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the VOICE for
registered nurses,
nurse practitioners
and nursing students
in Ontario

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COVID-19 Webinar Series

Nurse Wellness Survey Results: RNAO's
Pulse on RNs, NPs and Nursing Students

Mar. 8, 2021
2-4 p.m.

WE ARE HERE FOR YOU!

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- Listening and learning
- Speaking out
- Advocating
- Connecting and supporting
- Cheering for you
- Keeping you informed
- **#TogetherWeCanDoIT**



COVID-19 #TogetherWeCanDoIT



Doris' COVID-19 Blog

RNAO Work and Well-Being Survey



COVID-19 Press Room



COVID-19 Vaccine Information and



TACKLING ANTI-BLACK RACISM AND DISCRIMINATION WITHIN THE NURSING PROFESSION



#NP #LTC



A Forum for Health Workers

Sharing and Tackling Emerging Care Issues Together



Resources for psychosocial support during the COVID-19 pandemic

Mental health and well-being is essential. To maintain the safety of the health-care workers and their families during this crisis, a list of recommended resources has been compiled for you in partnership with Advantage Ontario.

Support for Health Workers

RN Careers
The career site for nurses

Agenda

Welcome & introductory comments	Dr. Doris Grinspun, RNAO CEO Morgan Hoffarth, RNAO President
RNAO Work and Well-Being Survey Results <ul style="list-style-type: none">•The respondents•Pandemic impacts•Pandemic responses•The future at work	Matthew Kellway Director, Nursing and Health Policy
Questions and discussion	All
Conclusions and next steps	Dr. Doris Grinspun, RNAO CEO

How to participate today

- Use the chat box to comment and ask questions
- Please note: this session will be recorded



RNAO's pulse: Health and well-being of nurses

March 8, 2021



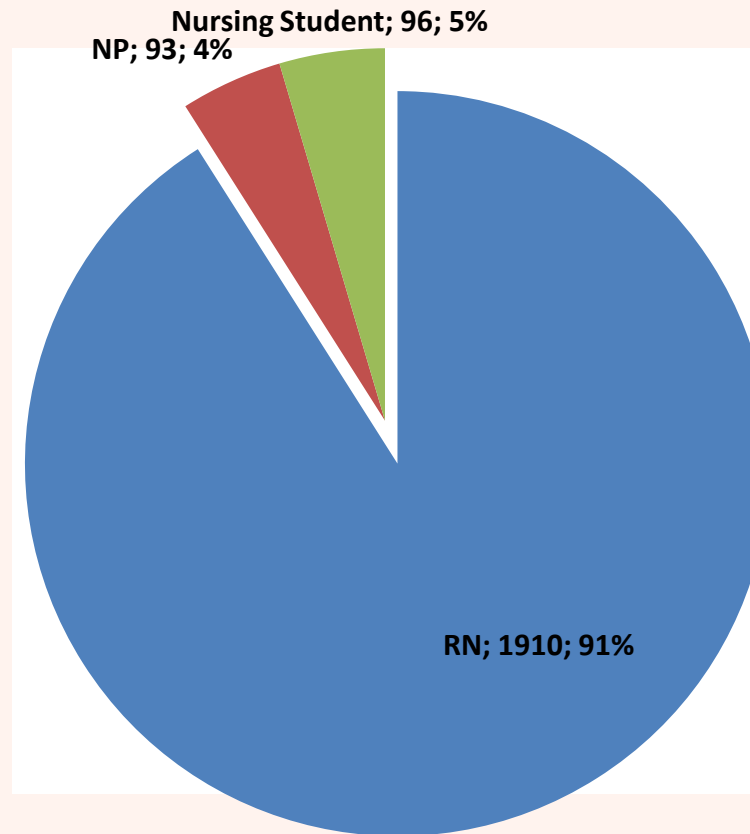
PART 1

THE RESPONDENTS



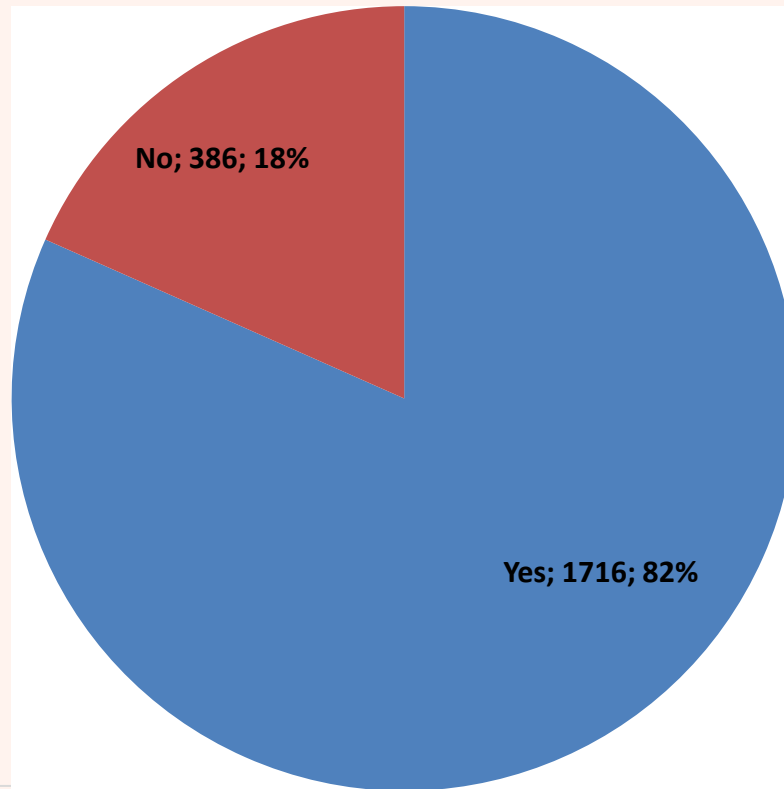
RN Status

Column1

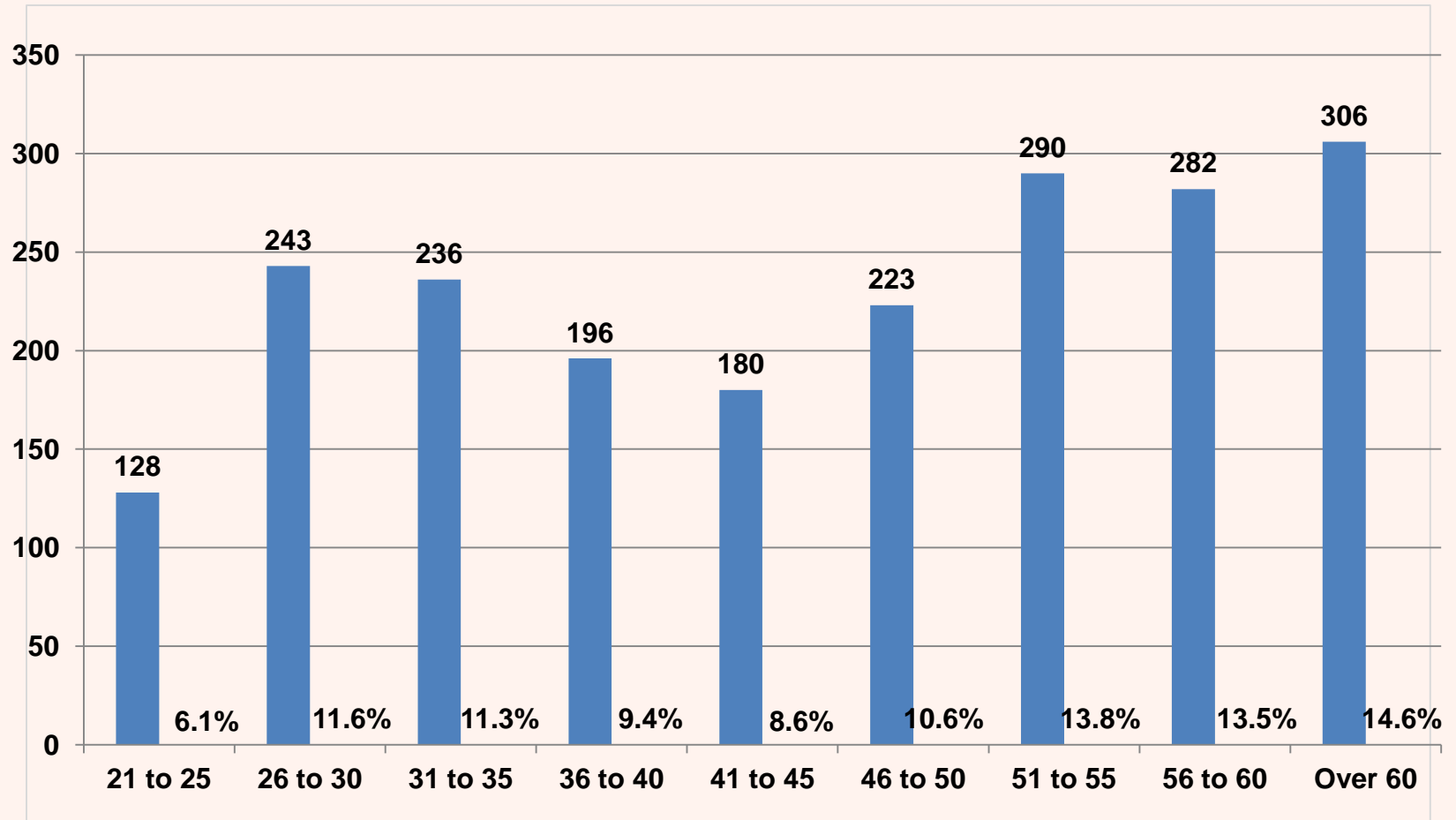


RNAO Member

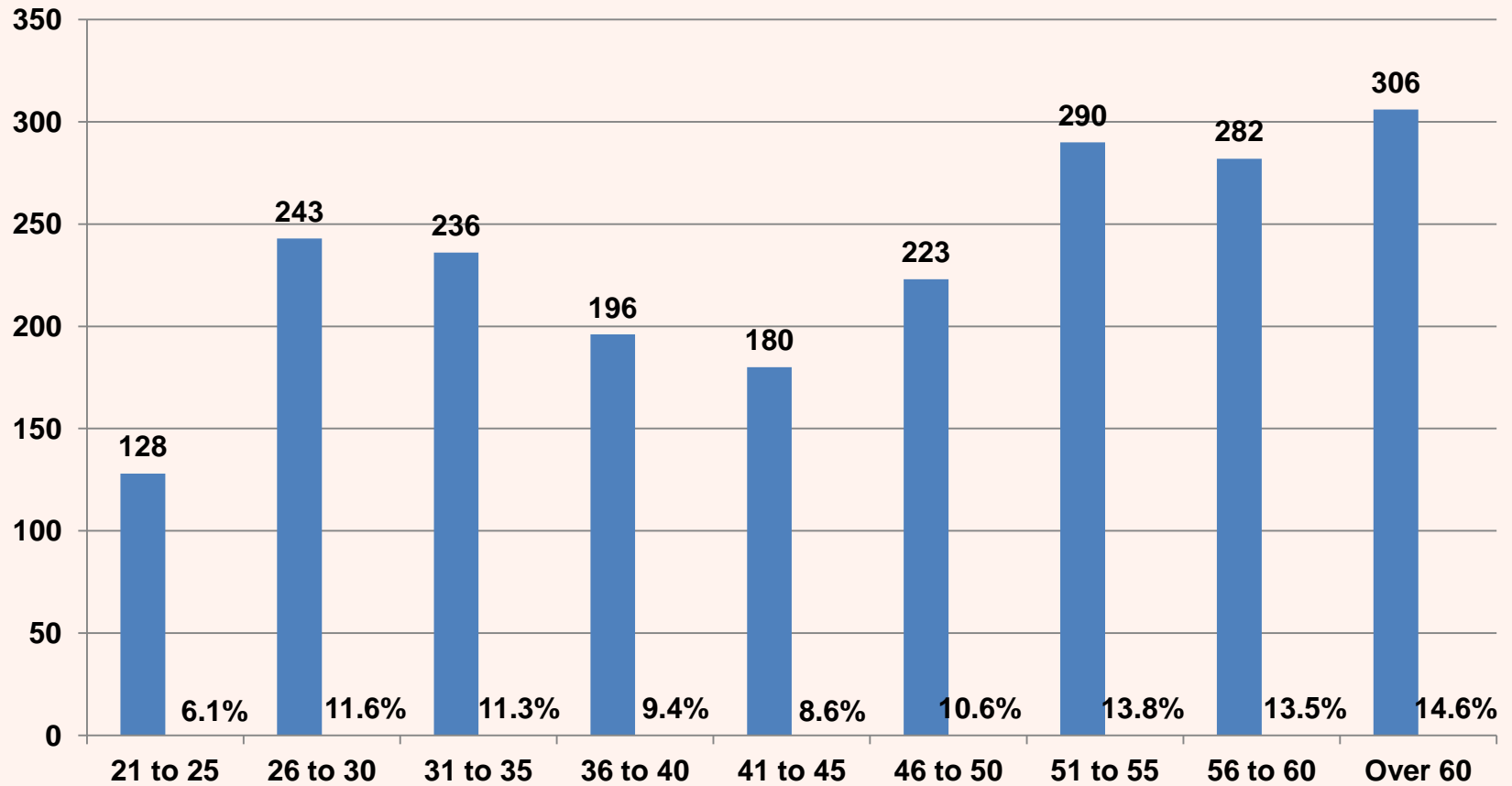
Column1



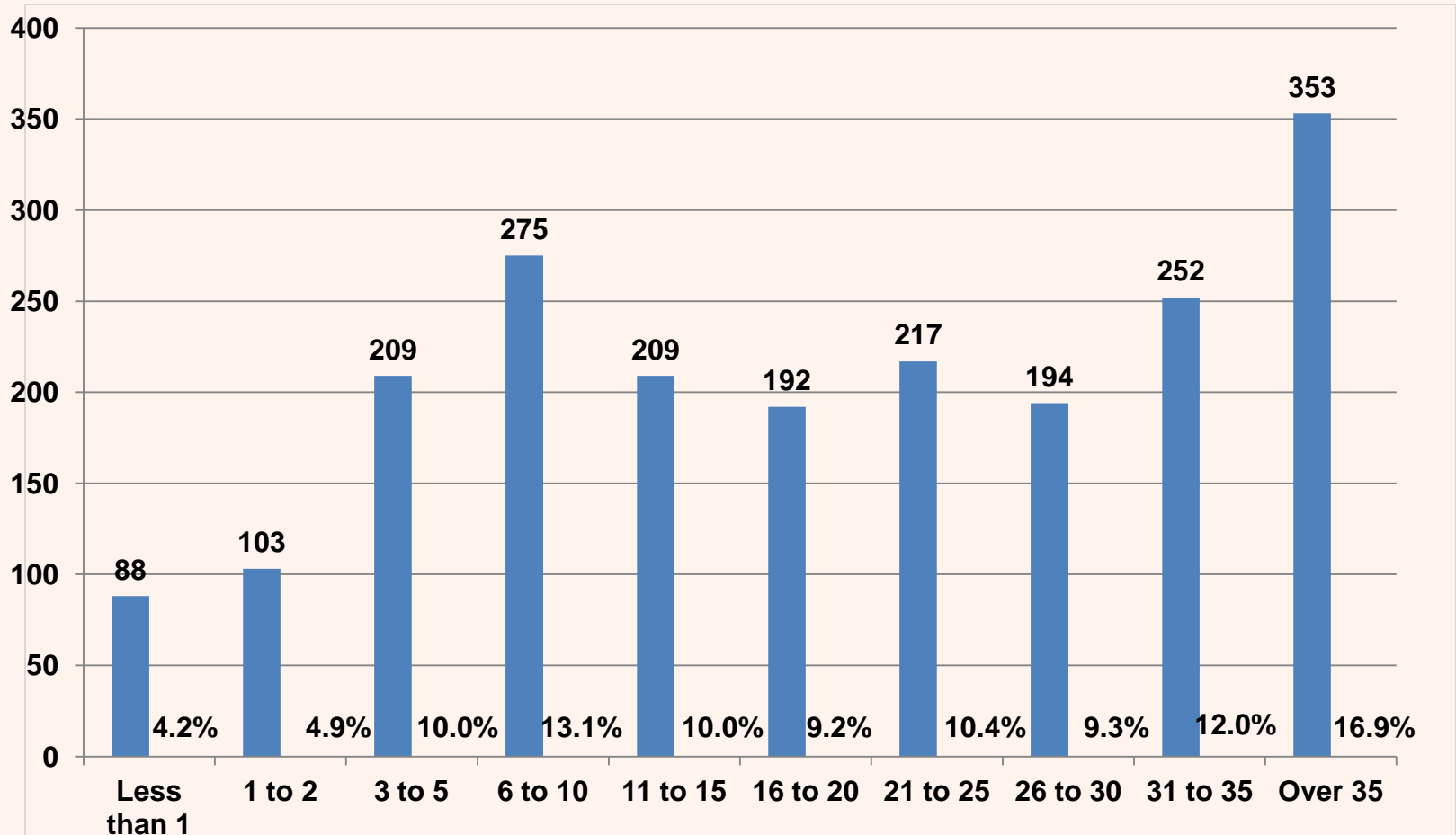
Domain of Practice



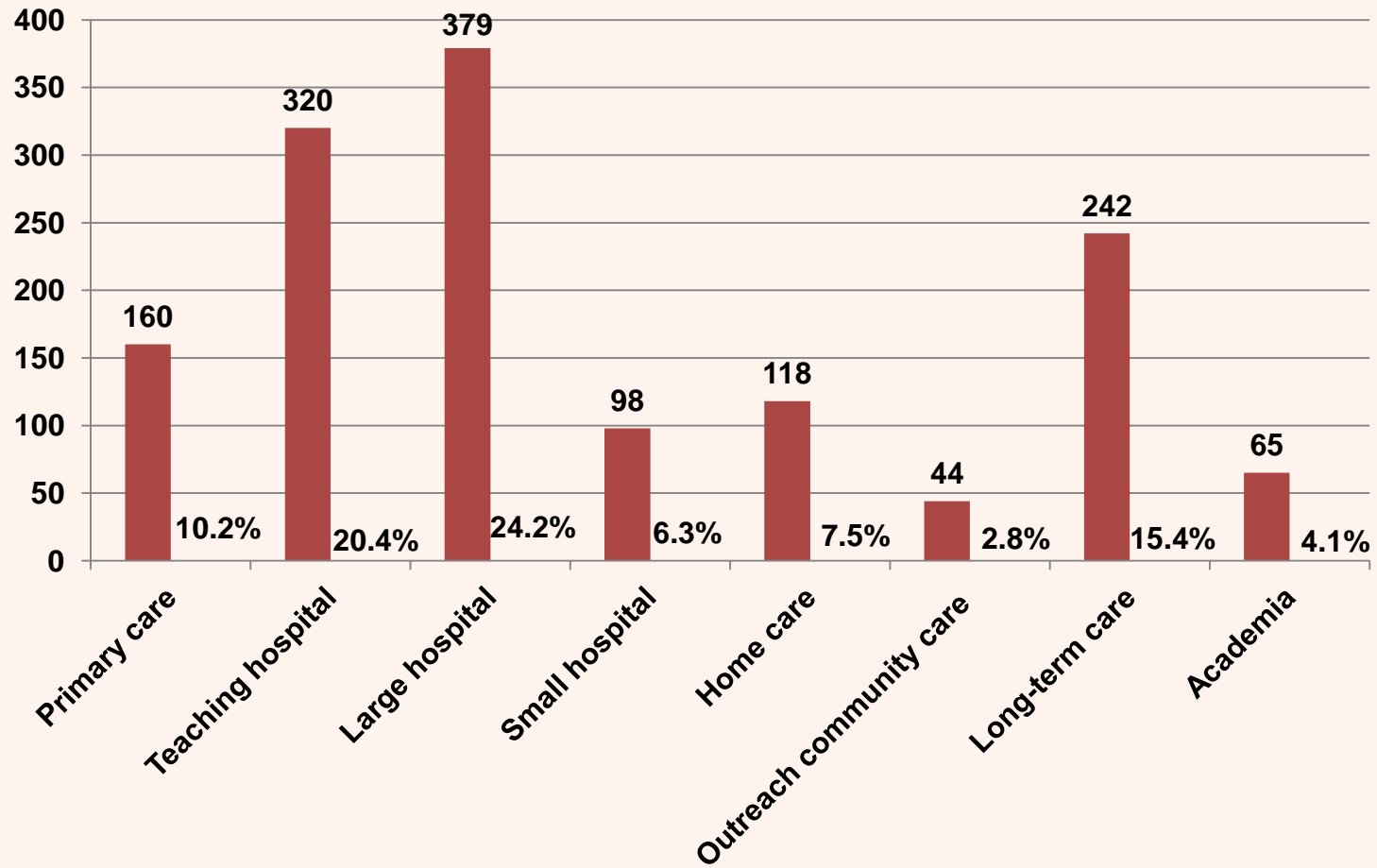
Age Distribution



How many years have you been nursing?



What is your current work setting?



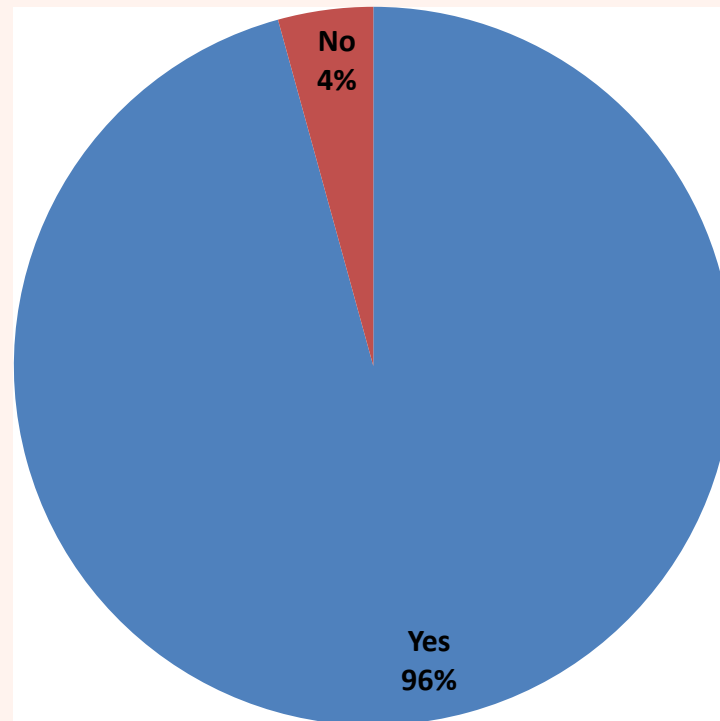
PART 2

PANDEMIC IMPACTS

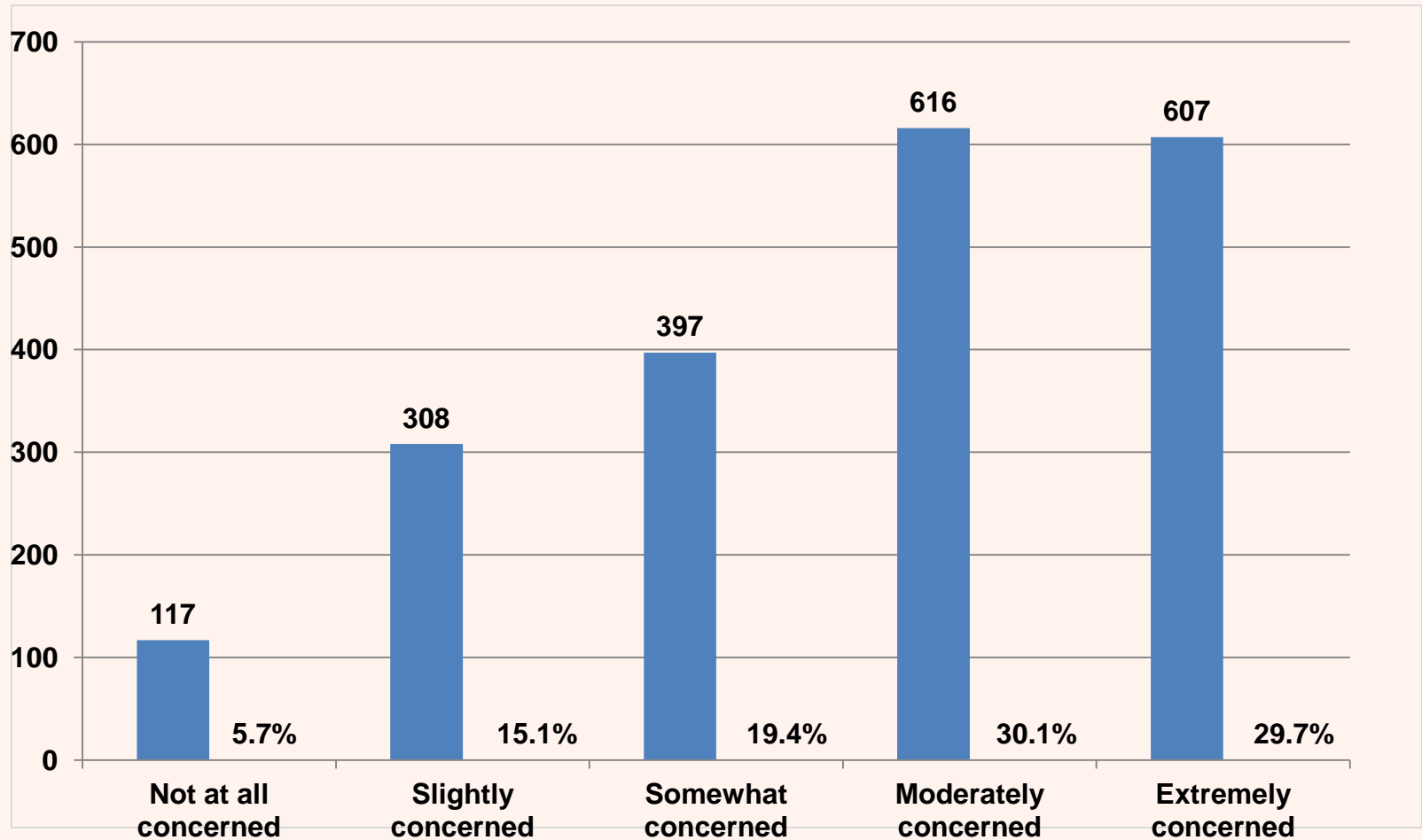


Has your work been impacted by the pandemic?

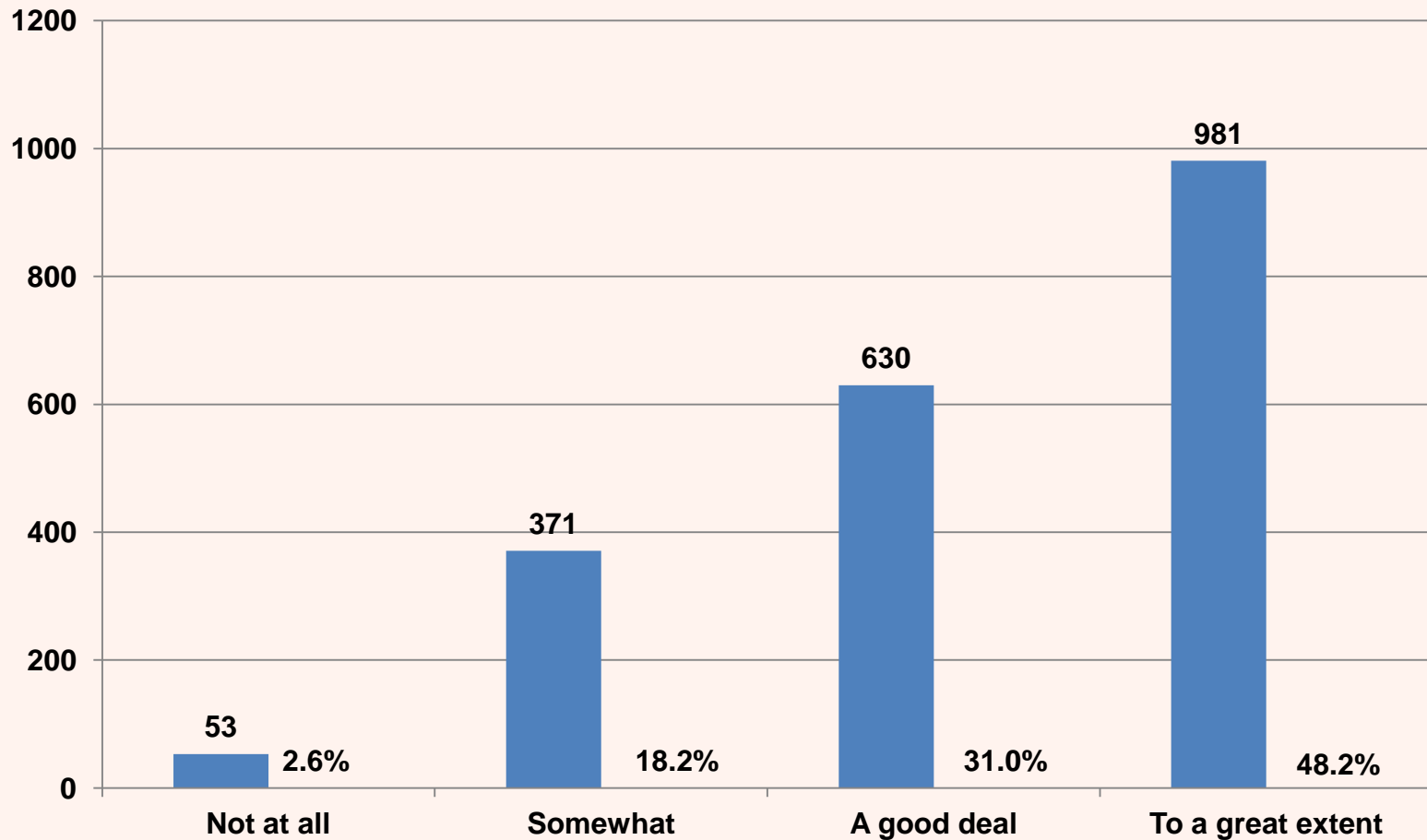
6. Has your work been impacted by the pandemic?



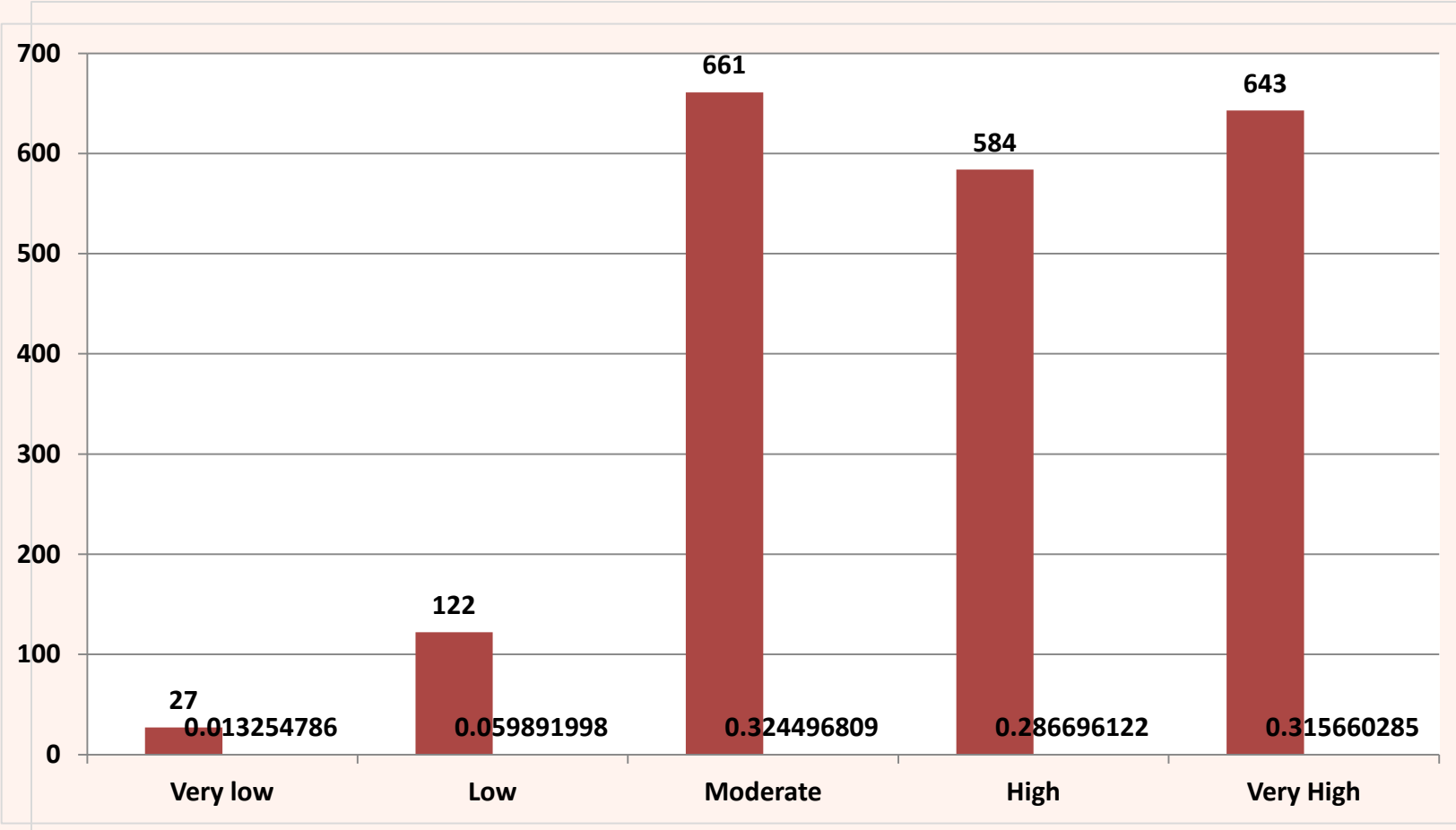
How concerned were/are you about work-related risks to your personal health due to COVID-19?



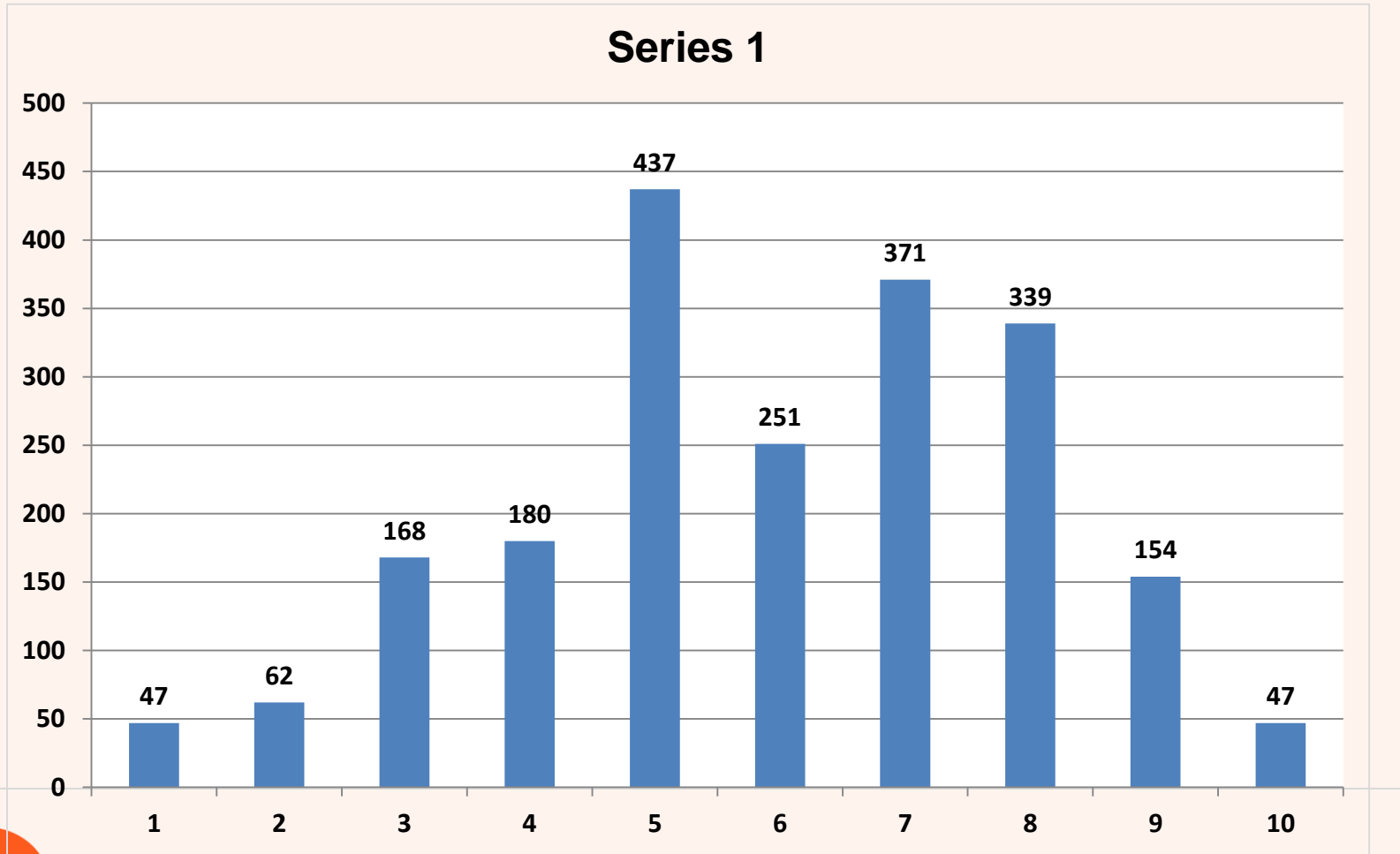
To what extent has the COVID-19 pandemic affected your work/life balance as a nurse?



How would you rate the level of stress you have experienced in your job due to the pandemic?



Please rate how well you perceive yourself to be coping during this challenging time, with 10 representing excellent coping and adjustment



RN Self-Reported Coping and Adjustment by Age Group

Age	1	2	3	4	5	6	7	8	9	10	Total
Blank	0.0%	0.0%	0.0%	16.7%	16.7%	16.7%	0.0%	0.0%	50.0%	0.0%	100%
16 to 20	0.0%	0.0%	0.0%	0.0%	33.3%	8.3%	41.7%	8.3%	8.3%	0.0%	100%
21 to 25	3.2%	4.0%	19.0%	14.3%	24.6%	10.3%	12.7%	6.3%	5.6%	0.0%	100%
26 to 30	2.5%	5.5%	8.5%	16.1%	26.3%	12.7%	16.1%	8.5%	2.1%	1.7%	100%
31 to 35	3.1%	3.5%	9.7%	9.3%	30.8%	13.2%	14.5%	11.5%	3.1%	1.3%	100%
36 to 40	4.8%	2.7%	12.3%	10.2%	17.6%	13.4%	23.0%	10.2%	4.8%	1.1%	100%
41 to 45	3.4%	3.9%	9.5%	7.8%	25.7%	13.4%	13.4%	16.8%	4.5%	1.7%	100%
46 to 50	1.8%	2.7%	10.4%	6.8%	17.2%	17.2%	19.5%	15.4%	6.3%	2.7%	100%
51 to 55	2.1%	3.8%	9.7%	8.3%	20.1%	10.1%	15.3%	19.4%	9.0%	2.1%	100%
56 to 60	0.4%	2.5%	2.2%	5.0%	16.5%	12.2%	23.3%	23.3%	11.1%	3.6%	100%
Over 60	1.4%	0.0%	1.7%	5.4%	16.3%	8.8%	20.3%	27.1%	14.6%	4.4%	100%
Grand Total	2.3%	3.0%	8.2%	8.8%	21.3%	12.2%	18.0%	16.5%	7.5%	2.3%	100%



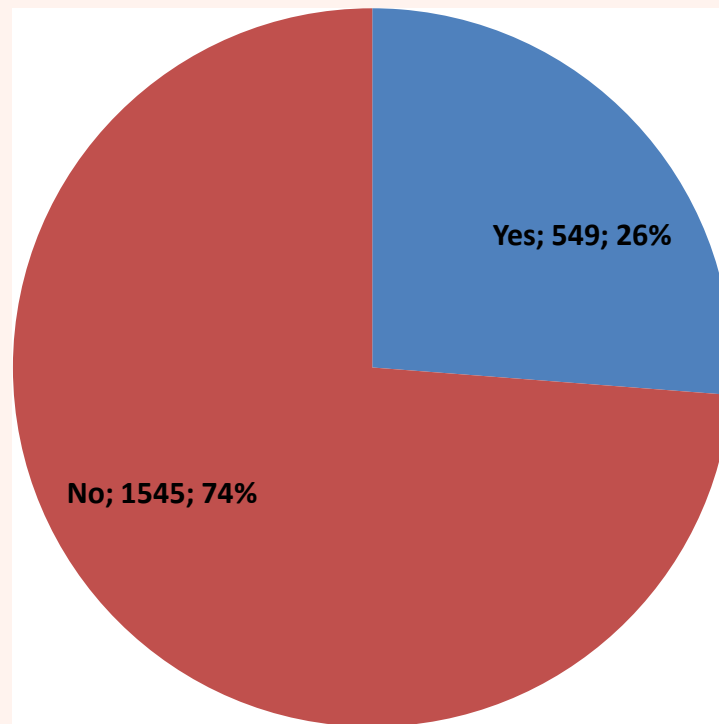
PART 3

PANDEMIC RESPONSES

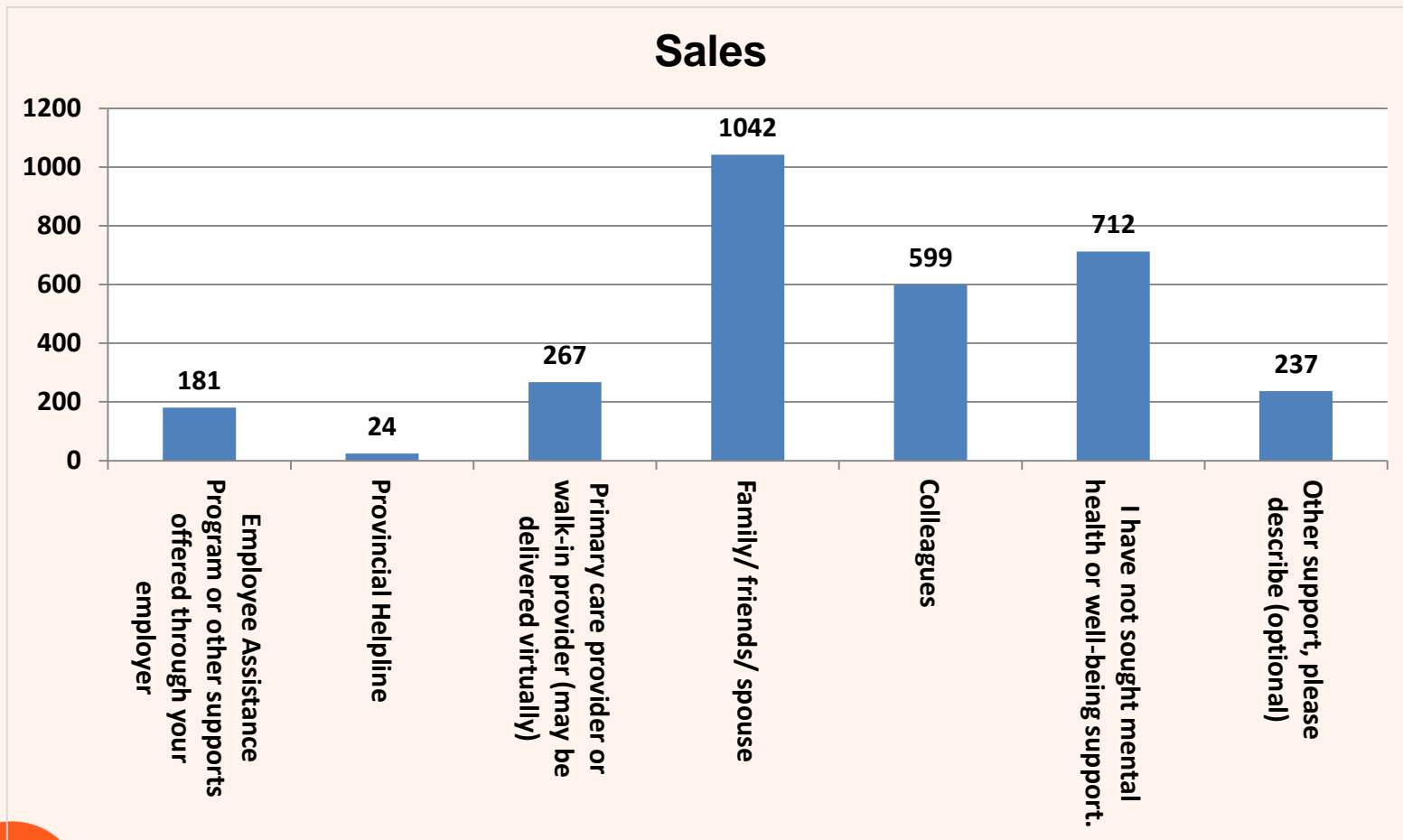


Have you taken time off to manage stress, anxiety or other mental health issues related to your work during the pandemic?

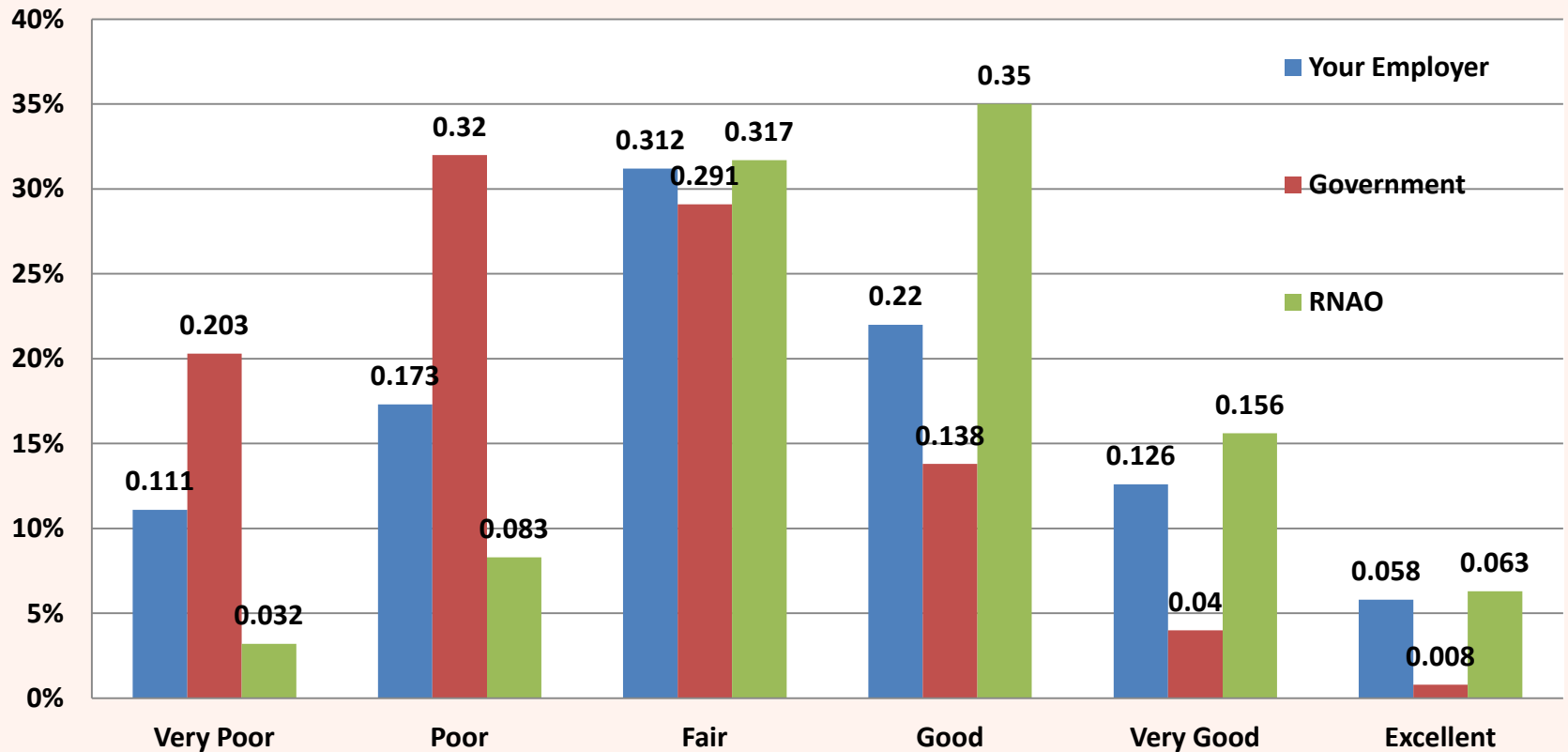
Series 1



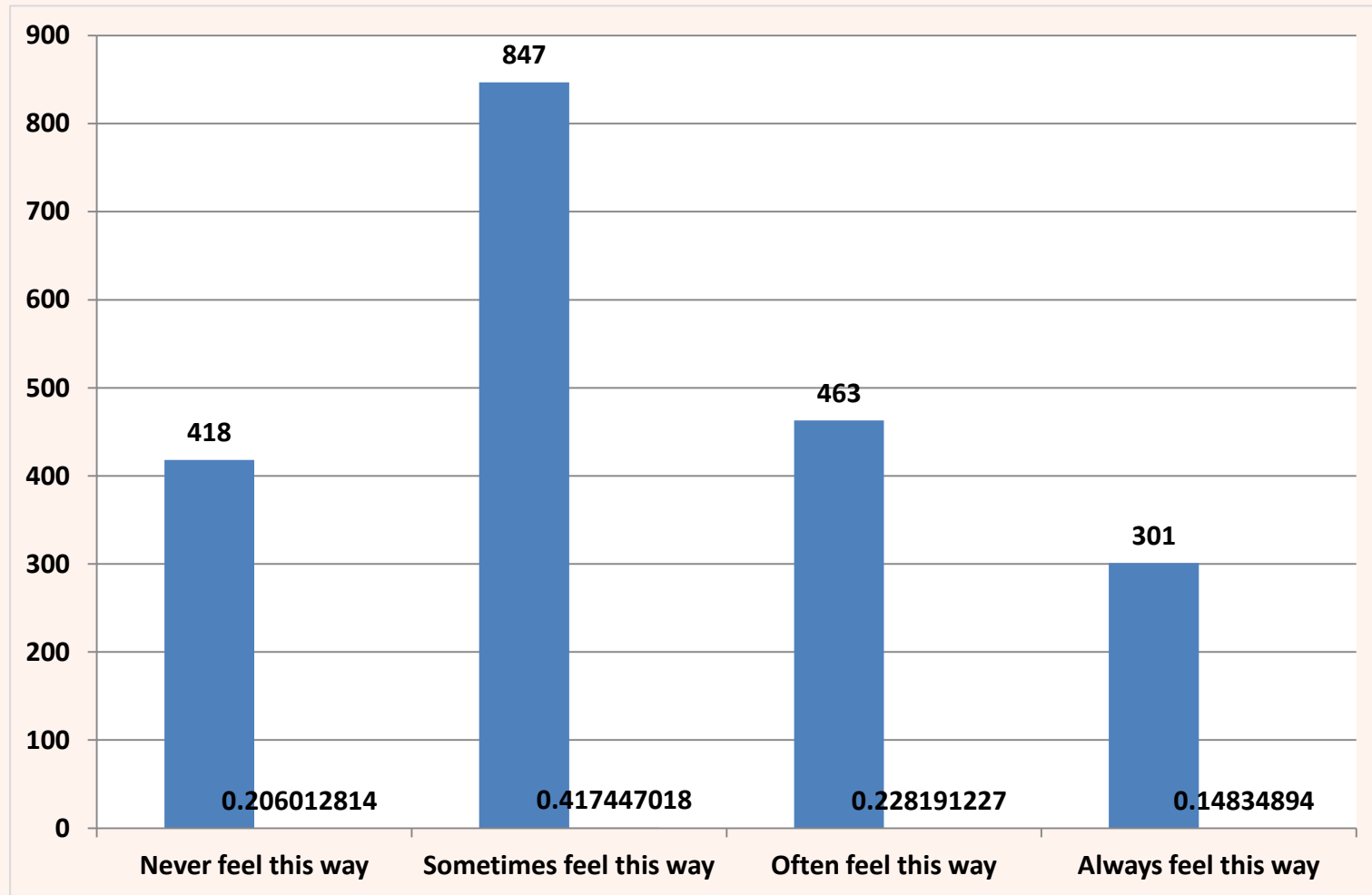
Have you sought mental health or well-being support during the course of the pandemic from any of the following



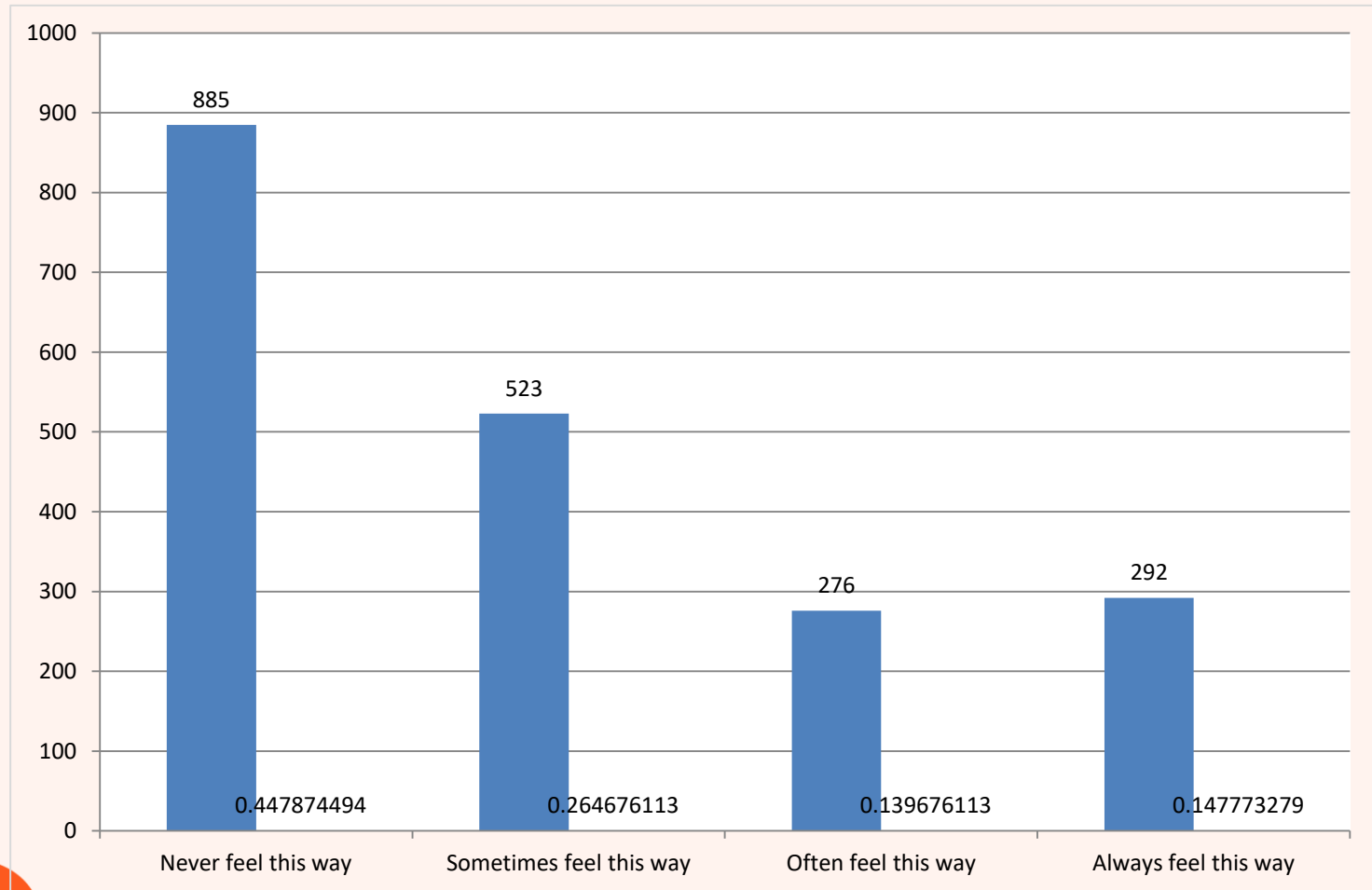
How would you rate the overall support you have had from:



Do you feel that discussing your work experiences with family and/or friends is a burden on them?



Are you discouraged by your employer from discussing your work experiences outside the workplace?

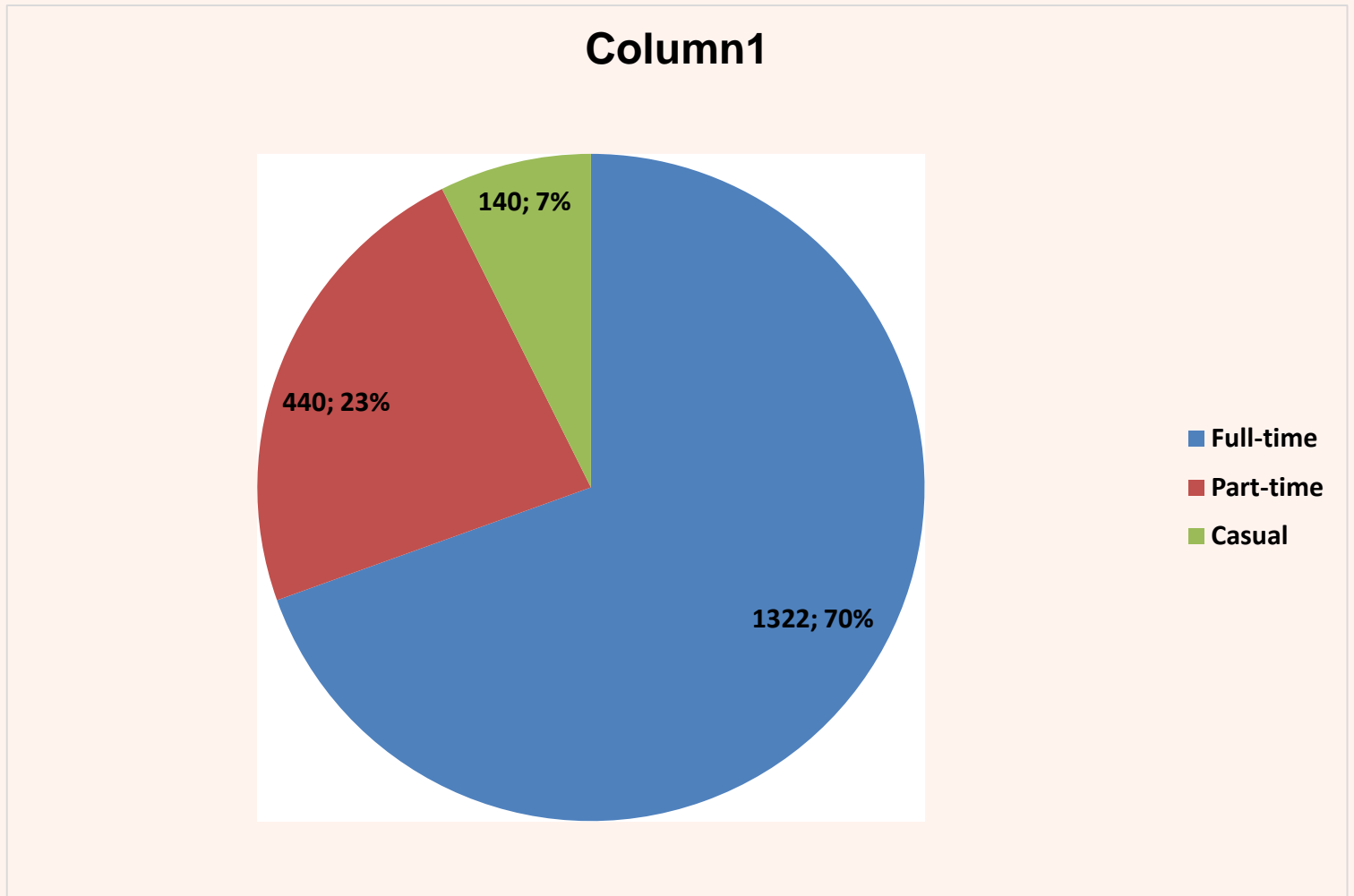


PART 4

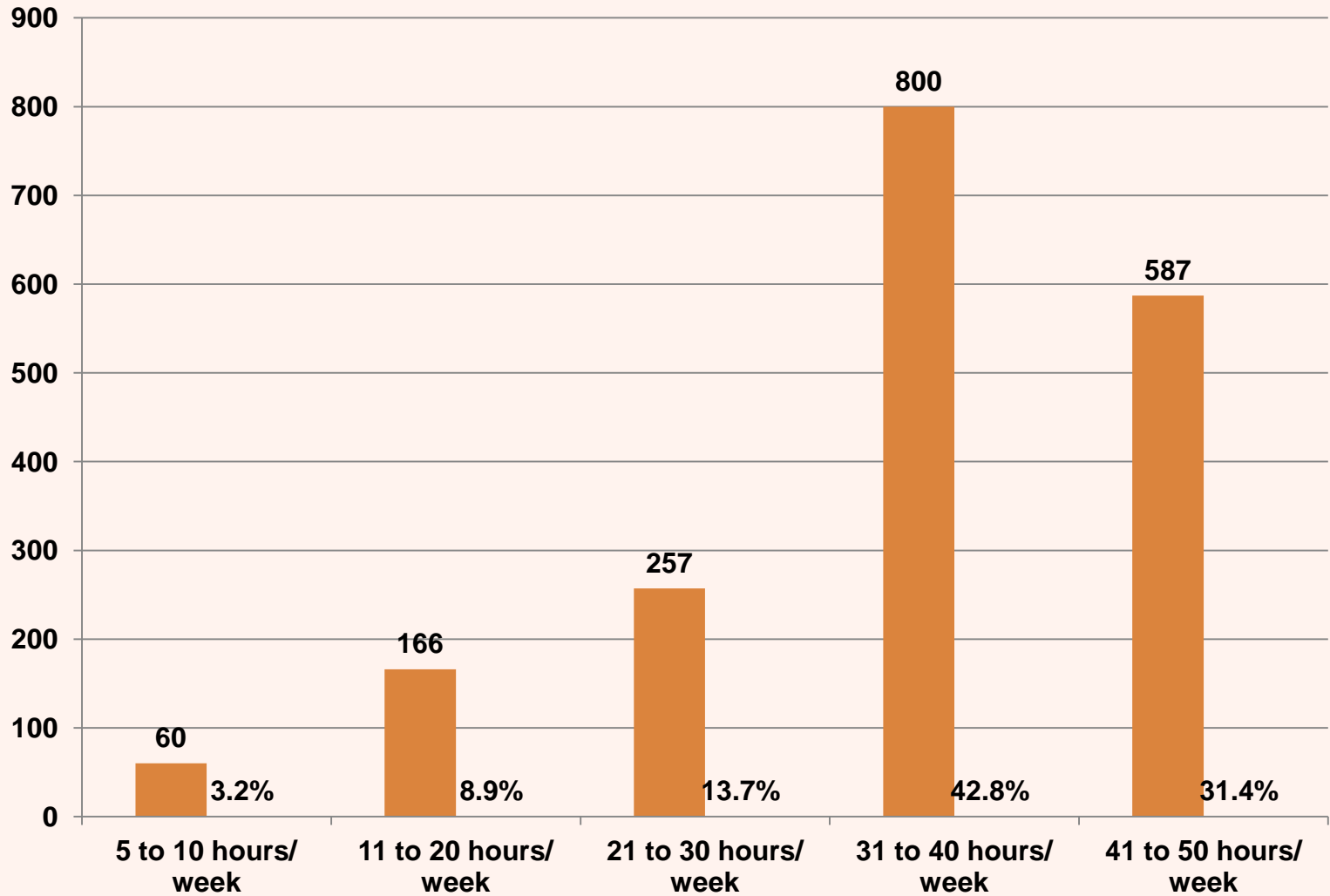
THE FUTURE AT WORK



Work Status:

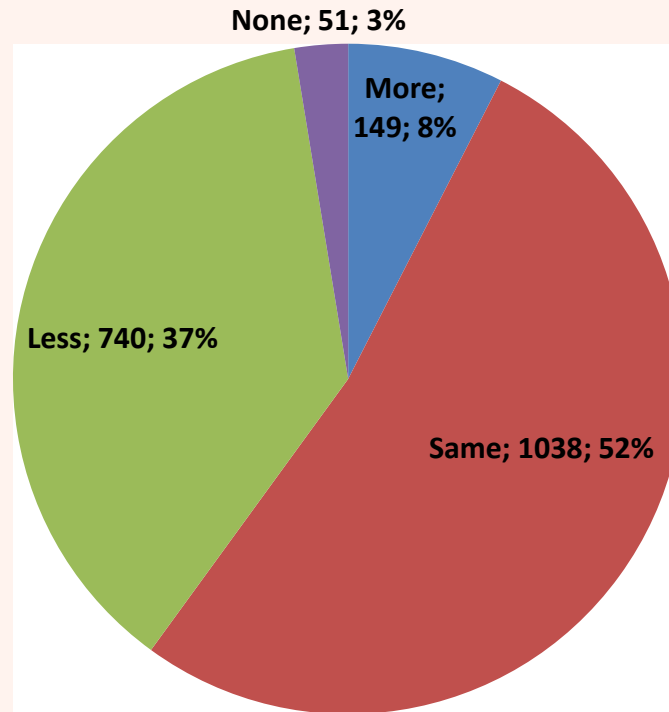


How many hours do you work in an average week?



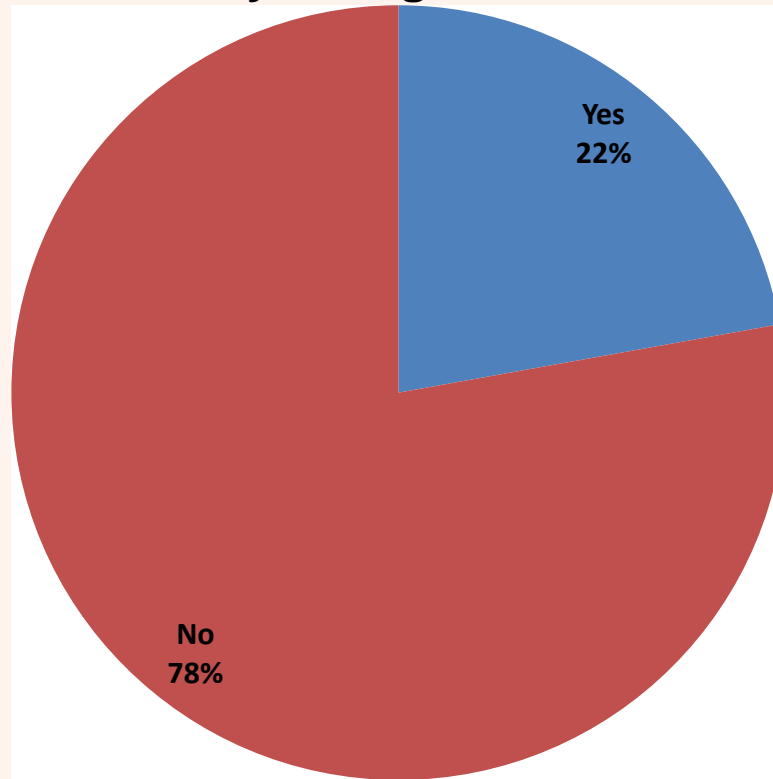
How many hours would you like to work in an average week post-pandemic?

21. How many hours would you like to work in an average week post-pandemic?

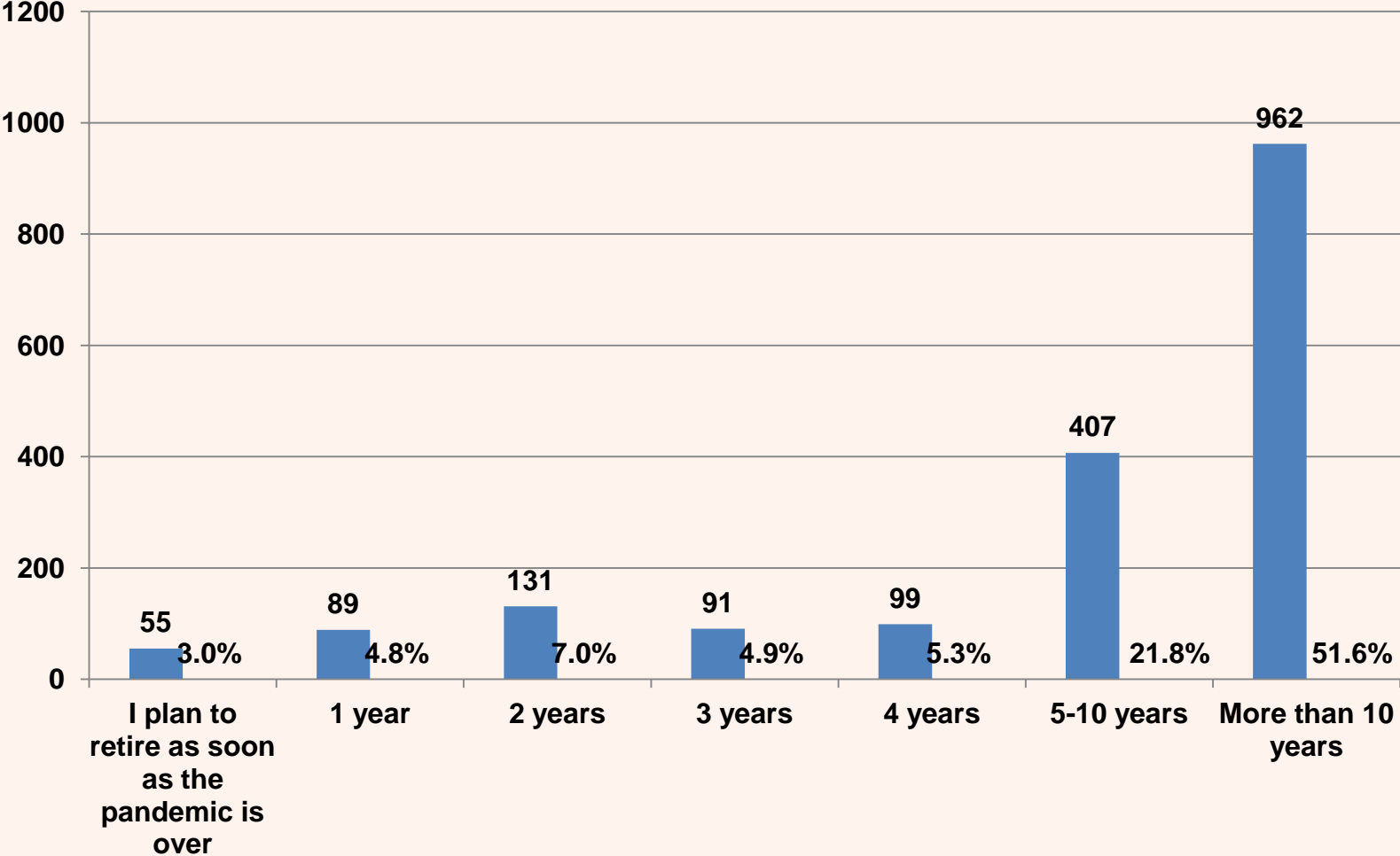


Are you eligible to retire?

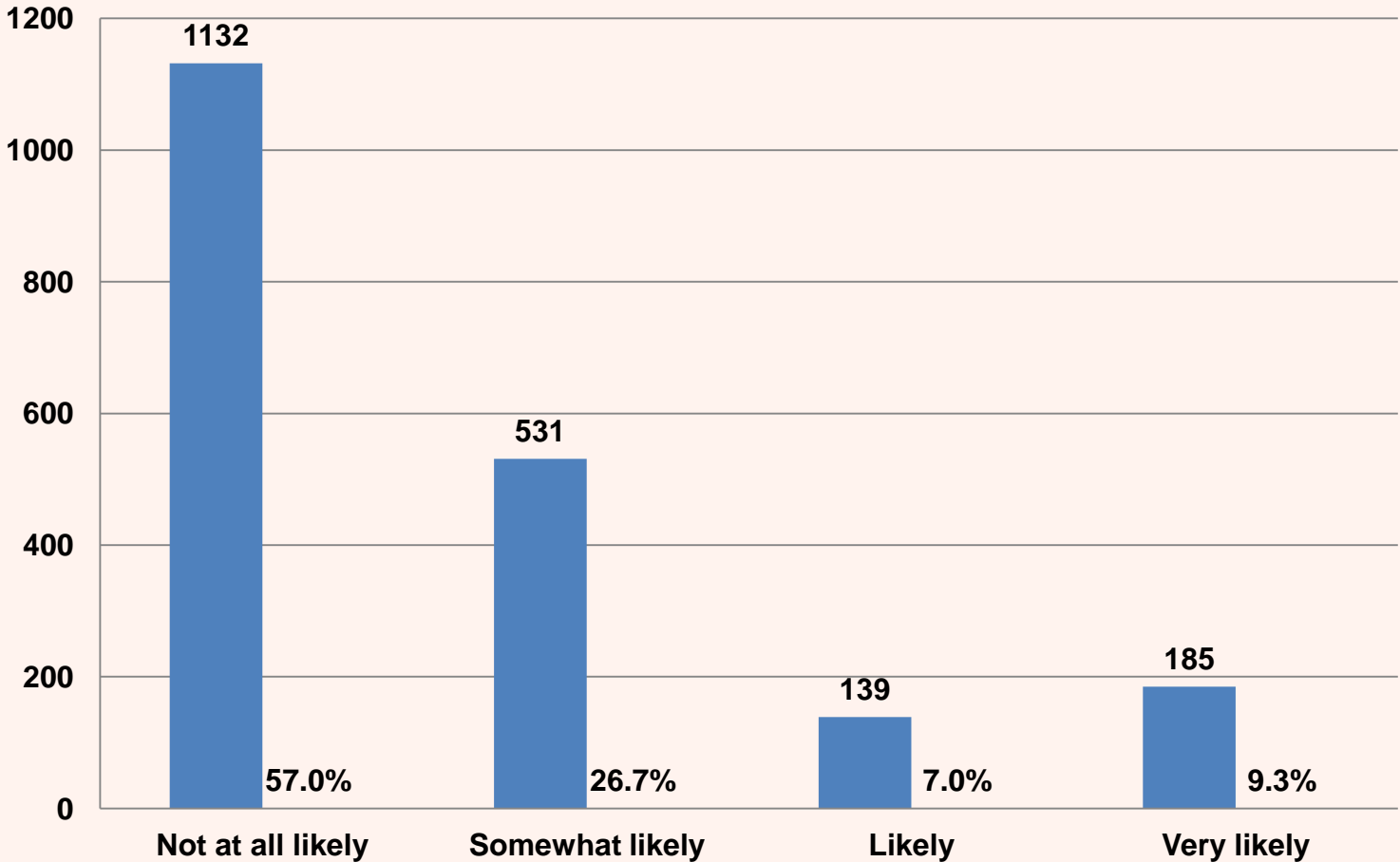
22. Are you eligible to retire?



How many more years do you plan to continue working as a nurse?



How likely are you to leave nursing for a different occupation post-pandemic?



Probability of Leaving Nursing After Pandemic: Percentage by Age Group

Age	Not Likely	Somewhat Likely	Likely	Very Likely	Total
Not Stated	80.0%	20.0%	0.0%	0.0%	100%
16 to 20	41.7%	41.7%	16.7%	0.0%	100%
21 to 25	52.5%	32.5%	9.2%	5.8%	100%
26 to 30	39.8%	37.7%	9.5%	13.0%	100%
31 to 35	44.9%	34.7%	7.1%	13.3%	100%
36 to 40	46.8%	35.8%	7.9%	9.5%	100%
41 to 45	49.4%	28.4%	13.1%	9.1%	100%
46 to 50	60.4%	27.4%	4.7%	7.5%	100%
51 to 55	63.8%	19.2%	7.4%	9.6%	100%
56 to 60	69.5%	17.1%	3.3%	10.0%	100%
Over 60	73.6%	17.0%	4.0%	5.4%	100%
Average	57.0%	26.7%	7.0%	9.3%	100%



Probability of Leaving Nursing After Pandemic by Stress Levels

Stress levels	Not Likely	Somewhat Likely	Likely	Very Likely	Total
Very low stress	73.1%	23.1%	0.0%	3.8%	100%
Low stress	80.0%	12.2%	2.6%	5.2%	100%
Moderate stress	68.9%	24.4%	2.8%	3.9%	100%
High stress	57.2%	27.6%	8.7%	6.4%	100%
Very high stress	38.7%	31.2%	11.4%	18.7%	100%
Average	56.9%	26.7%	7.1%	9.3%	100%



Probability of Leaving Nursing After Pandemic by Work Setting: Percentages

Work Setting	Not Likely	Somewhat Likely	Likely	Very Likely	Total
Public health	56.5%	25.2%	6.9%	11.5%	100%
Primary Care	72.4%	17.8%	8.6%	1.3%	100%
Teaching hospital	55.4%	25.6%	8.2%	10.8%	100%
Large hospital	49.5%	30.6%	7.9%	12.0%	100%
Small hospital	49.5%	30.1%	7.5%	12.9%	100%
Home care	64.3%	22.6%	5.2%	7.8%	100%
Community care	51.2%	34.1%	2.4%	12.2%	100%
LTC	54.8%	26.8%	8.8%	9.6%	100%
Academia	77.0%	14.8%	4.9%	3.3%	100%
Average	56.8%	26.0%	7.6%	9.7%	100%



Probability of Leaving Nursing After Pandemic by RNAO Membership: Percentages

Membership Status	Not Likely	Somewhat Likely	Likely	Very Likely	Total
Non-RNAO	51.0%	29.8%	8.6%	10.6%	100%
RNAO	58.3%	26.0%	6.6%	9.0%	100%
All	57.0%	26.7%	7.0%	9.3%	100%



PART 5

CONCLUSION and NEXT STEPS





Conclusion

- Impact of pandemic is universal but experiences unique
- The pandemic is jeopardizing the tenure of nursing colleagues in the profession
 - Younger nurses leaving the profession
 - Experienced nurses retiring
- Departures from the profession post threaten the health system
- The impacts of departures may not be evenly felt across the profession



Policy Implications

1. Pandemic Planning
2. Nursing Human Resource Planning
3. Health System Transformation
4. Nursing Career Supports



Next Steps

- Deeper dive into this data and production of report
- Continued collaboration with Nursing Now and the University of South Australia on international nursing work and well-being survey
- Continue with open forums
- Continue policy work related to nursing human resources and health system transformation

Next COVID-19 Webinar

Monday, April 12, 2021

2:00 - 4:00 p.m. ET



Continuing the conversation: an open forum for nurses



When: Wednesdays biweekly,

2:30 - 4 p.m. ET

Next date: March 17

Candlelight Vigil

What: Candlelight vigil to remember those who have died of COVID-19 and reflect on the hope that lies ahead.

When:

- 7 p.m. (ET) on Thursday, March 11, 2021

