

Quality of Work Life in Nova Scotia

Findings From the TREC Staff Survey

Managers

Thank you for your participation in the TREC Staff Survey. This research includes data collected at two different times. First, in 2021 (October 2021 – January 2022, during the COVID-19 pandemic) from 38 managers across 7 homes. Second, in 2024 (February 2024 – May 2024) from 21 managers in the same 7 homes. Below are learnings about the health and well-being of managers from NS in 2021 compared to 2024.

2021

N = 38 Managers

3% born outside Canada
5 years in role
8 years in current care home
80 hours worked in a typical two-week period

Results show that in 2024, more managers (7% more) were born outside of Canada, on average worked fewer years in their role (2 years) and 8 fewer hours in a typical 2-week period.

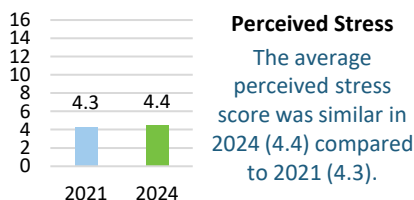
More than half (62%) of managers surveyed in 2024 had been working in their current care home since 2021 or before.

2024

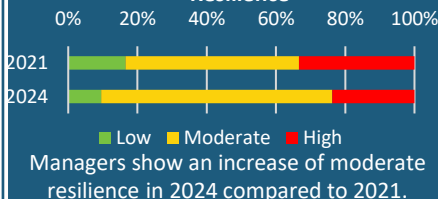
N = 21 Managers

10% born outside Canada
3 years in role
9 years in current care home
72 hours worked in a typical two-week period

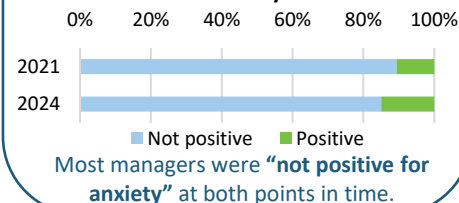
Health and Well-Being



Resilience



Anxiety

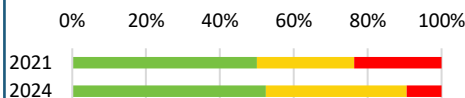


Quality of Work Life

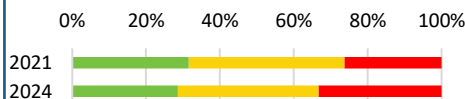
Higher risk of job burnout is indicated by high scores on cynicism and emotional exhaustion and low scores on efficacy.

Low Risk of Burnout Medium Risk of Burnout High Risk of Burnout

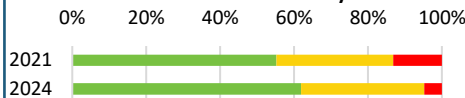
Burnout - Emotional Exhaustion



Burnout - Cynicism

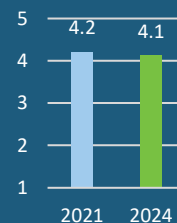


Burnout - Efficacy



Scores show most managers at moderate to high risk of burnout on emotional exhaustion and cynicism at both points in time, with slight increase of high risk for cynicism in 2024, but decrease in high risk for emotional exhaustion and efficacy.

Job Satisfaction



On a scale of 1 (low) to 5 (high), managers average job satisfaction score was similar at both points in time.

Why These Learnings Are Important

This study was the first of its kind in Atlantic Canada looking at staff in long-term care at two points in time. Findings showed that managers health and well-being and job satisfaction remained constant over time. While managers showed decreased risk of burnout on emotional exhaustion and efficacy, there was a slight increase in risk of burnout on cynicism.

Overall, these findings demonstrate changes overtime and offer valuable insight into an essential workforce. We can use this data to help make decisions in areas like policy and supports for staff in long-term care.

This research is part of the Atlantic Research Collaboration on Long-term Care in partnership with:



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