Long Term Care Staff Quality of Work Life
TREC COVID Impact Survey
First Snapshot of RNs and LPNs

MOUNT SAINT VINCENT UNIVERSITY

TREC — Translating Research in Elder Care

Thank you for your participation in the TREC COVID Impact Survey between October 2021 and January 2022. We were able to collect 144 surveys from RNs and LPNs from 10 care homes in Nova Scotia. Below are initial learnings about the health and wellbeing of nurses in the study.

Age
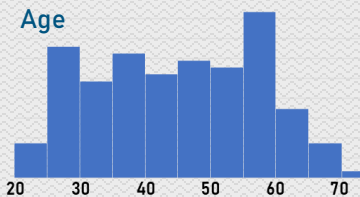
Respondent Profile

Respondent ages had an even distribution from 25 to 60. The average nurse had worked for 13 years in their current job role and 7.6 years in their current facility, although these were both slightly higher for LPNs. The average respondent worked 69 hours in their previous pay period.
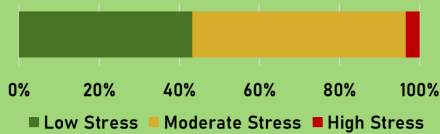
13.0 years in role

7.6 years in current facility

69 hours worked in previous two weeks

Health and Wellbeing
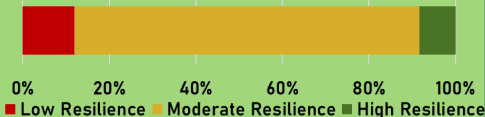
Perceived Stress
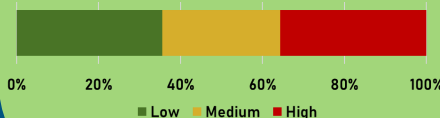

- Low Stress
- Moderate Stress
- High Stress

Most (53%) nurses report a moderate amount of stress, with only 4% reporting high stress.

Most (76%) nurses report a moderate level of resilience, while 11% reported low resilience.

Resilience

- Low Resilience
- Moderate Resilience
- High Resilience

Compassion Fatigue

- Low
- Medium
- High

Over 1/3 of nurses showed high levels of compassion fatigue.

Quality of Work Life

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

Cynicism

Emotional Exhaustion

Efficacy

- Low Burnout Risk
- Medium Burnout Risk
- High Burnout Risk
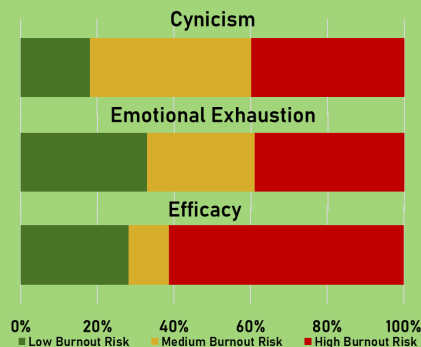
Almost half of nurses reported high levels of cynicism (42%) and high levels of emotional exhaustion (39%), and close to 2/3 report low levels of efficacy (61%)

On a scale of 1 (low) to 5 (high), nurses averaged a Job Satisfaction score of 4.0.

Job Satisfaction
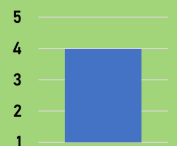
Why are these learnings important?

Overall, many nurses showed moderate to high levels of stress, compassion fatigue, and burnout. At the same time, we found that nurses are generally satisfied in their job. While most had moderate levels of resilience, nurses tended to struggle with maintaining a sense of accomplishment in their work (efficacy). Some level of stress may be considered a given in healthcare settings, but nurses should pay attention to their mental health and employers should consider ways to support them in their job.

This type of evidence is new for the NS long term care sector and offers valuable insights into this workforce. Retention of staff in long term care is a concern so it is important to monitor how the experience of RNs and LPNs 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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