



An inside look at staff burden and support during the first year of the COVID-19 pandemic in Saskatchewan

We repeated a survey on Saskatchewan healthcare employee experiences of the pandemic 3 times between October 2020 and May 2021. About 500 employees from acute care, long-term care, and rural integrated care sites participated, and they represented a wide range of perspectives including: Recreation, Spiritual care, Nursing, Care assistance, Food services, Management, & Laboratory specialists.

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Teamwork

80%

agreed that “when a lot of work needs to be done quickly, we work together as a team to get the work done.”

77%

agreed or strongly agreed that they “were confident in the ability of their team.”

Communication

34%

Agreed that “There is an open and constructive culture such that criticism can be easily expressed”

Employee wellbeing

25%

Of all respondents reported using mental health supports as of May 2021.

92%

Of all respondents said they experience satisfaction from helping people.

Organizational support

47%

Of all respondents agree that “the organization fails to appreciate any extra effort from me.” (Spring 2021)

59%

Of all respondents said they felt that their organization values their contributions to its well-being (Spring 2021).

Summary of results

- Stable over time:
 - High level of compassion satisfaction
 - Concern about staffing ratios and patient safety
- Changed for the worse:
 - Intention to use and actual use of mental health services increased
 - Sense of organizational support weakened
- Changed for the better:
 - Improved sense of teamwork
 - Trust in team competencies





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