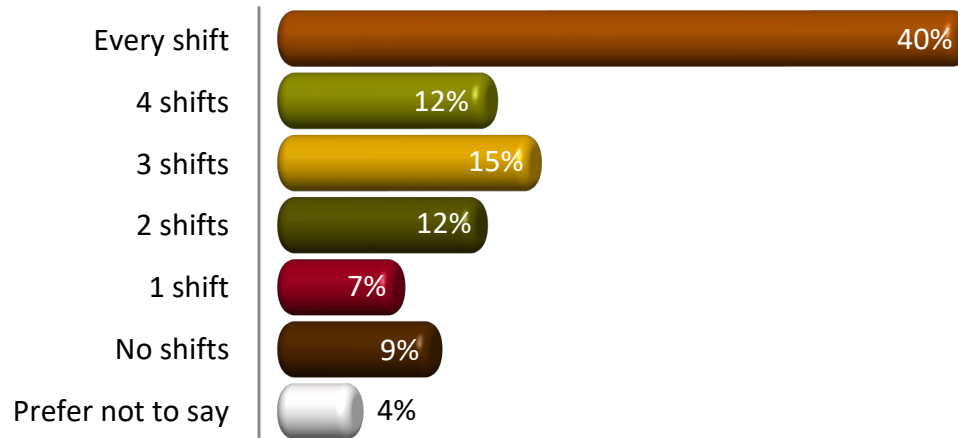# Canadian Federation of Nurses Unions Member Survey Summary Report

January 2022
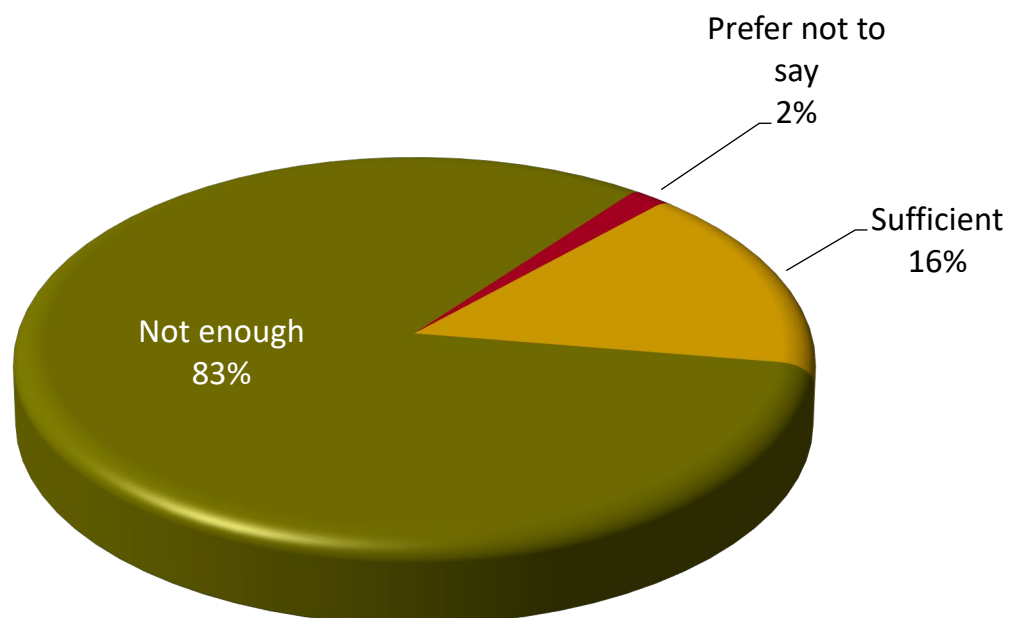
Work Environment

67% of nurses worked at least three of their last five shifts without full regular core health staff.

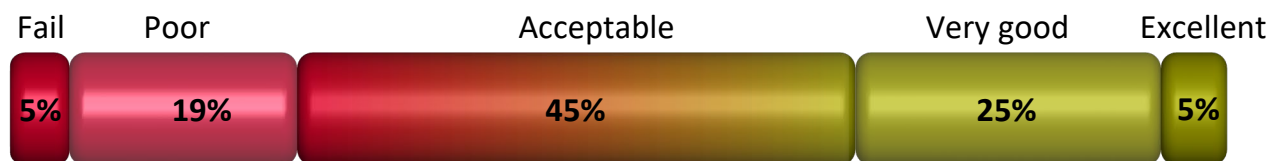| Category	Percentage
Every shift	40%
4 shifts	12%
3 shifts	15%
2 shifts	12%
1 shift	7%
No shifts	9%
Prefer not to say	4%

- 44% of nurses are dissatisfied with their current job.
- Seven in 10 nurses report workplaces or units are regularly overcapacity.
- On average, 40% of nurses work overtime at least once a week. While 26% work paid overtime, 33% work unclaimed overtime once a week.
- Only 16% of nurses report sufficient and appropriate staffing to meet the needs of patients.

Prefer not to say 2%

Sufficient 16%

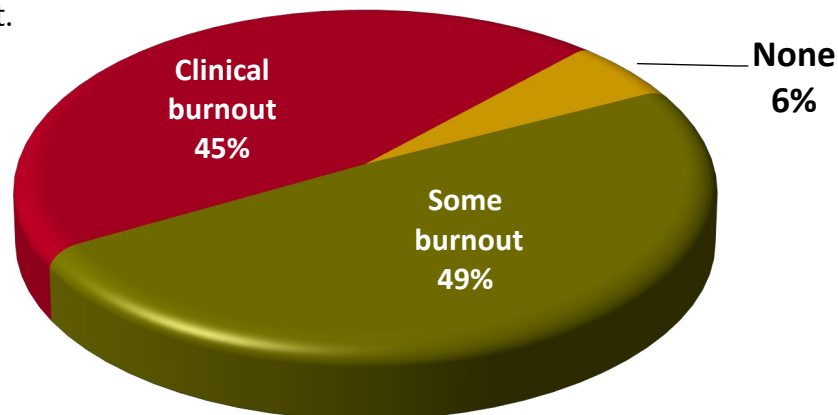Not enough 83%

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Quality of Care

- Two in three nurses said the quality of health care has deteriorated in the last year.
- Four in 10 nurses say the level of care provided pre-pandemic was deteriorating and now is even worse.
- When reported, over 50% of nurses are not confident management is acting to resolve problems related to patient care in the workplace.
- One in four nurses give patient safety at their workplace a poor or failing grade.

Fail	Poor	Acceptable	Very good	Excellent
5%	19%	45%	25%	5%

Mental Health

94% of nurses are experiencing symptoms of burnout, with 45% experiencing severe burnout.

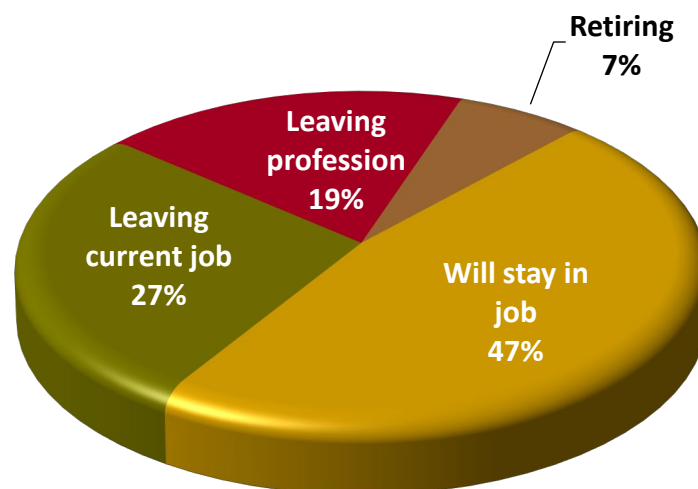

Clinical burnout 45%
Some burnout 49%
None 6%

- Two in three nurses said their mental health is worse now compared to one year ago.
- Two in three nurses say their level of stress at work due to the pandemic is high or very high.
- 93% of nurses experienced some form of violence in the past year, including verbal abuse, physical assault, threats of physical violence, bullying and aggression, and sexual harassment.

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Intention to leave

More than half of all nurses are considering leaving their current position in the next year.

- Leaving their current job is more likely a consideration for early-career (59%) and mid-career nurses (56%) than late-career nurses (20%).

- LPNs are more likely to consider leaving the profession (52%) than RNs /RPNs (33%).

- Nurses working in community health are more likely to consider leaving the profession (40%) compared to nurses in other settings (30%) and in hospital (34%).

- Nurses with clinical symptoms of burnout are more likely to consider leaving the profession (41%) than those with some (26%) or no symptoms (11%).

*Percentages are based on the number of known responses

Top reasons nurses are considering leaving their workplace

- Burned out or tired (57%)

- Capacity issues/unable to provide adequate level of care (45%)

- Insufficient staffing levels (43%)

- Lack of support by admin/poor management (36%)

- Unpredictable staffing and scheduling/redeployment (21%)

- Inadequate communication/recognition (21%)

Respondent Profile

Designation

RN	LPN	NP	RPN
84%	13%	2%	1%

Sector

Hospital	Long-term care	Community	Other
67%	11%	17%	5%

Work status

Full-time	Part-time	Casual
65%	28%	7%

Years working as a nurse

<1 year	1-5 years	6-10 years	11-20 years	>20 years
2%	17%	19%	30%	32%

Method

The findings in this report are based on a survey conducted online on behalf of the Canadian Federation of Nurses Unions with 4,467 practicing nurses.

Data was collected between November 22 and December 20, 2021.

In Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador nurses were randomly selected to participate in this research by direct email invitation. Nurses from British Columbia and Quebec participated through their provincial nurses' unions. Nurses in the Territories were invited to participate in this research through direct outreach.

While most regions are represented proportionally, Quebec is underrepresented in the final sample. Quotas were set for region to be representative of the national population of nurses.

Weights have been applied to all regions so national data can be analyzed as representative. The margin of error on a random sample of 4,467 is ±1.5%, 19 times out of 20.

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