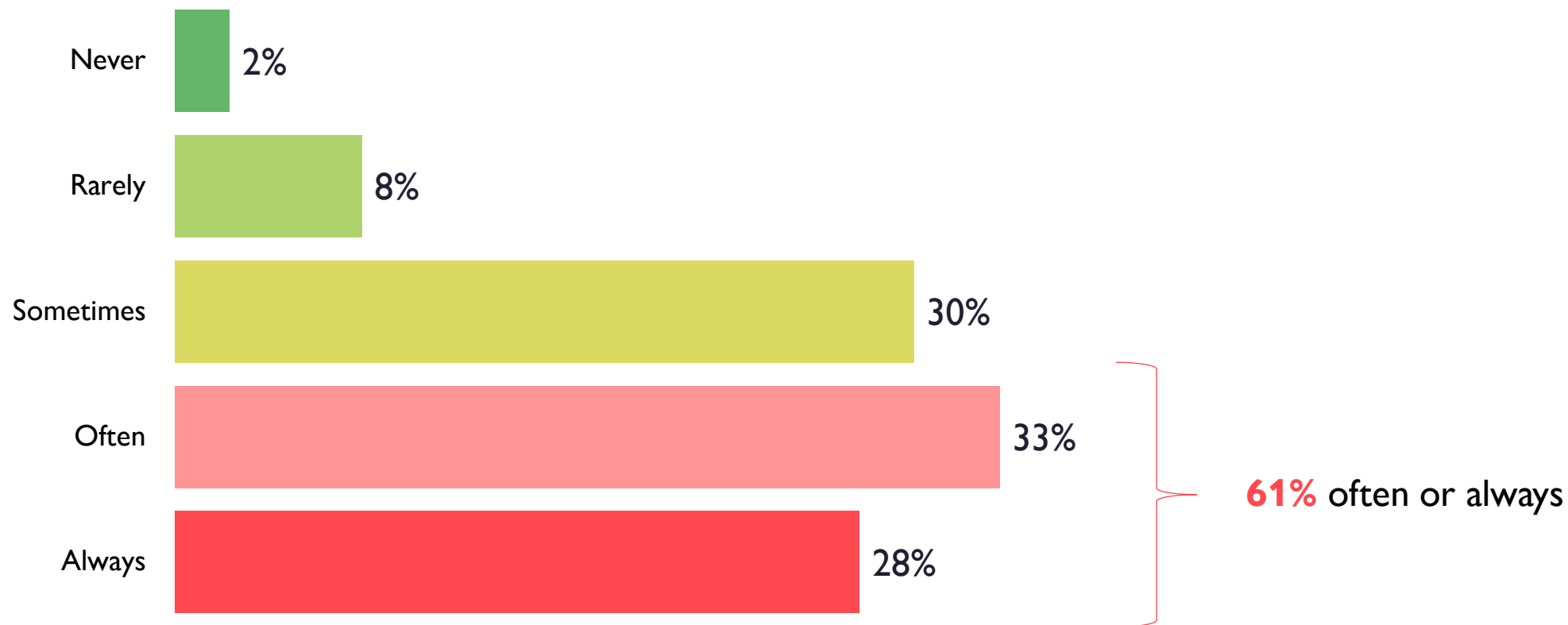
base n = 320

# *Challenge: Staffing levels*



How often do you find yourself working with fewer co-workers than you feel is needed to provide effective care?

## How often do you find yourself working with fewer co-workers than you feel is needed to provide effective care?

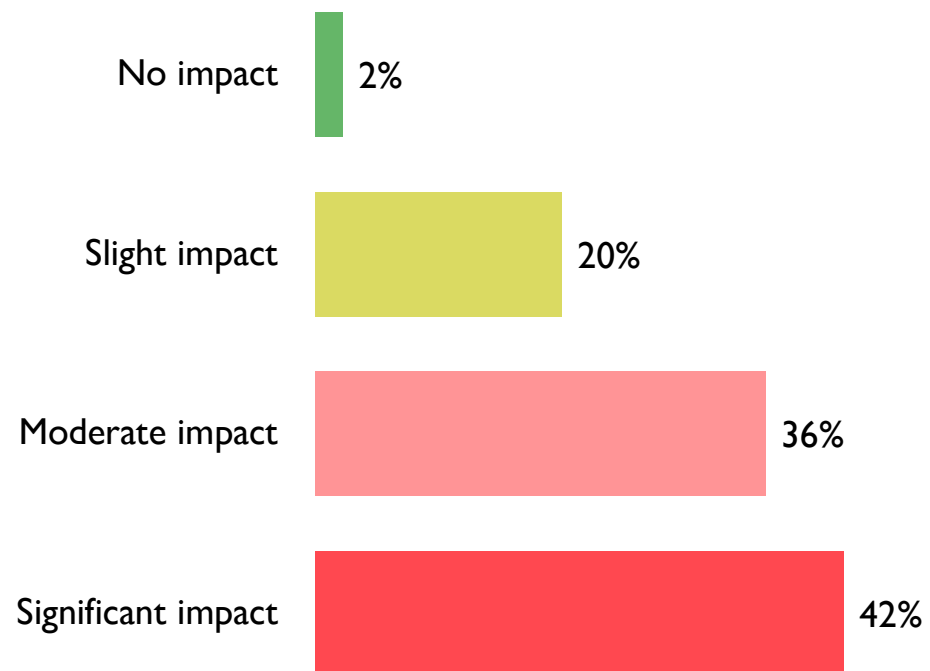


base n = 320



To what extent does working short-staffed impact your health and well-being?

## To what extent does working short-staffed impact your health and well-being?

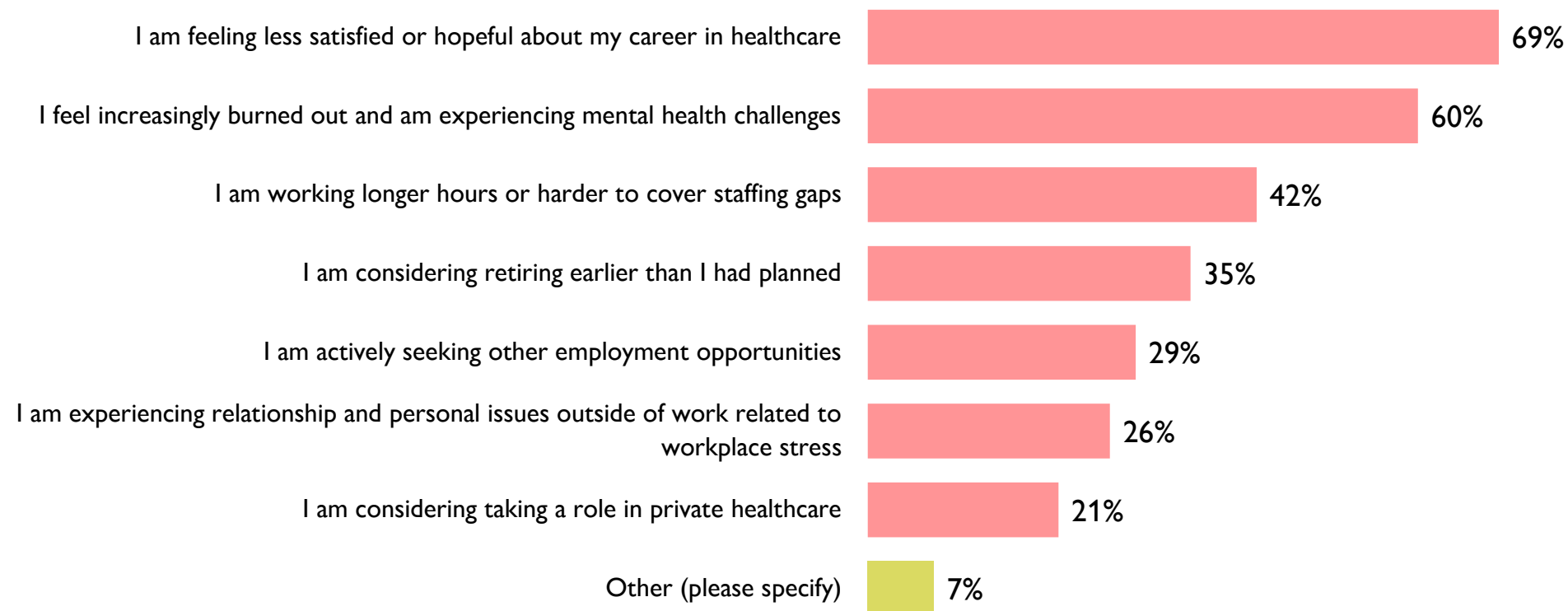


base n = 320



You mentioned that working short-staffed impacts your health and well-being. Which of the following statements, if any, reflect how you feel as a result of being short-staffed? Select all that apply

## Which of the following statements, if any, reflect how you feel as a result of being short-staffed?



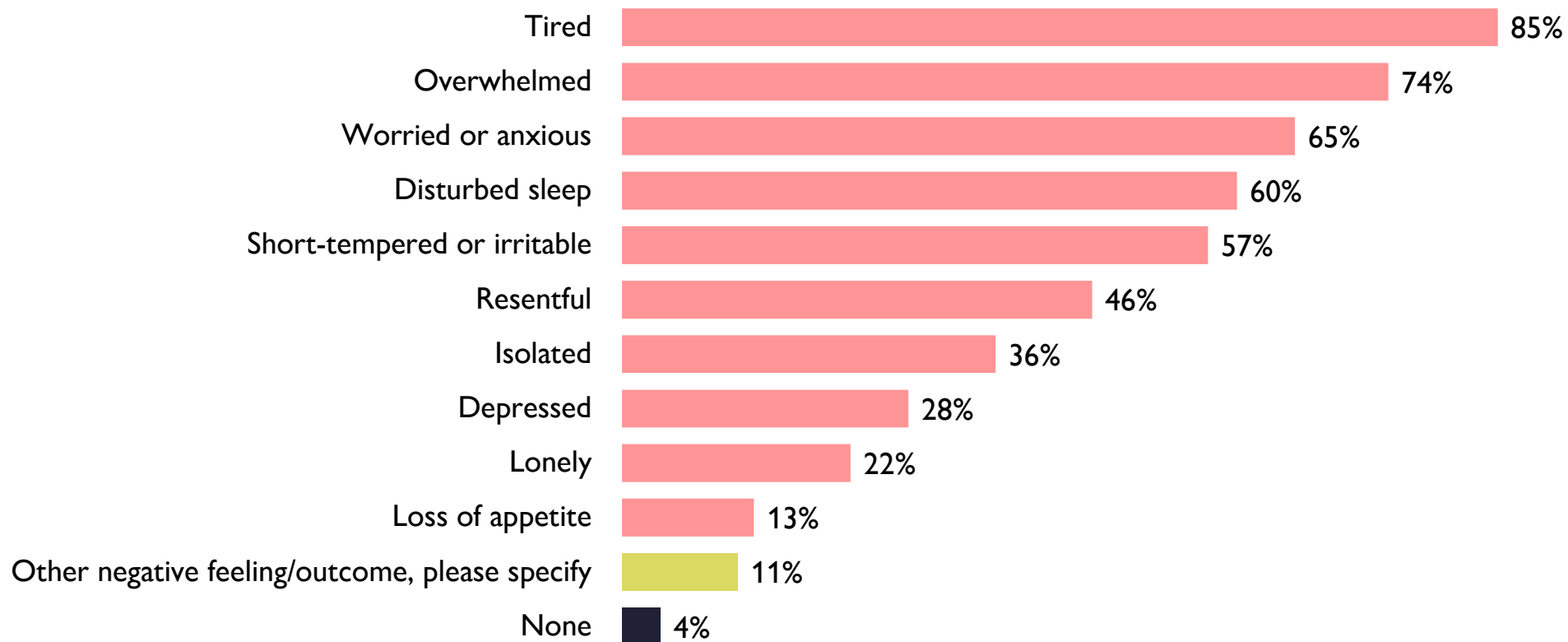
base n [Those who stated being short-staffed has a significant or moderate impact on their health and well-being]= 250

# ***Challenge: Heavy workload and burnout***



During the past 12 months, have your responsibilities caused you to feel or experience any of the following negative feelings/outcomes? Please select all that apply.

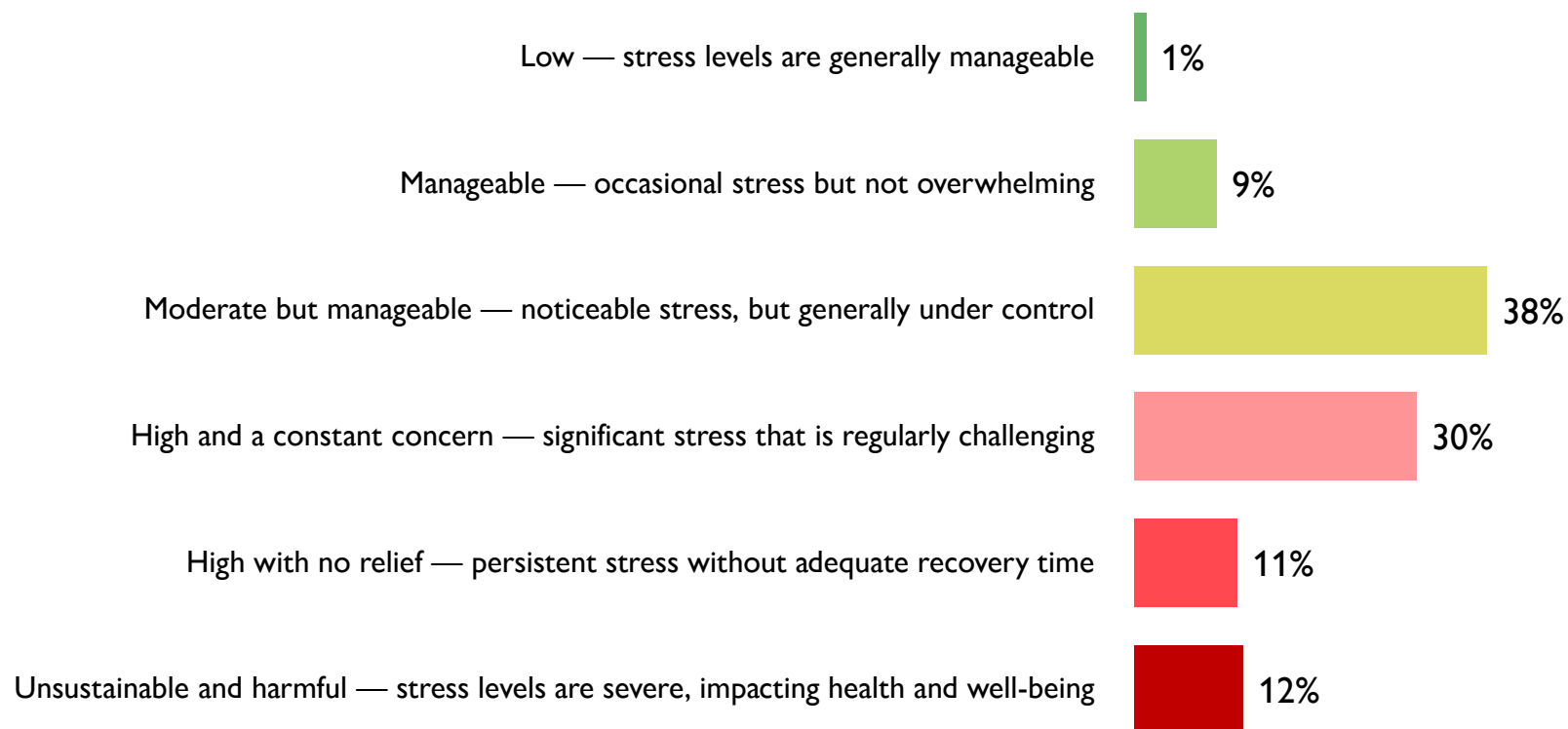
## During the past 12 months, have your responsibilities caused you to feel or experience any of the following negative feelings/outcomes?



base n = 320

How would you rate the level of stress you and your colleagues are experiencing in the workplace due to current conditions?

## How would you rate the level of stress you and your colleagues are experiencing in the workplace due to current conditions?



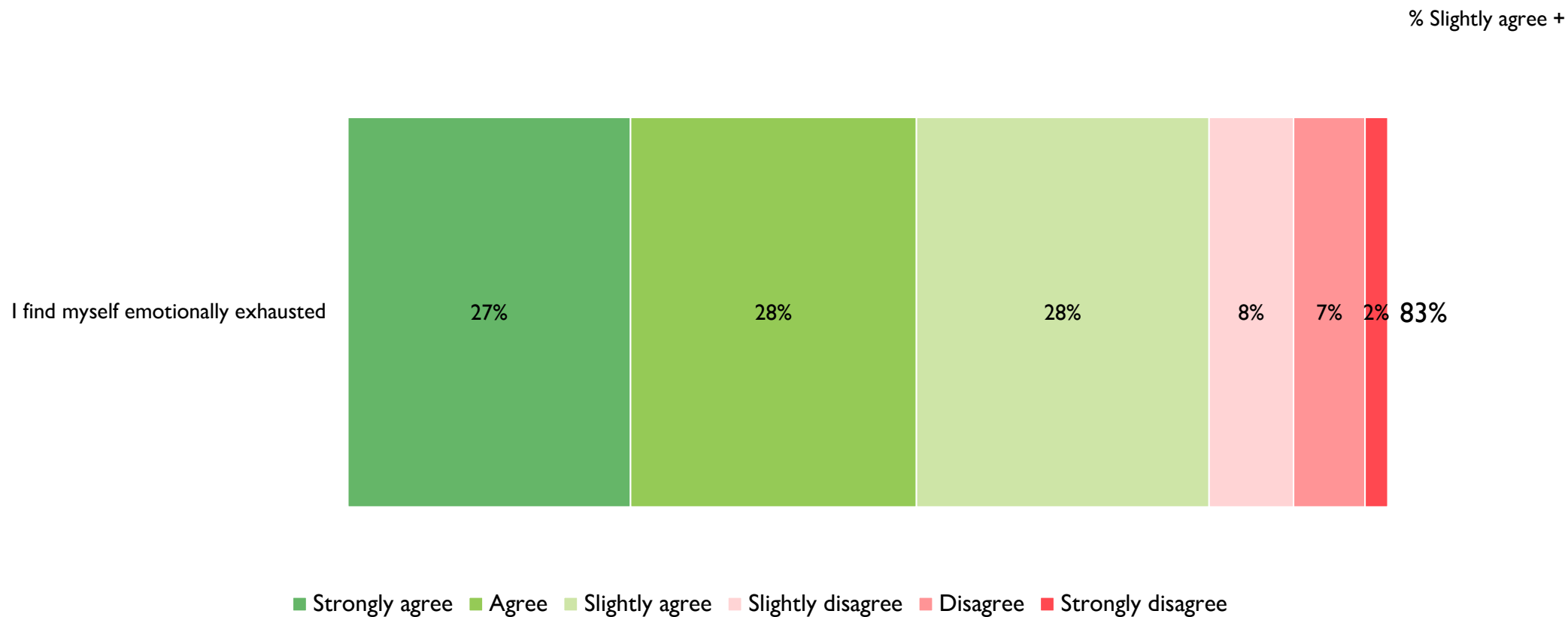
base n = 320





To what extent do you agree or disagree with the following?

## To what extent do you agree or disagree with the following?



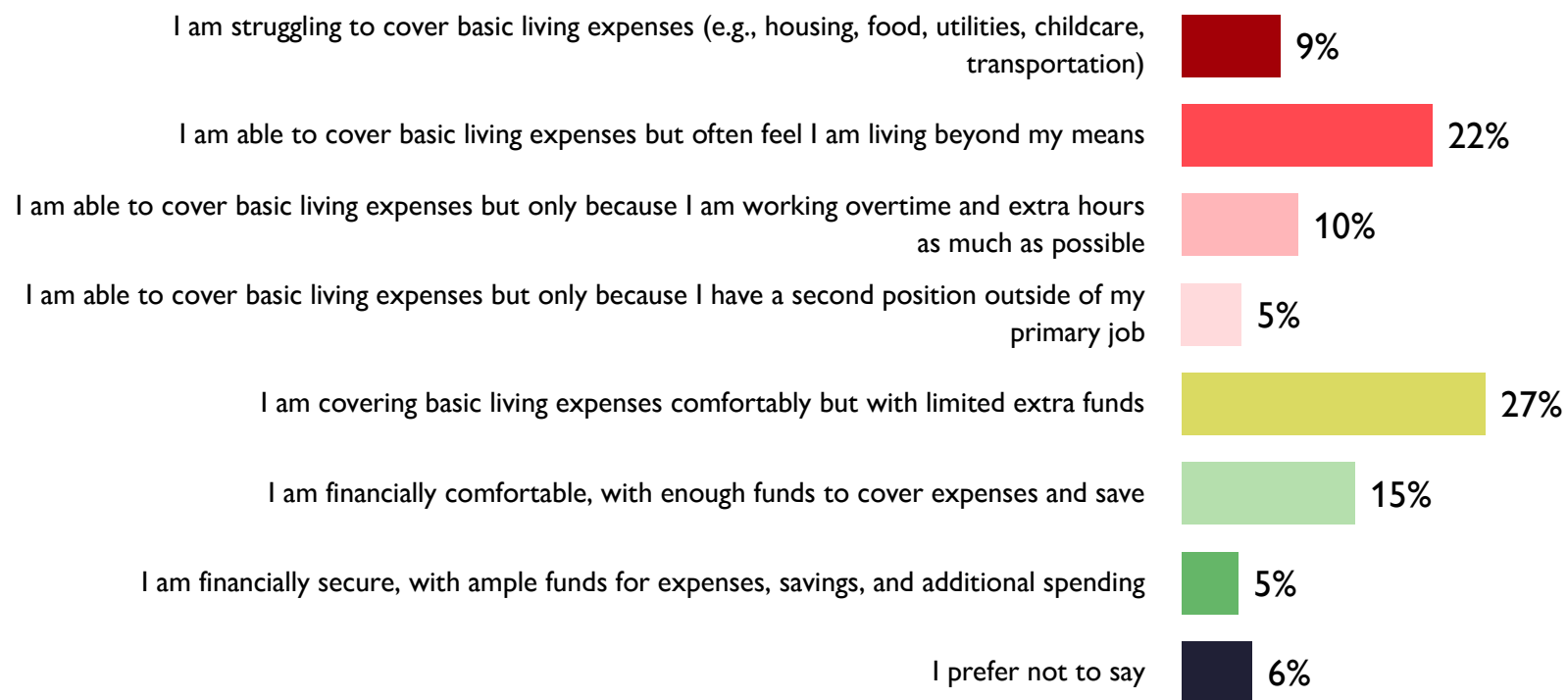
base n = 320  
Some labels <2% have been removed to improve chart legibility.

# ***Challenges: Inadequate wages***



How would you describe your current financial situation?

## How would you describe your current financial situation?

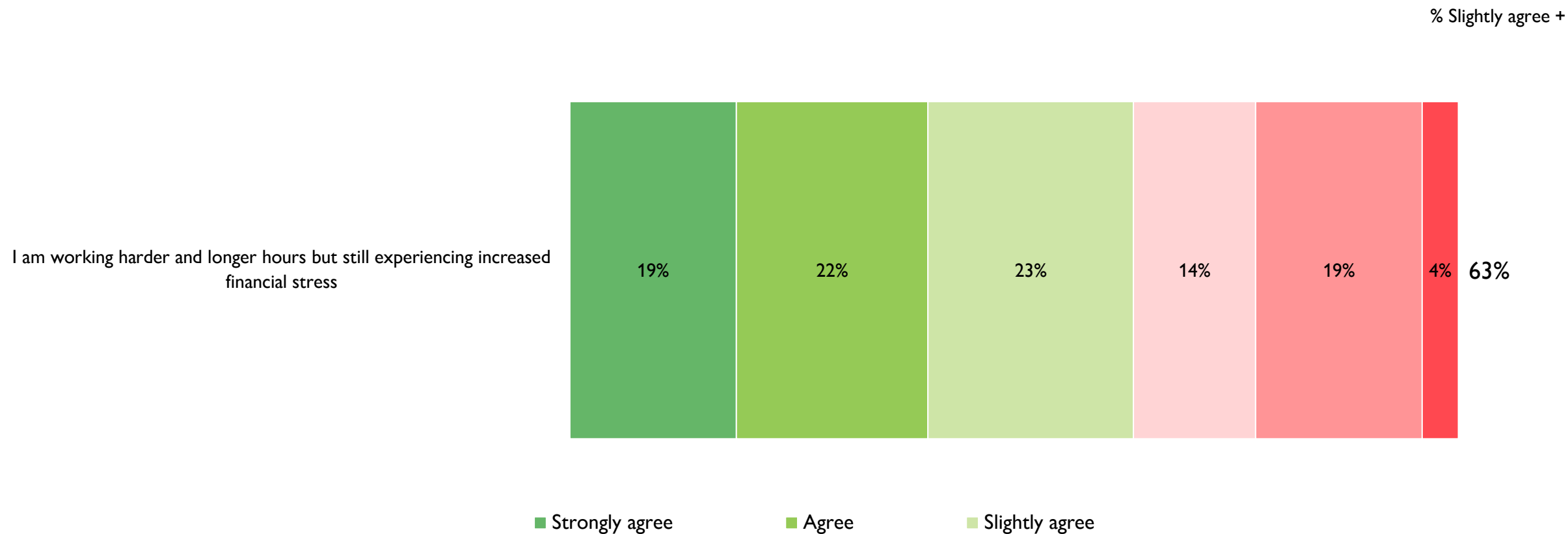


base n = 320



To what extent do you agree or disagree with the following?

## To what extent do you agree or disagree with the following?



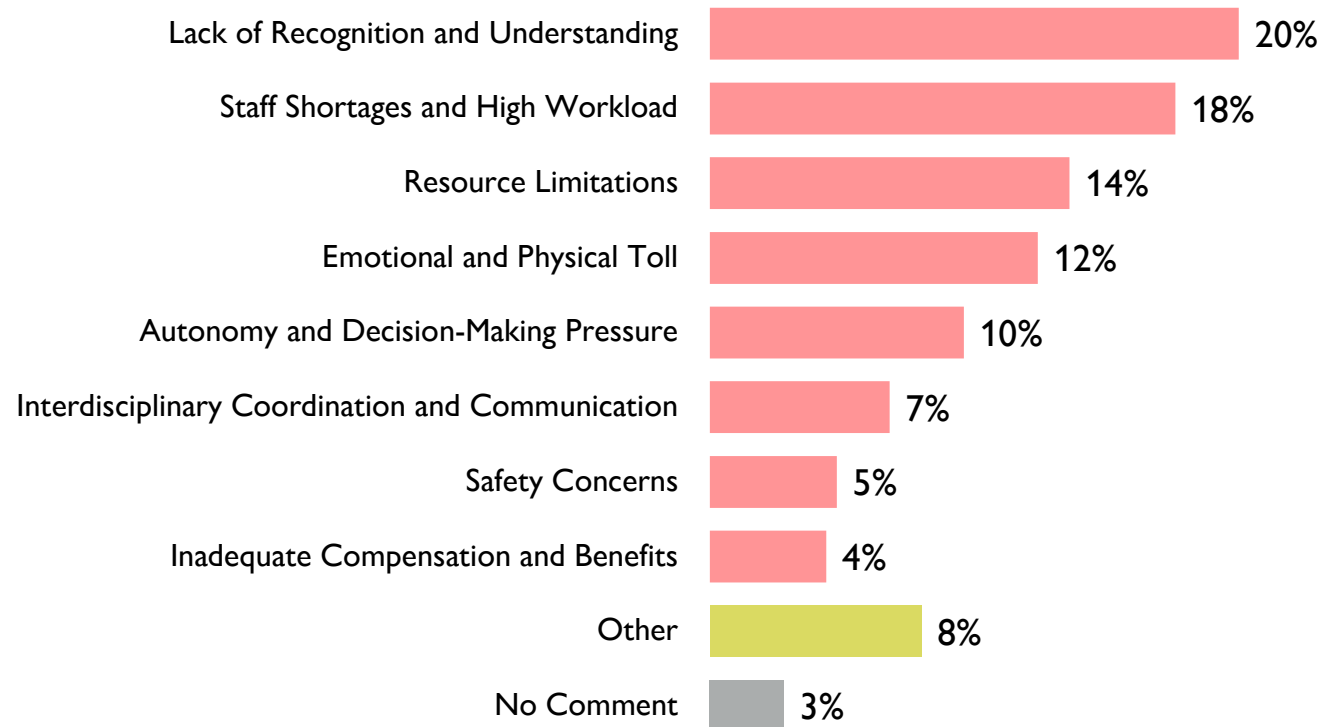
base n = 320  
Some labels <2% have been removed to improve chart legibility.

# ***Additional challenges***



What, in your experience, is uniquely challenging about your profession that is distinct from other jobs in the healthcare sector? [CODED]

## What, in your experience, is uniquely challenging about your profession that is distinct from other jobs in the healthcare sector?

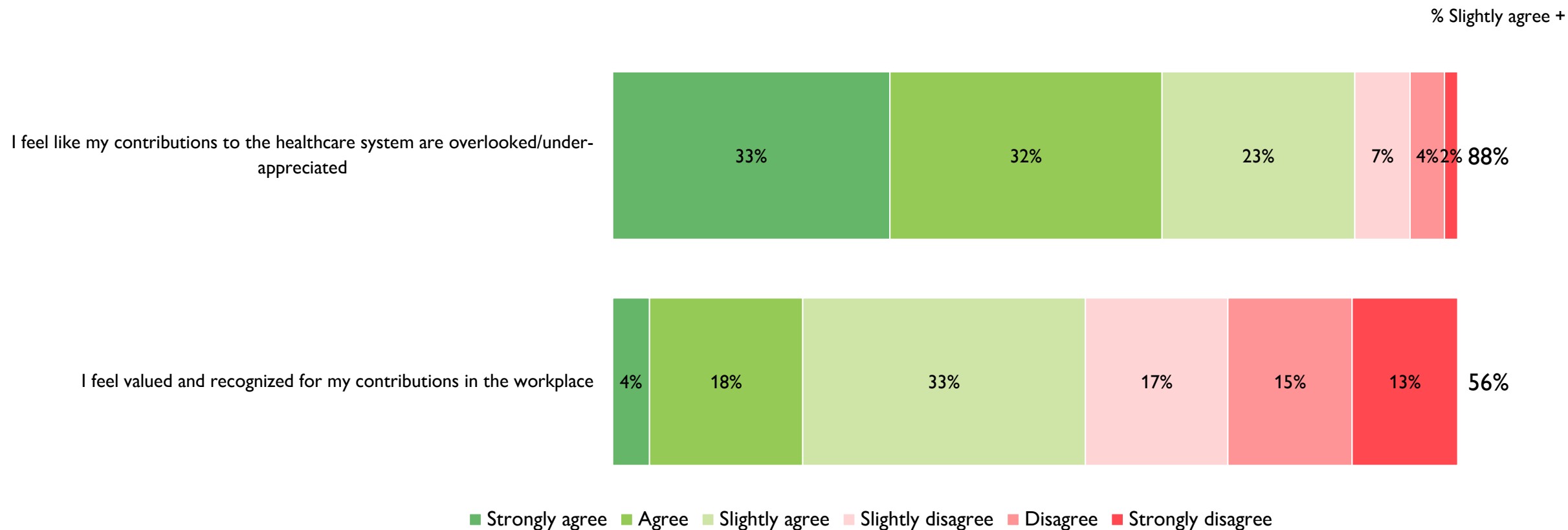


base n = 250



To what extent do you agree or disagree with the following?

## To what extent do you agree or disagree with the following?

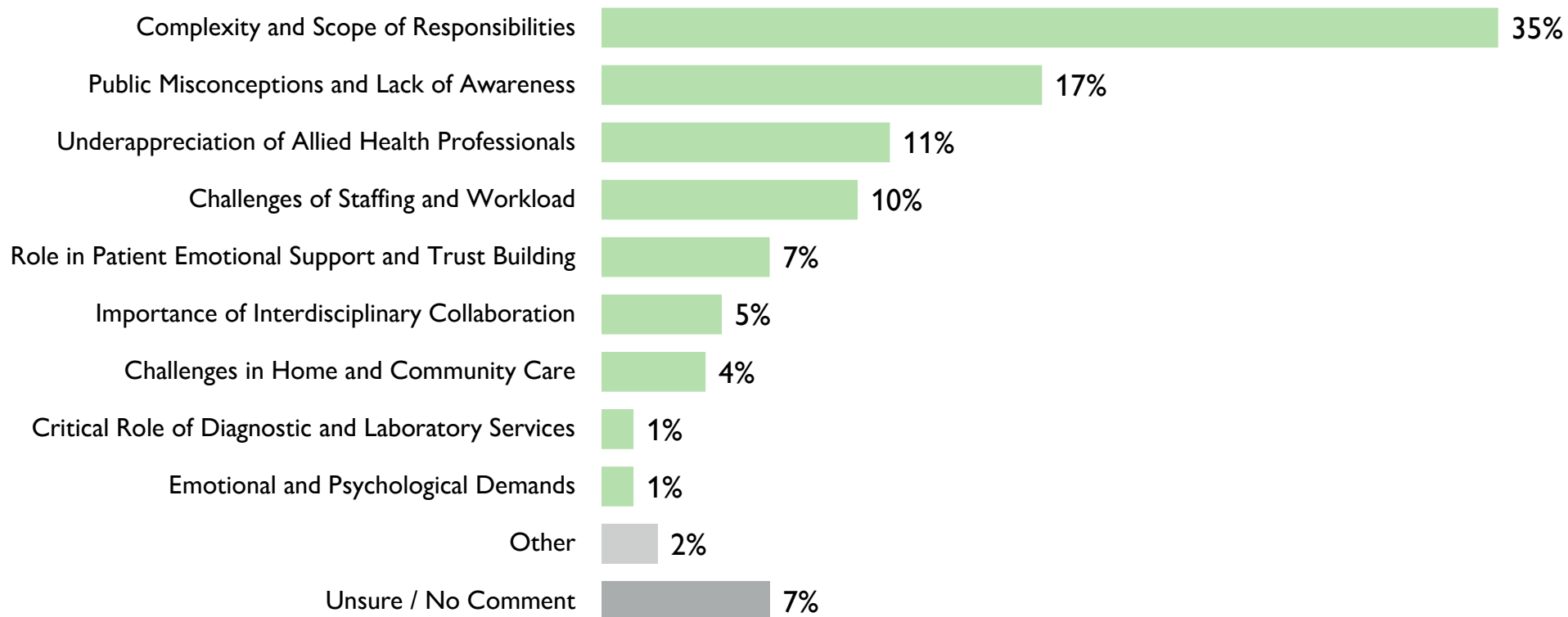


base n = 320  
Some labels <2% have been removed to improve chart legibility.



What are some responsibilities you believe that the public may not fully understand or appreciate about your role in healthcare? [CODED]

## What are some responsibilities you believe that the public may not fully understand or appreciate about your role in healthcare?



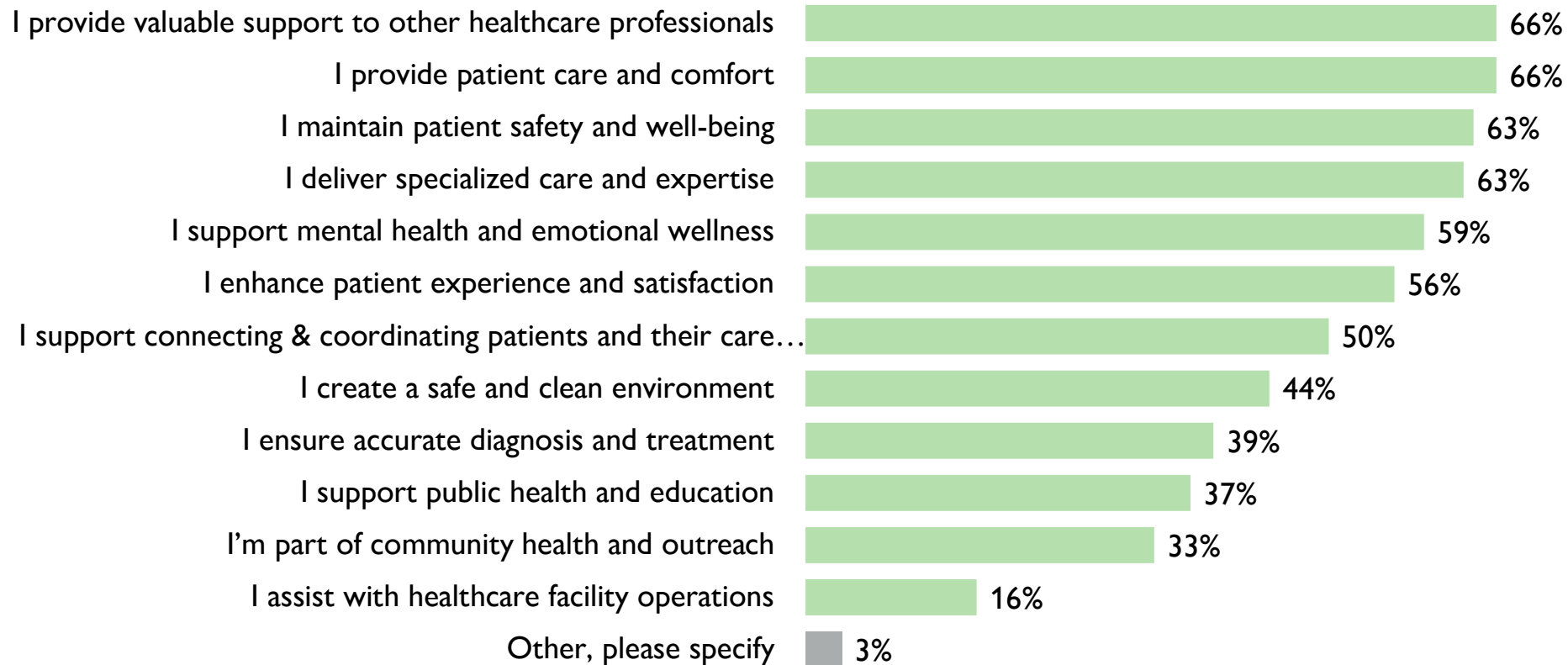
base n = 320





Which of the following best describes your contribution to healthcare? Please select all that apply

## Which of the following best describes your contribution to healthcare?

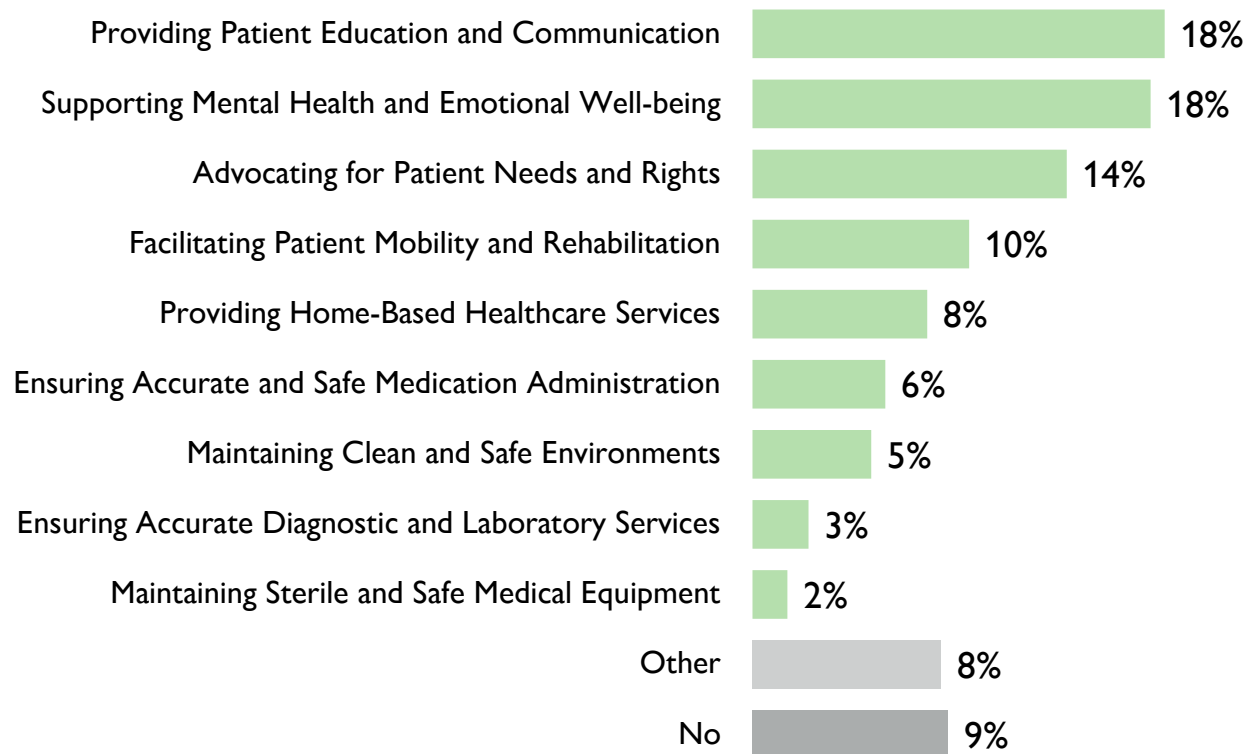


base n = 320



Is there an example you can give of how your work contributes to delivering quality healthcare and creating a safe, supportive environment for patients? [CODED]

## Is there an example you can give of how your work contributes to delivering quality healthcare and creating a safe, supportive environment for patients?

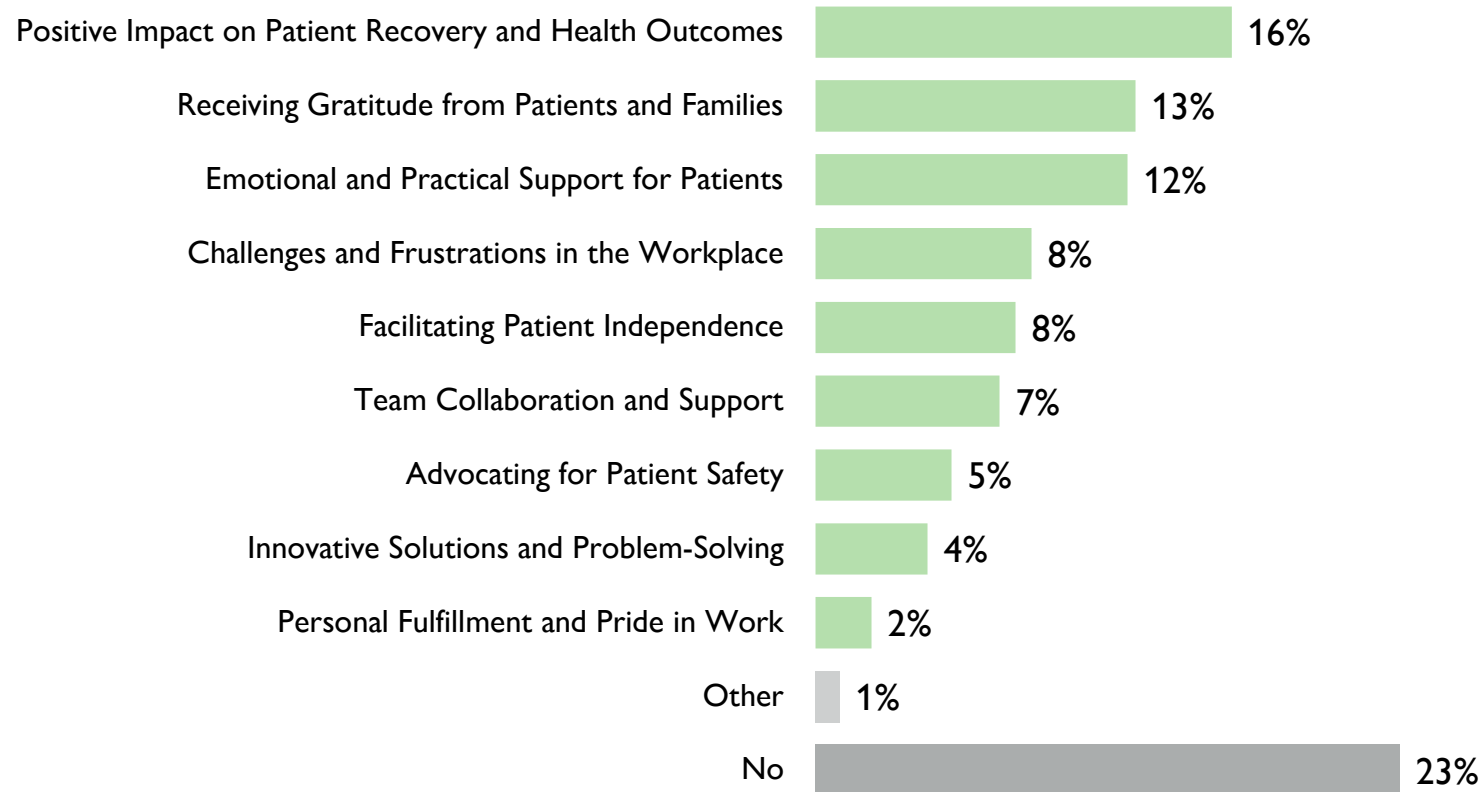


base n = 320



Can you share a story or experience from your work that highlights the impact you have on patients, families, or your team? This could be a moment that made you feel proud, a challenge you faced, or an experience that reflects the unique value of the work you do. [CODED]

## Can you share a story or experience from your work that highlights the impact you have on patients, families, or your team?



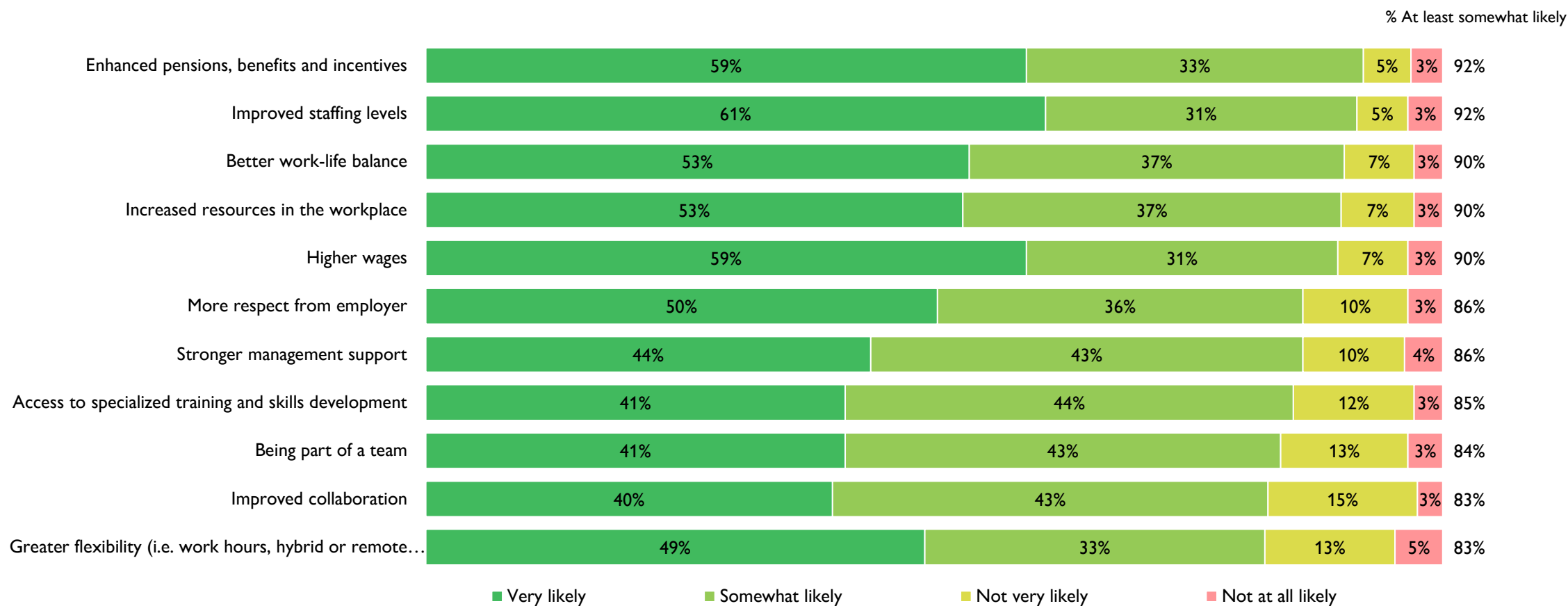
base n = 320

## Part 4: Solutions



Given the challenges working in healthcare today, how likely are each of the following factors to encourage you stay in healthcare?

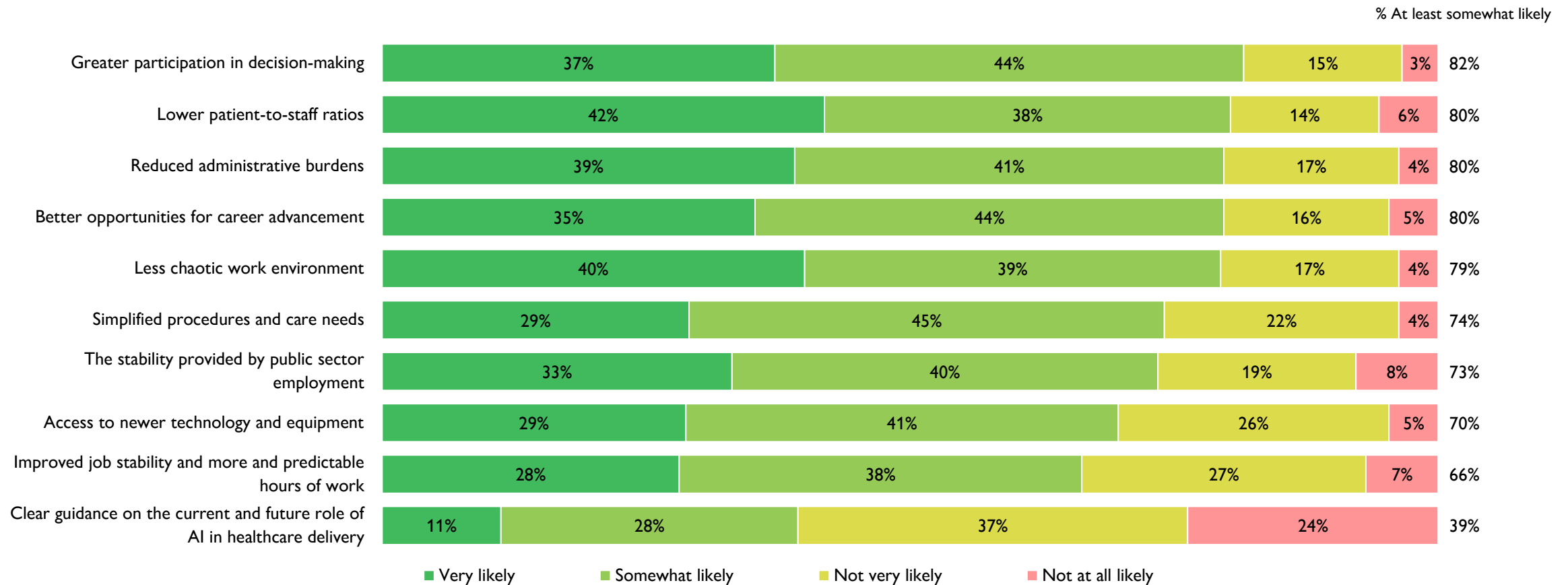
## Given the challenges working in healthcare today, how likely are each of the following factors to encourage you stay in healthcare?



base n = 320

Given the challenges working in healthcare today, how likely are each of the following factors to encourage you stay in healthcare?

## Given the challenges working in healthcare today, how likely are each of the following factors to encourage you stay in healthcare? [CONTINUED]

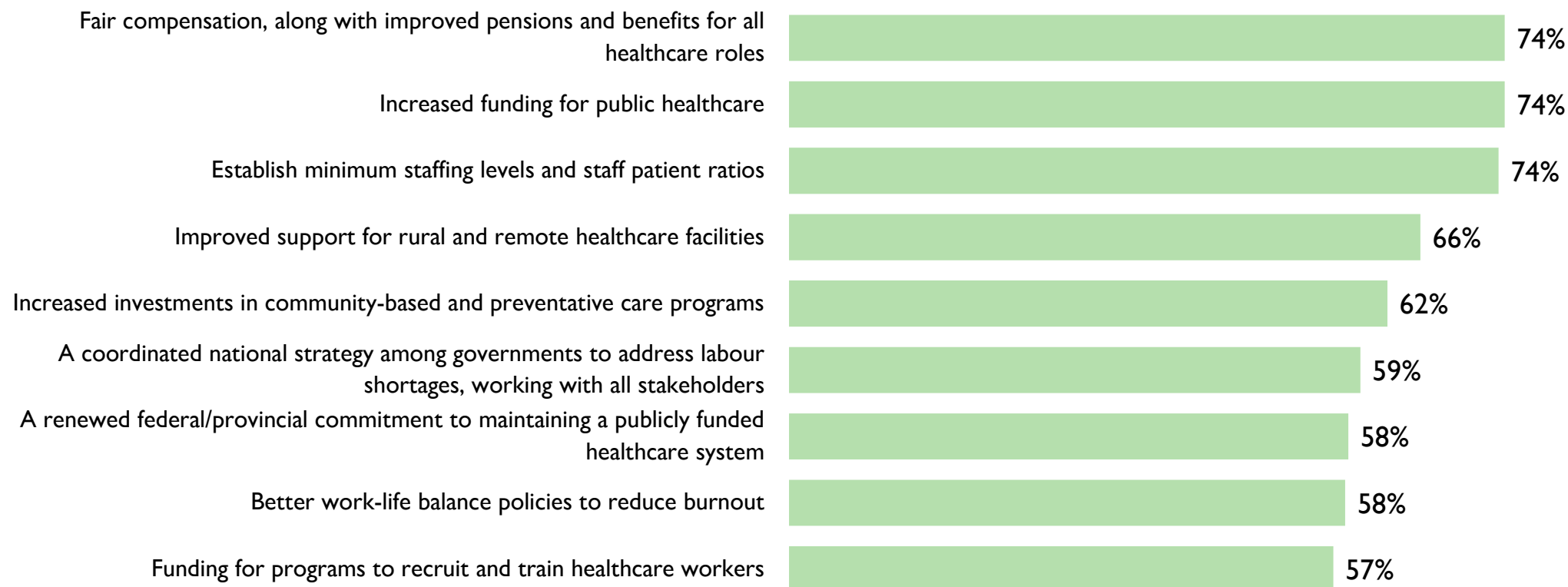


base n = 320



Regardless of whether you believe the healthcare system is in crisis, what actions do you think could help improve it? Please select all that apply.

## Regardless of whether you believe the healthcare system is in crisis, what actions do you think could help improve it?

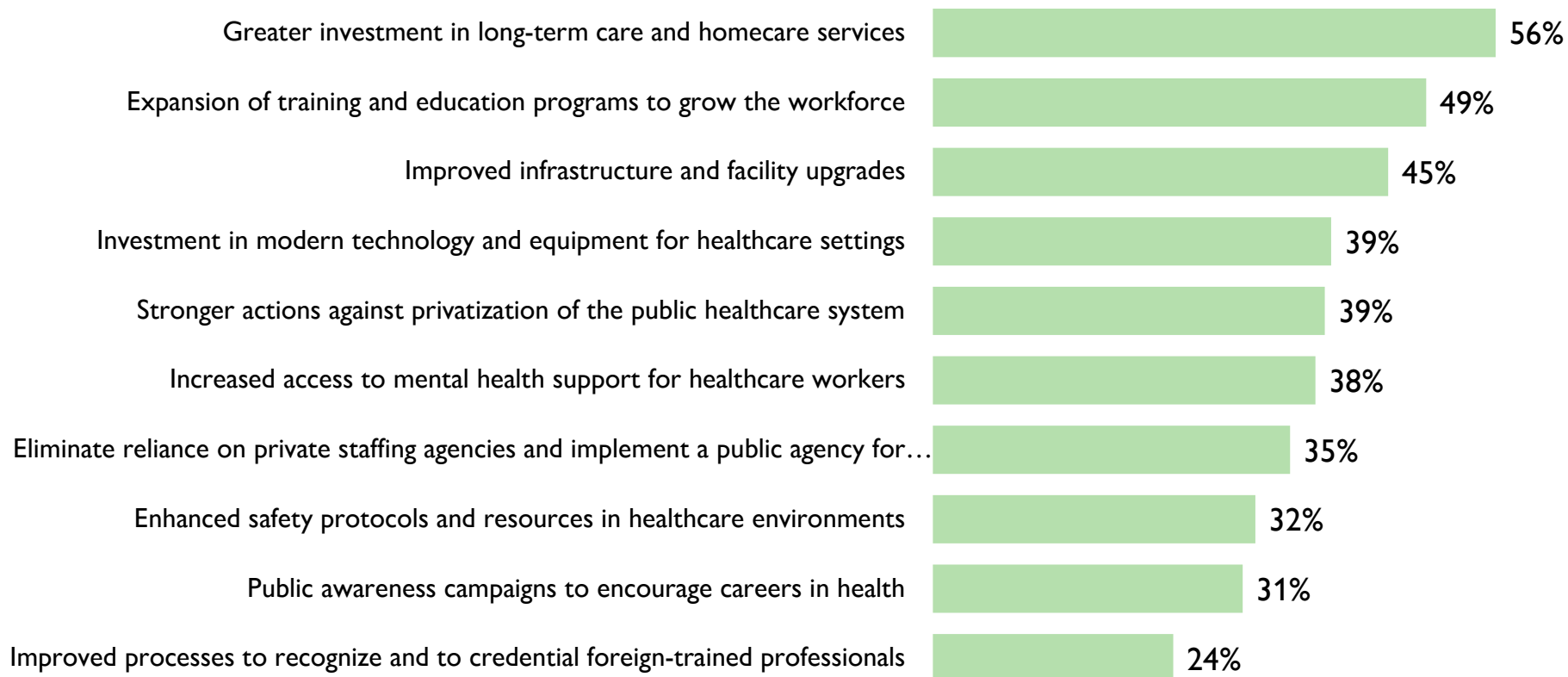


base n = 320



Regardless of whether you believe the healthcare system is in crisis, what actions do you think could help improve it? Please select all that apply.

## Regardless of whether you believe the healthcare system is in crisis, what actions do you think could help improve it? [CONTINUED]



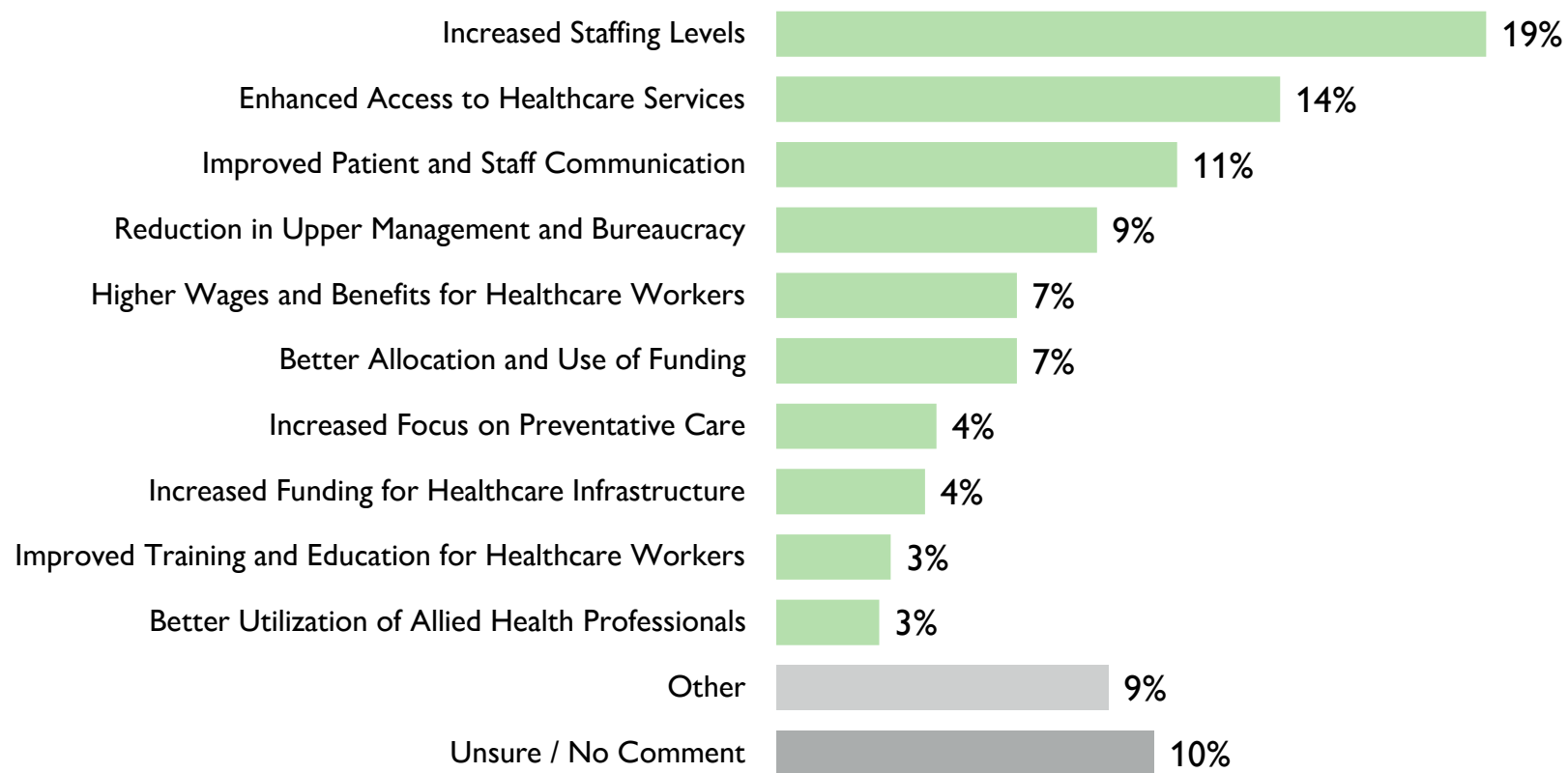
base n = 320





In your view, what is the single most important thing that could be done to make the healthcare system be more responsive to the needs of the public today?  
[CODED]

## In your view, what is the single most important thing that could be done to make the healthcare system be more responsive to the needs of the public today?

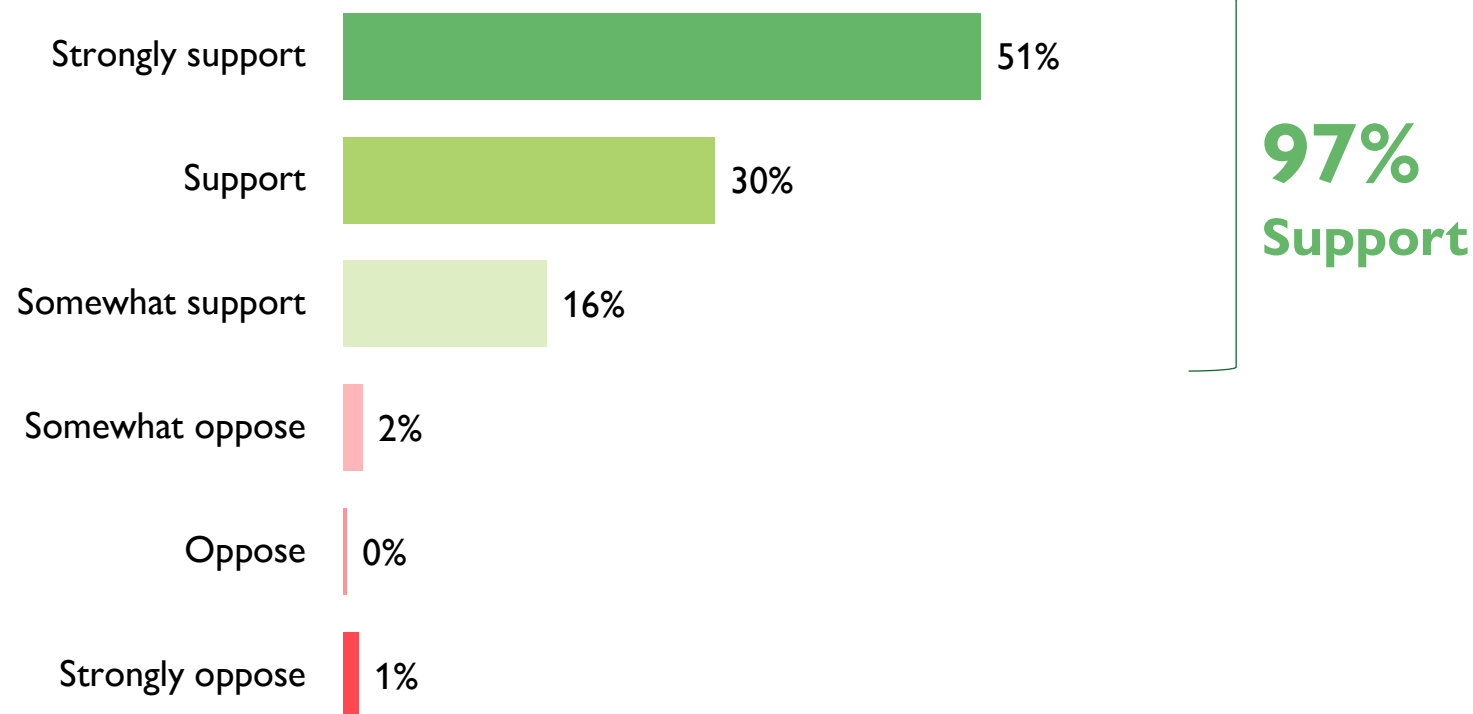


base n = 320



Currently, there is virtually no health workforce planning between different levels of government across the country. To what extent do you support a collaboration between workers, their unions, employers, governments, and educational institutions to come together to develop a detailed plan to tackle the labour shortages in healthcare today?

## To what extent do you support a collaboration between workers, their unions, employers, governments, and educational institutions to come together to develop a detailed plan to tackle the labour shortages in healthcare today?



base n = 320

# Thank You