



An inside look at healthcare employee experiences of COVID- 19 pandemic in Saskatchewan: Qualitative results

We conducted interviews with >30 Saskatchewan healthcare employees from a range of settings between September 2020 and June 2021. We asked about their experiences at work during the COVID-19 pandemic.

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Summary of results

A reflexive thematic analysis of interview transcripts:

- Work roles changed
 - *Including more work, new work, and reassignments*
- Employees witnessed suffering
 - *And felt moral distress*
- Work experiences impacted wellbeing
 - *Causing fluctuations in anxiety and sadness*
 - *And increasing fatigue and burnout*
- Wellbeing was responsive to support, including:
 - *Individual and family coping strategies*
 - *Teamwork*
 - *Organizational support (e.g., adequate staff; leadership)*
 - *Community support*

What changes happened at work?
What are the biggest challenges?
Are there any silver linings?



WHO Inter-Agency Standing Committee on Mental Health Framework



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