

Quality of Work Life in Nova Scotia

Findings From the TREC Staff Survey

Nurses (RNs and LPNs)

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 104 nurses across 7 homes. Second, in 2024 (February 2024 – May 2024) from 115 nurses in the same 7 homes. Below are learnings about the health and well-being of nurses from NS in 2021 compared to 2024.

2021**N = 104 Nurses**

15% born outside Canada

13 years in role

8 years in current care home

68 hours worked in a typical two-week period

Results show that in 2024, more nurses (15% more) were born outside of Canada, and on average worked 1 hour more in a typical 2-week period.

More than half (66%) of nurses surveyed in 2024 had been working in their current care home since 2021 or before.

2024**N = 115 Nurses**

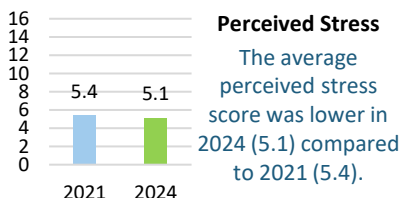
30% born outside Canada

13 years in role

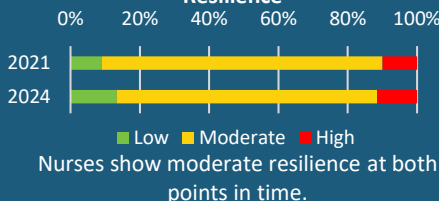
9 years in current care home

69 hours worked in a typical two-week period

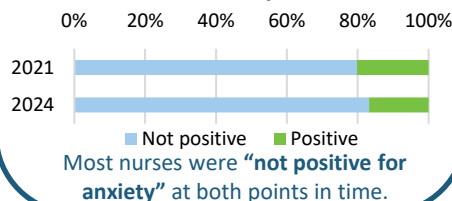
Health and Well-Being



Resilience



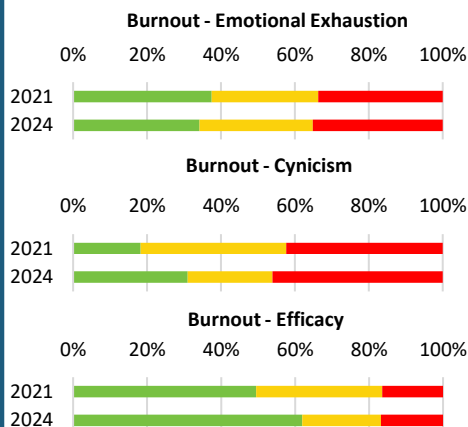
Anxiety



Quality of Work Life

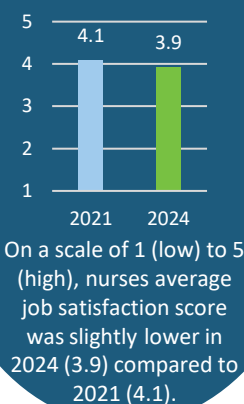
Higher risk of job burnout is indicated by high scores on cynicism and emotional exhaustion and low scores on efficacy.

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



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

Job Satisfaction



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 nurses had some improvement, with a decrease in stress and increase in efficacy. However, nurses showed slight increase in risk for burnout on emotional exhaustion and a slight decrease in job satisfaction.

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.

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