

# A Workforce Needing Support: Mental Health and Quality of Work Life among Staff in Nova Scotia's Long-term Care Homes

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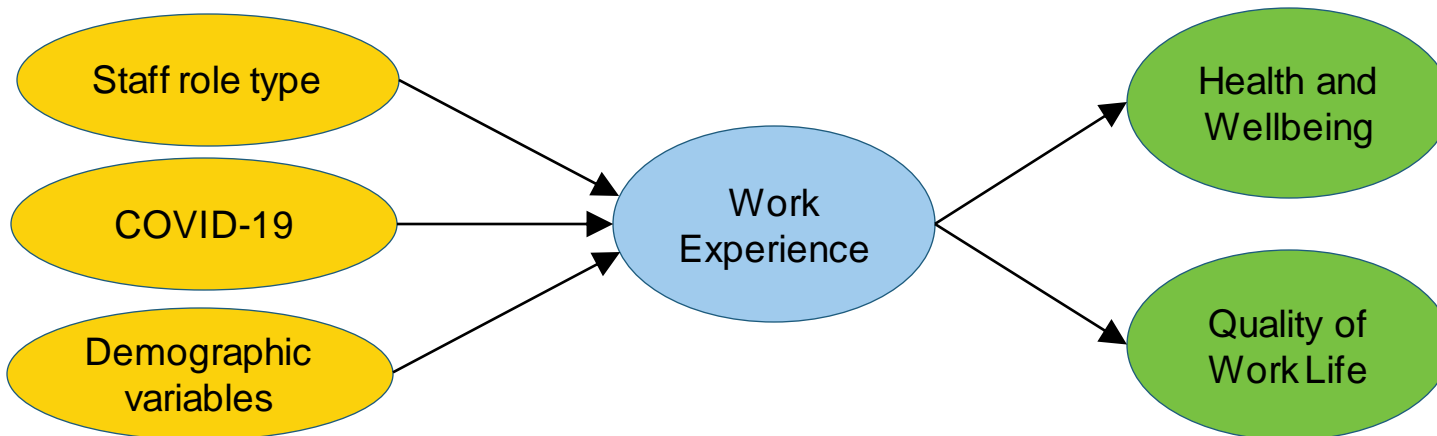
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## INTRODUCTION

Demand for long-term care (LTC) in Canada and especially in Nova Scotia is high and is projected to increase further as the population ages. NS LTC homes have faced issues with staff turnover that have been exacerbated by the COVID-19 pandemic, yet little data on the NS LTC workforce exists to support the development and review of staffing efforts. **Research questions:** How were NS LTC staff's wellbeing and quality of work life during the COVID-19 pandemic? How do these outcomes differ by role?



## METHODS

**Sample:** Continuing Care Aides (CCAs) (n = 266), Registered Nurses and Licensed Practical Nurses (n = 144), and Managers (n = 45) during the COVID-19 pandemic (October-December 2021) drawn from 10 LTC Homes (convenience samples)

**Method:** The TREC COVID-19 Impact Survey was administered with trained interviewer staff to CCAs and as an online questionnaire to nurses and managers. Study design was cross-sectional.

**Analysis:** A two-level mixed effects regression model, using care home of origin as the class factor, and adjusting for demographic variables with significant differences between job groups (years experience in job role and living with a partner)

**Note:** R version 4.2.1 with package 'nlme' version 3.1-162 used for modelling.

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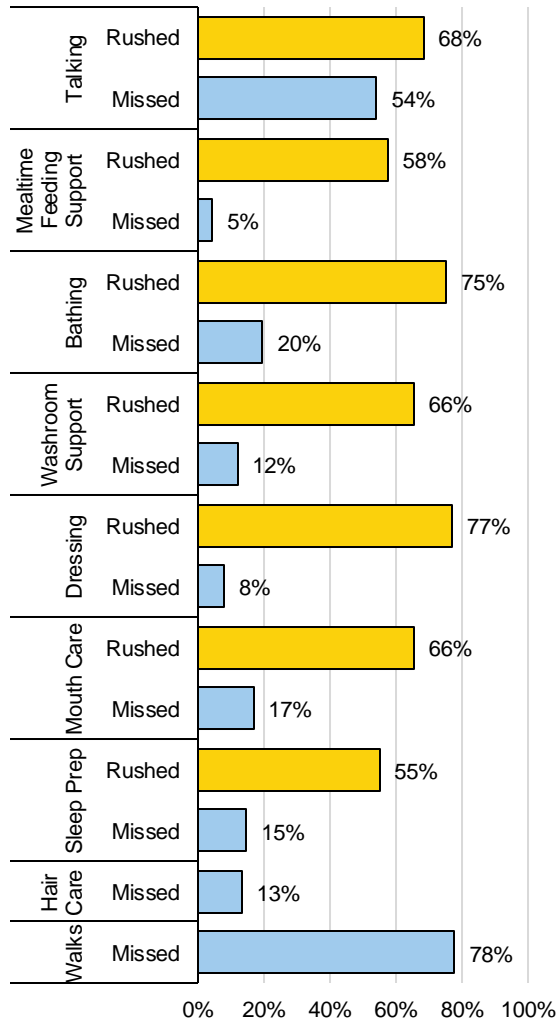
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## RESULTS

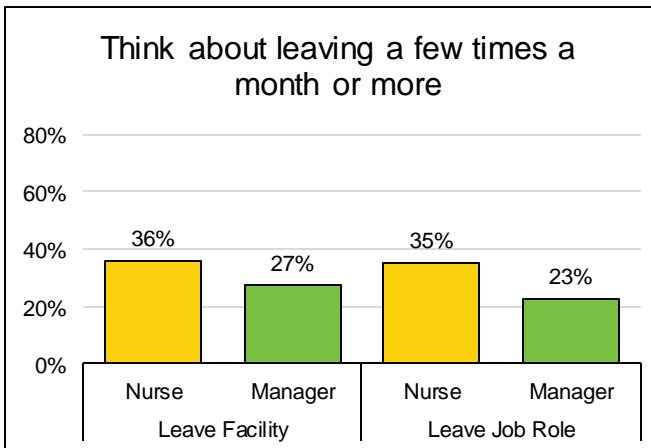
- CCAs reported lower scores on wellbeing/QWL than nurses and managers on most variables
- Nurses and managers were comparable on most measures
- CCAs had higher levels of professional efficacy than nurses and managers, implying an inherent sense of value in their work despite challenging working conditions and their consequences
- High rates of rushed/missed care from CCAs and worryingly high intent to leave by managers/nurses suggest insufficiencies in work environment in NS LTC

CCA missed and rushed care tasks on last shift



Measure	Mean			Regression coefficient		
	CCA	Nurse	Manager	Nurse - CCA	Manager - CCA	Manager - Nurse
SF-8 Phys Health (0-100)	45.2	47.4	51.7	2.37***	5.82***	3.46*
SF-8 Mental Health (0-100)	42.9	45.0	47.6	1.45**	5.71***	4.26*
Anxiety (0-21)	8.19	5.20	4.67	-2.76***	-3.87***	-1.11
MBI Cynicism (0-6)	2.77	2.32	1.89	-0.42**	-0.73***	-0.31
MBI Emotional Exhaustion (0-6)	3.66	2.54	2.15	-1.12***	-1.43***	-0.31
MBI Efficacy (0-6)	4.91	4.15	4.37	-0.73***	-0.60***	0.13
Job Satisfaction (1-5)	3.99	4.00	4.25	0.01	0.21	0.21

Think about leaving a few times a month or more



## CONCLUSION & NEXT STEPS

- Our findings suggest that CCAs, the main point of care for LTC residents, are in the greatest need for support
- This project and subsequent waves of data collection will aid in the development and monitoring of staffing initiatives in the LTC sector
- Wave 2 of data collection upcoming (Fall 2023)
- LTC QWL-AC, 50+ care homes across Atlantic Canada (Fall 2023/Winter 2024) (CIHR FRN186055)
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