

Long Term Care Staff Quality of Work Life

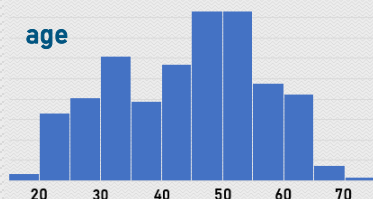
TREC COVID Impact Survey

First Snapshot of Continuing Care Assistants



Thank you for your participation in the TREC COVID Impact Survey between October 2021 and January 2022. We were able to collect 266 surveys from Continuing Care Assistants from 10 care homes in Nova Scotia. Below are initial learnings about the health and well being of CCAs in the study.

Respondent Profile



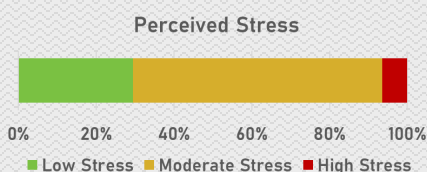
The average respondent was in their early forties with 12.3 years worked as a CCA; 6.1 years were worked in their current care facility. The average respondent worked 76 hours in their previous pay period.

12.3
years in role

6.1
years in current facility

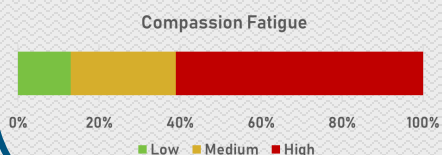
76
hours worked in previous two weeks

Health and Wellbeing



Most (64%) CCAs experienced a moderate amount of stress, with 6% reporting high stress.

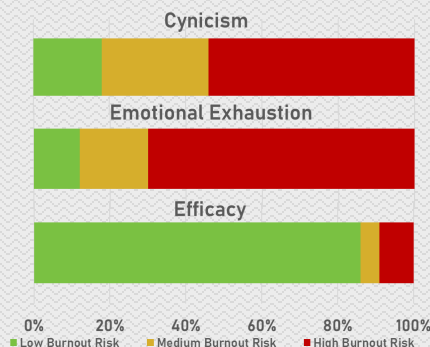
Most (73%) CCAs report a moderate level of resilience, while 19% reported low resilience.



Most (61%) CCAs showed a high level of compassion fatigue, with 26% reporting moderate level.

Quality of Work Life

The Maslach Burnout Inventory assesses risk of job burnout using 3 measures. High scores in Cynicism and Emotional Exhaustion and low scores in Efficacy indicate risk of burnout.



Most CCAs reported high levels of cynicism (54%) and emotional exhaustion (70%). However, they overwhelmingly showed high levels of efficacy (86%).

On a scale of 1 (low) to 5 (high), CCAs averaged a Job Satisfaction score of 3.98.



Why are these learnings important?

Overall, many CCAs reported moderate to high levels of stress, compassion fatigue, and burnout. At the same time, we found that CCAs are generally satisfied in their job and maintain a high sense of accomplishment in their work (efficacy). While some levels of stress may be considered a given in healthcare settings, CCAs should pay attention to their mental health and employers should consider ways to support CCAs in their job.



This type of evidence is new for the NS long term care sector and offers valuable insights into this essential workforce. Retention of staff in long term care is a concern so it is important to monitor how the experience of CCAs may change as the pandemic evolves. These and other learnings from the survey are being shared with sector leaders and government decision makers to help inform sector enhancements.

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For more information about the TREC Research Program, please visit:
trecresearch.ca



Questions?
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