CANADIAN FEDERATION OF NURSES UNIONS
LA FÉDÉRATION CANADIENNE DES SYNDICATS D'INFIRMIÈRES ET INFIRMIERS

CFNU Member Survey Summary Report

March 2023

The Canadian Federation of Nurses Unions | nursesunions.ca

Viewpoints Research

CANADIAN FEDERATION OF NURSES UNIONS
LA FÉDÉRATION CANADIENNE DES SYNDICATS D'INFIRMIÈRES ET INFIRMIERS

viewpoints

Overview

On behalf of the Canadian Federation of Nurses Unions (CFNU), Viewpoints Research conducted an online survey of 4,820 practicing nurses. This is the second time in two years this research was conducted, with many of the same questions asked in both years.

While this is a national survey with most regions represented proportionately, Quebec is significantly under-represented in the final data.

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Methodology

- 4,820 Canadian nurses were surveyed online between January 16 and February 17.
- Nurses from British Columbia, Alberta, Saskatchewan, Manitoba, Ontario, New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland and Labrador were randomly selected by direct email invitation to participate in this research.
- Nurses from Quebec and the Territories were encouraged to participate in this research by their local organizations and via CFNU social media posts.
- The margin of error on a random sample of 4,820 is ±1.4%, nineteen times out of twenty.

Career satisfaction is poor.

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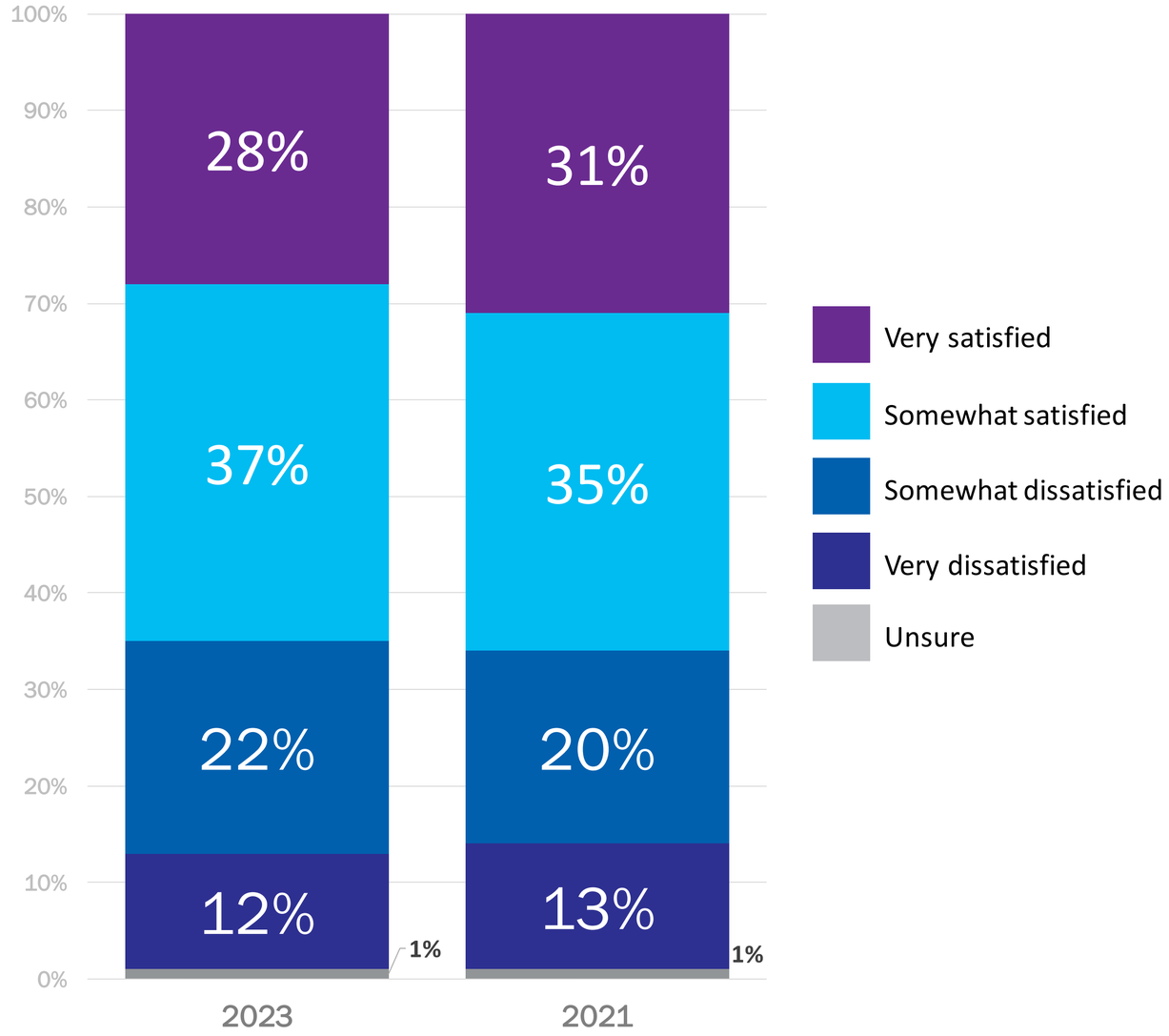
Career satisfaction

1 in 3 nurses continue to be dissatisfied with their career choice.



Significant differences

- Males are more likely to say they are very dissatisfied (41%) than females (12%).
- Early-career nurses are more likely to be dissatisfied (44%) than late-career nurses (21%).
- Nurses in LTC (35%) and community health (33%) are more likely to be very satisfied than hospital nurses (25%).
- Casual nurses are more likely to be very satisfied (35%) than part-time (28%) or full-time (27%) nurses.

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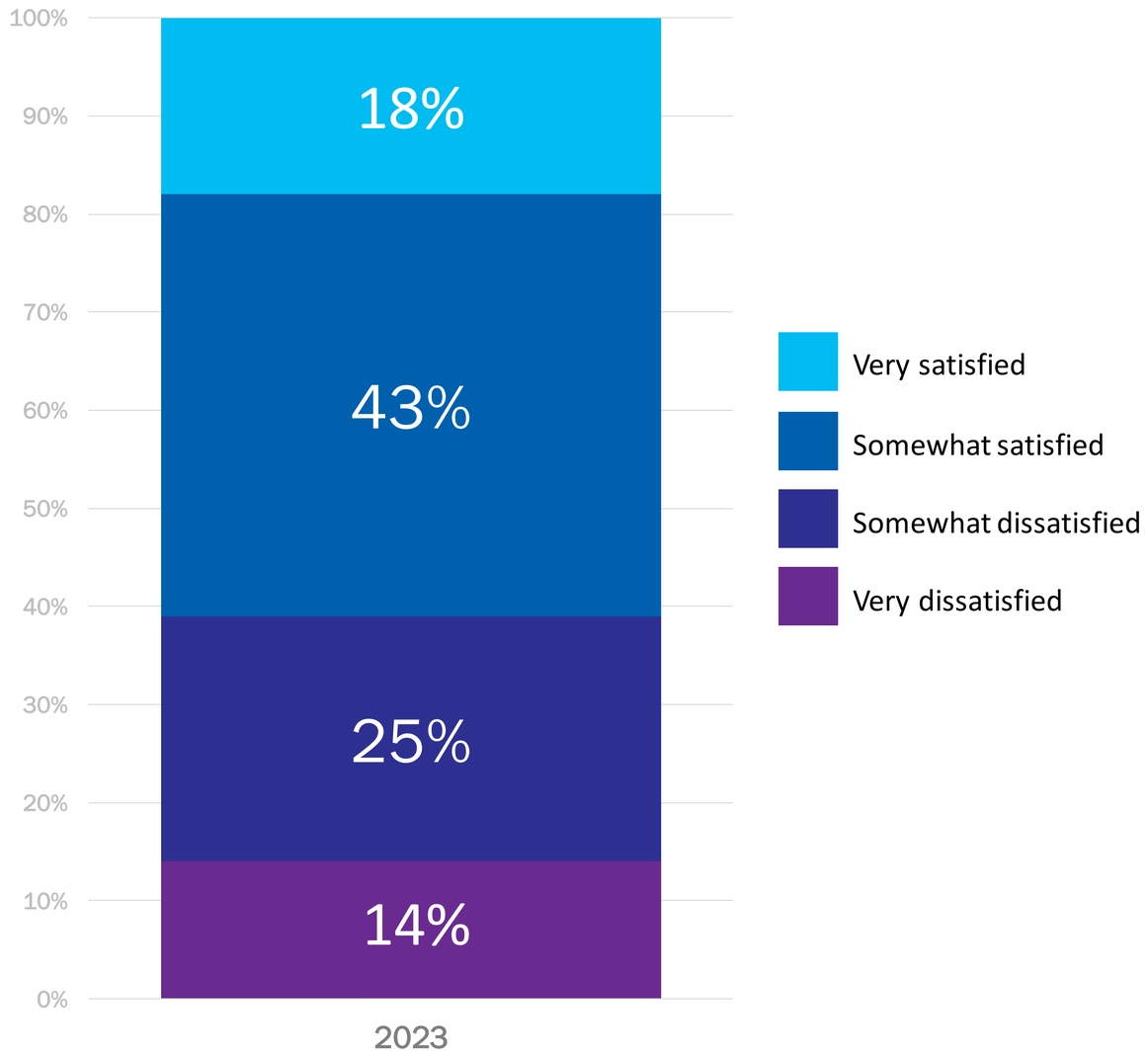
Career satisfaction

4 in 10 nurses are dissatisfied with their current job (39%).



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Significant differences

- Nurses who are most likely to say they are satisfied with their current job are in community health (72%) and working casual (22% very satisfied).
- Working in a unit that is not over capacity is strongly correlated with satisfaction, while those in over-capacity units are more likely to be dissatisfied.
- Dissatisfaction is highest among nurses with clinical symptoms of burnout (69%), anxiety (55%) and depression (59%).
- Dissatisfaction is highest among nurses who experienced all forms of violence (51%) and those intending to leave the profession (68%) or their current job (63%).

Intention to leave is high.

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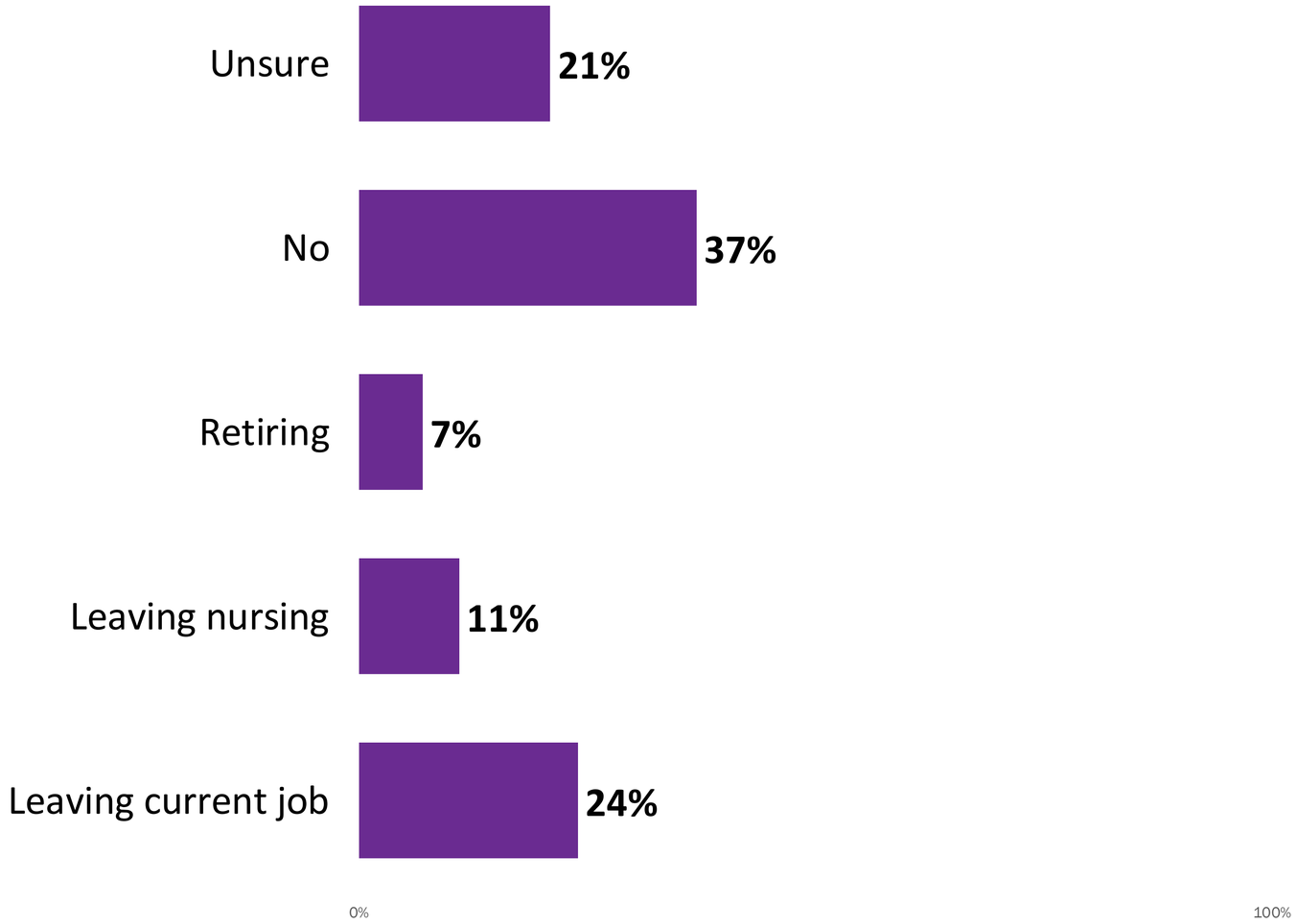
4 in 10 nurses are either leaving their job, the profession or are set to retire.



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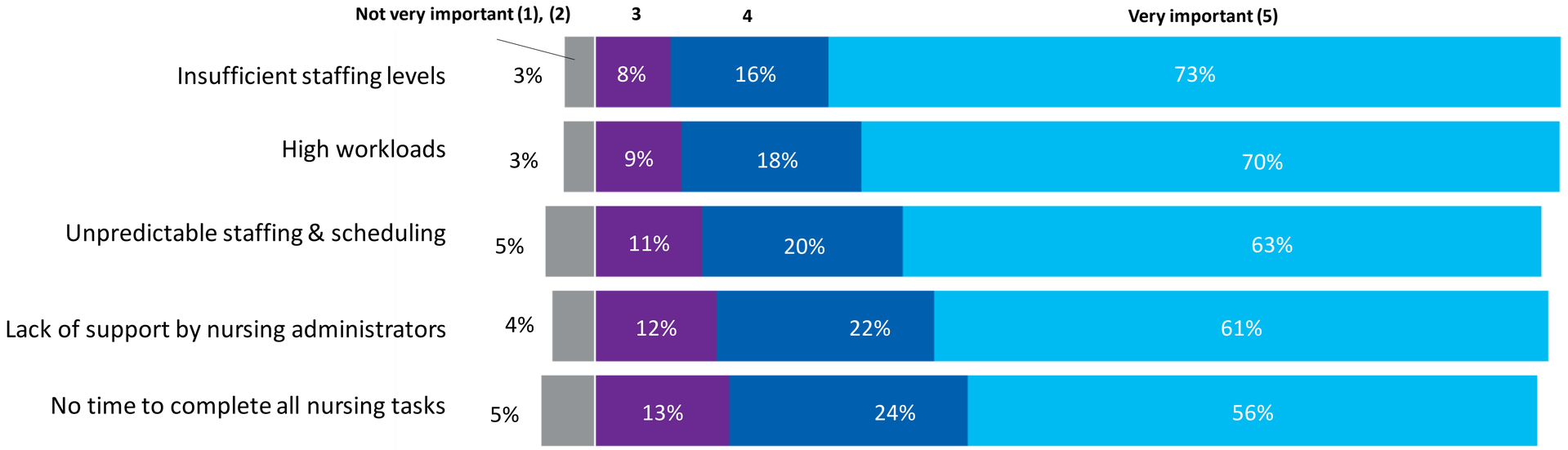
7 in 10 nurses mention staffing and workload as extremely important to them in considering leaving.



Key findings

Retention solutions exist.

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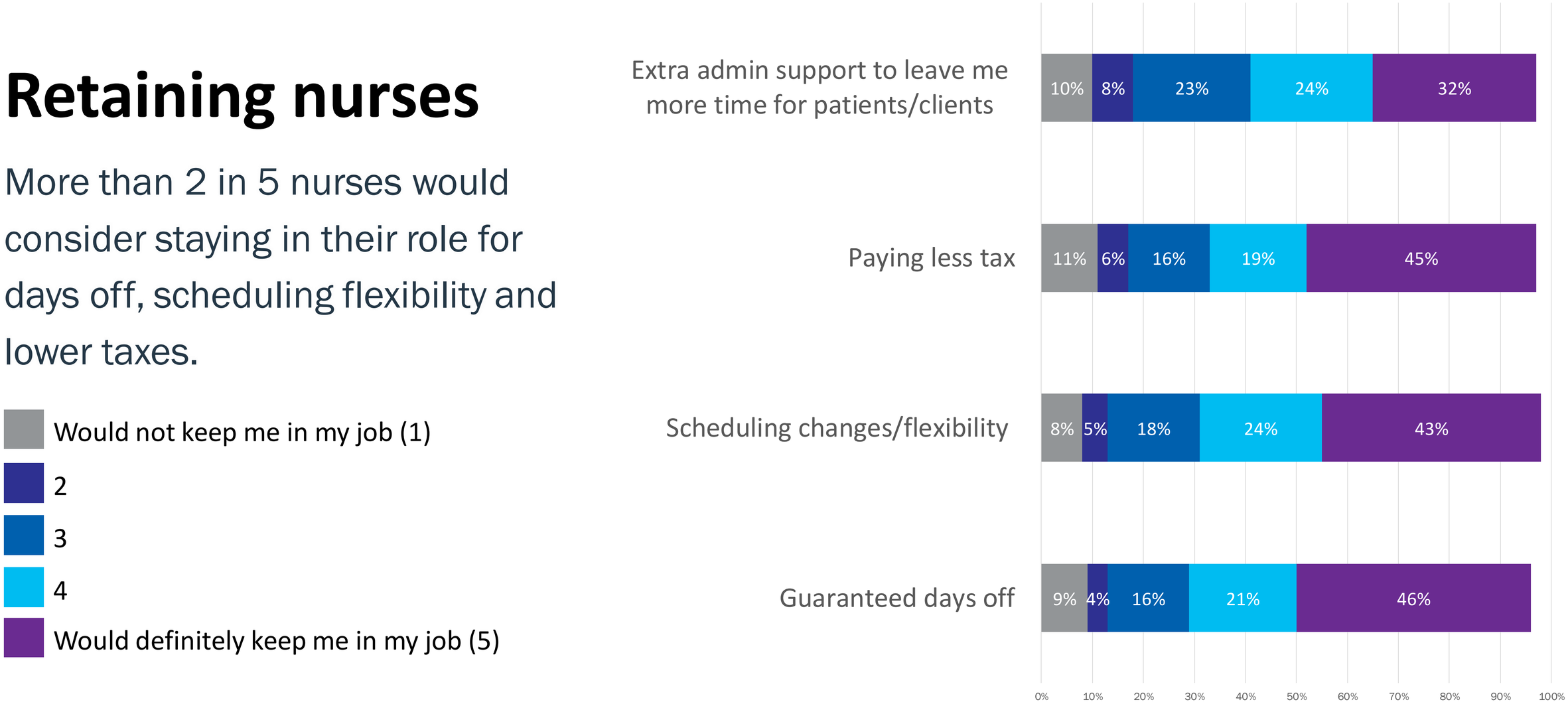
Retaining nurses

More than 2 in 5 nurses would consider staying in their role for days off, scheduling flexibility and lower taxes.



Mental health of nurses is poor.

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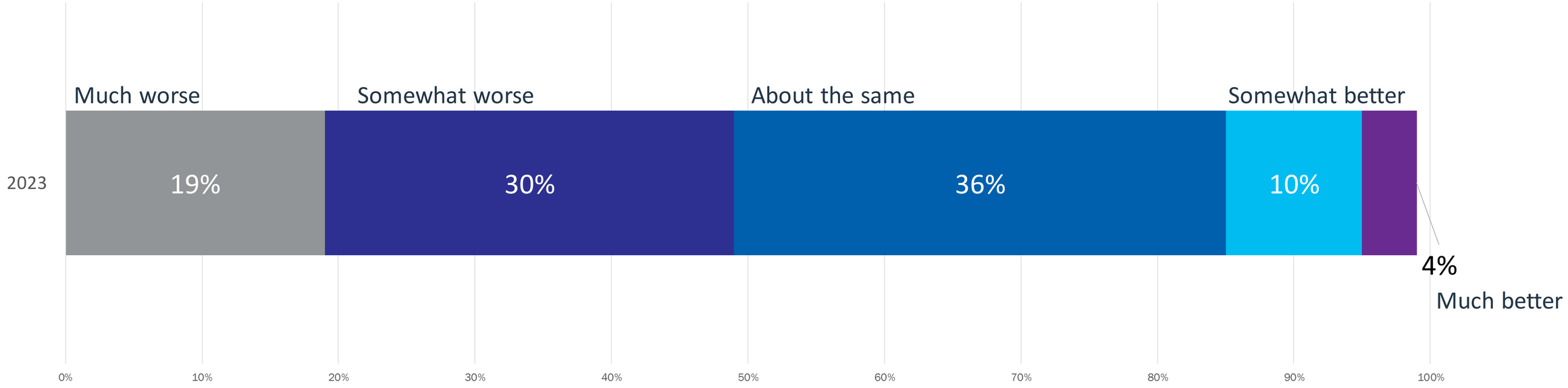
Mental health

Half of all nurses said their mental health is worse now compared to a year ago.



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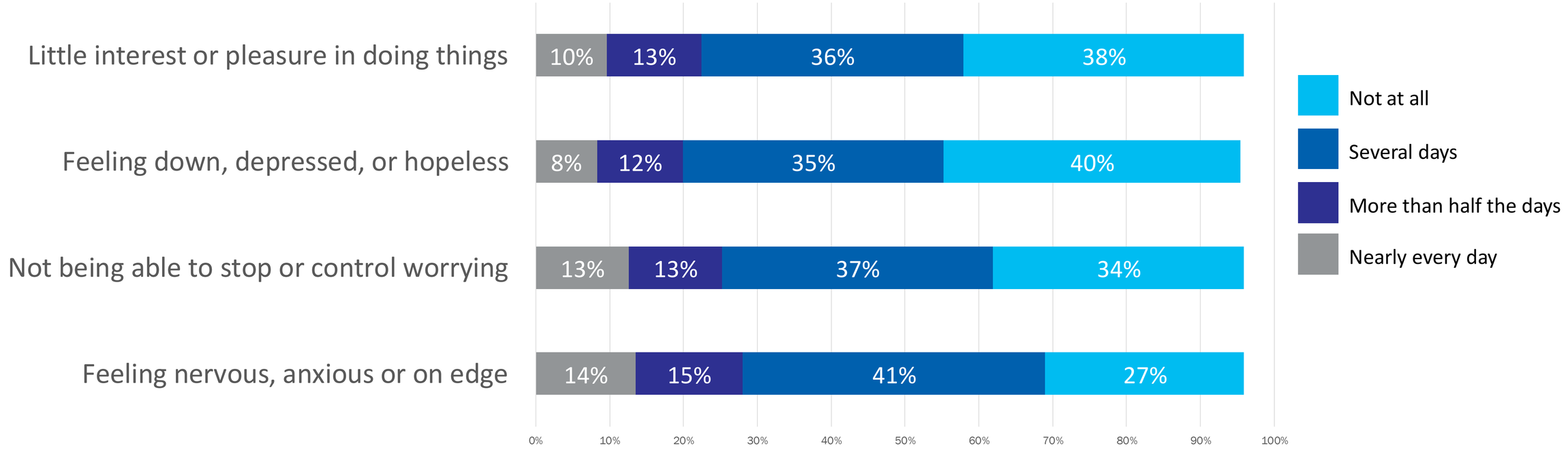
Mental health

In a 2-week span, a majority of nurses feel symptoms of anxiety and depression on some or all days.



Key findings

Workplace violence persists

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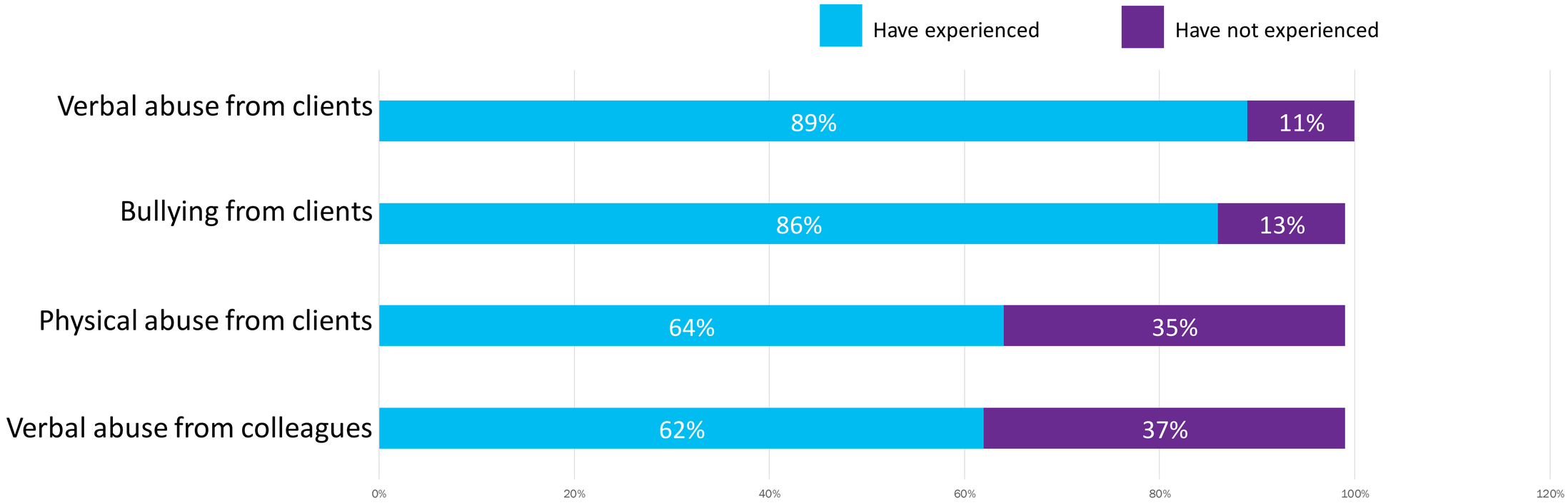
Workplace violence persists

9 in 10 nurses experienced some form of abuse last year, unchanged from 2021.



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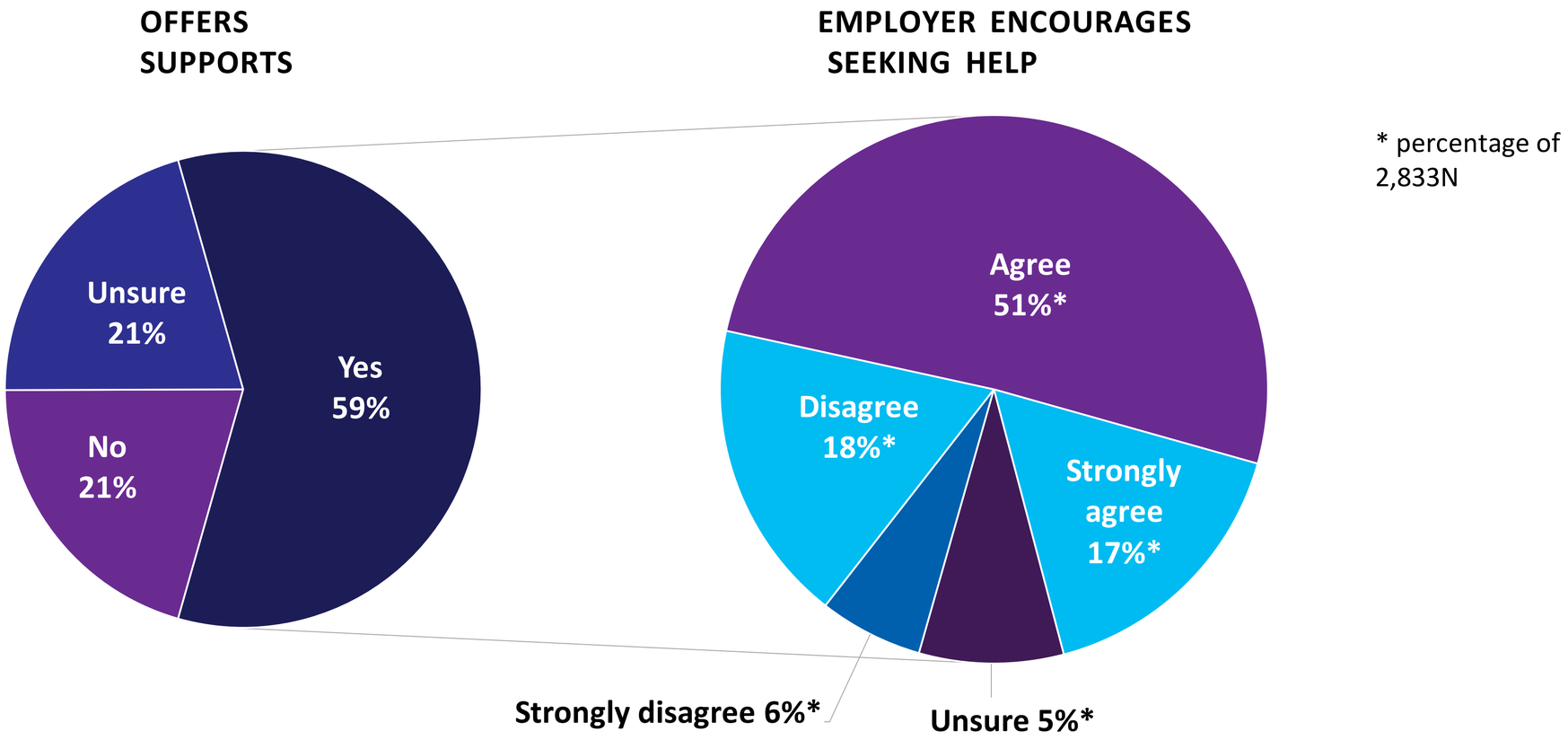
59% of employers offer psychological supports (59%). 40% answered “no” or “unsure”.

2 in 3 nurses agreed their employer encourages them to seek supports as required (67%).



* percentage of 2,833N

Agency work is attractive.

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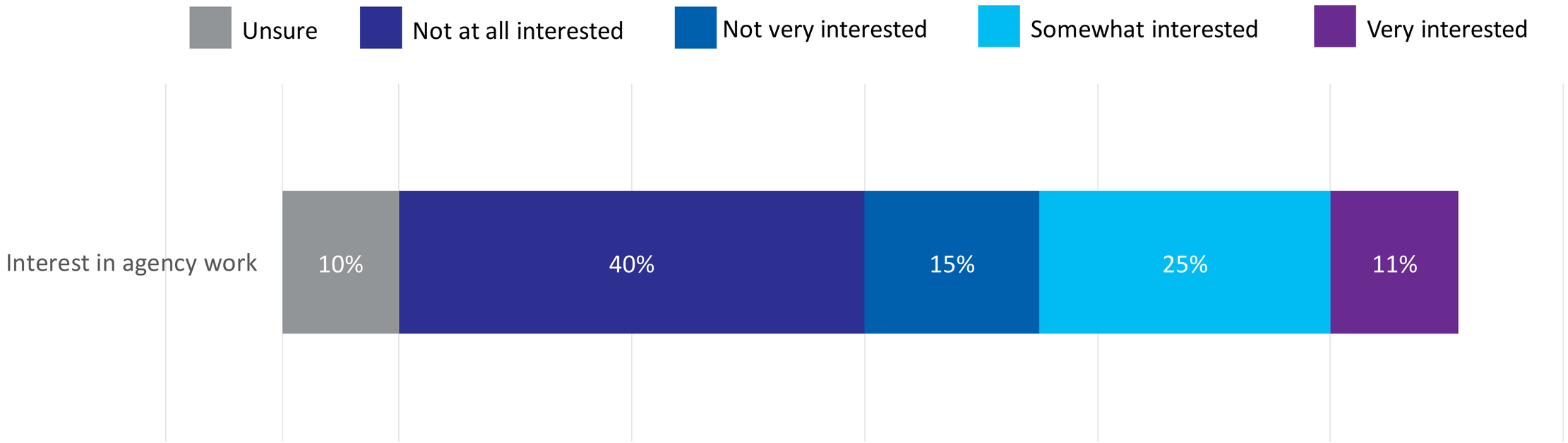
More than 1 in 3 nurses are interested in agency work, or increasing the agency work they already do.



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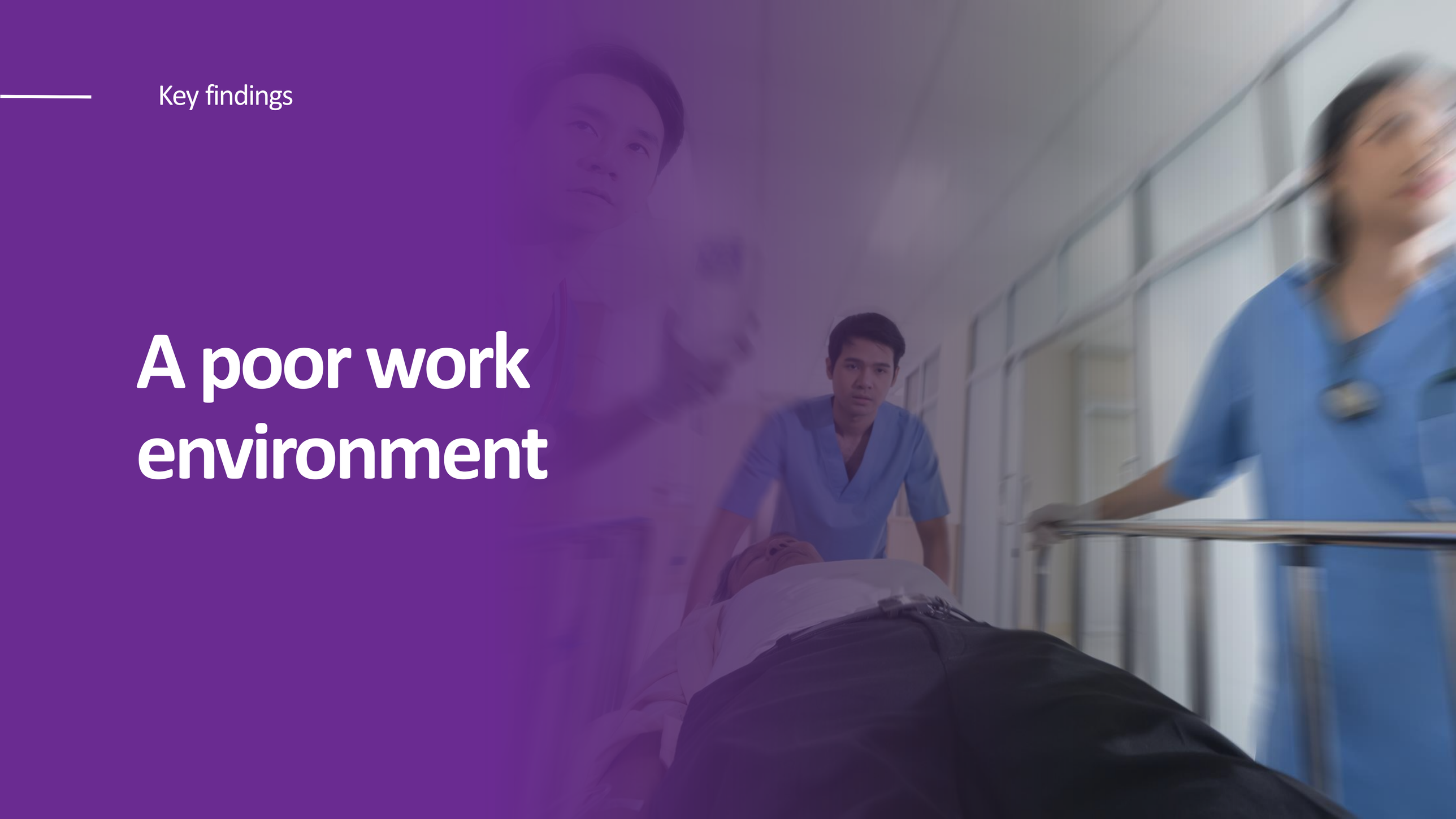
Significant differences

- Early-career nurses are more likely to be somewhat interested (32%) or very interested (17%) in agency work.
- Males are more likely to be somewhat interested (26% vs. 25% females) or very interested in agency work (17% vs. 10% females).
- Hospital nurses are more likely to be somewhat interested (26% vs. 19% LTC nurses) or very interested in agency work (12% vs. 7% community nurses).

A poor work environment



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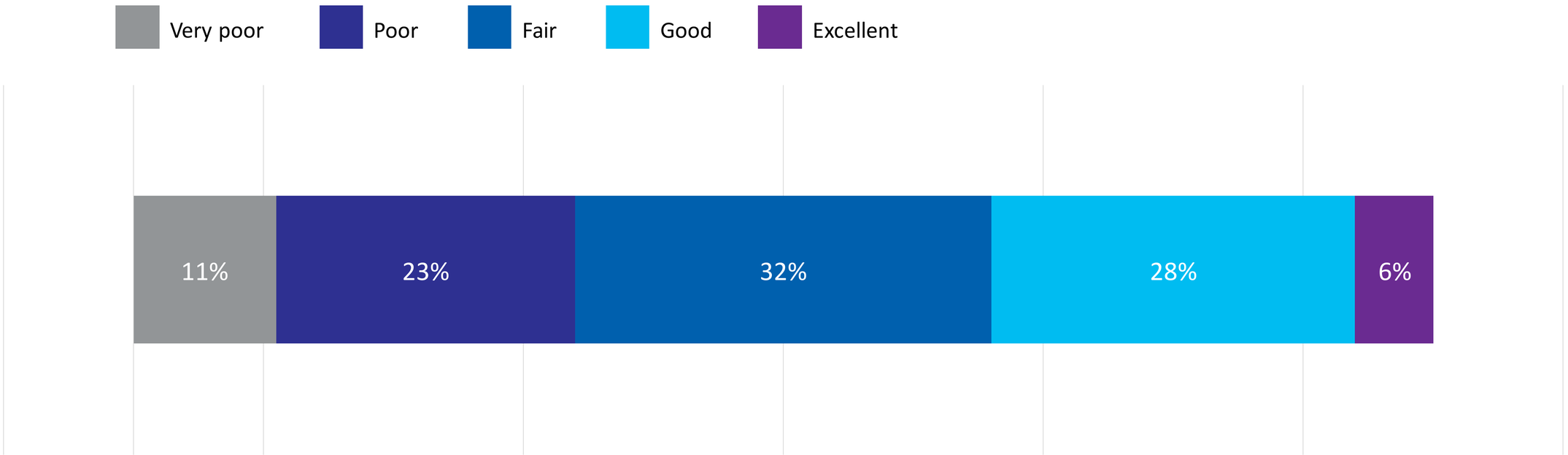
34% of nurses rate their work environment poorly.



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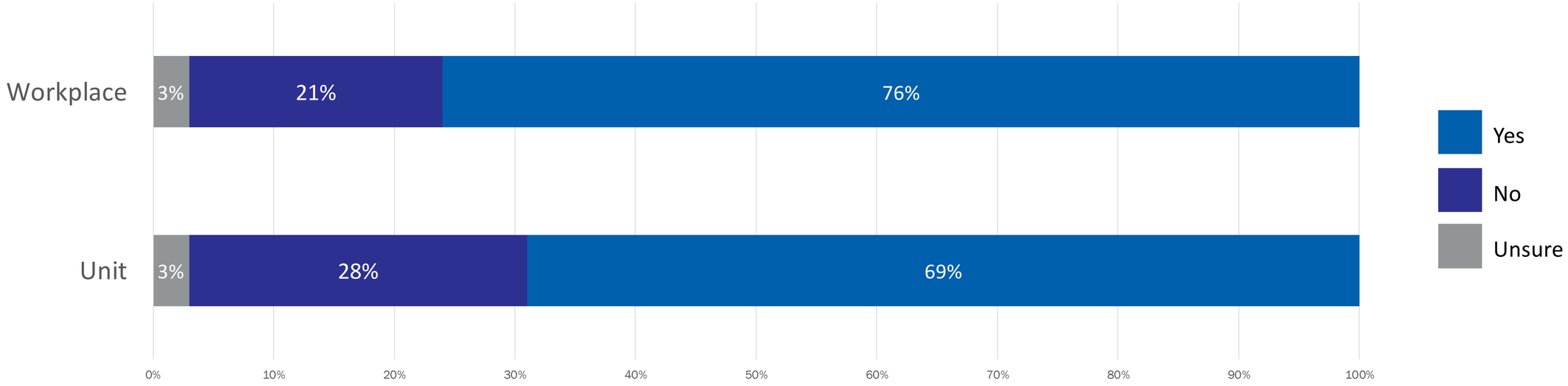
3 in 4 nurses said their workplace is regularly over capacity, while 7 in 10 say their unit is regularly over capacity



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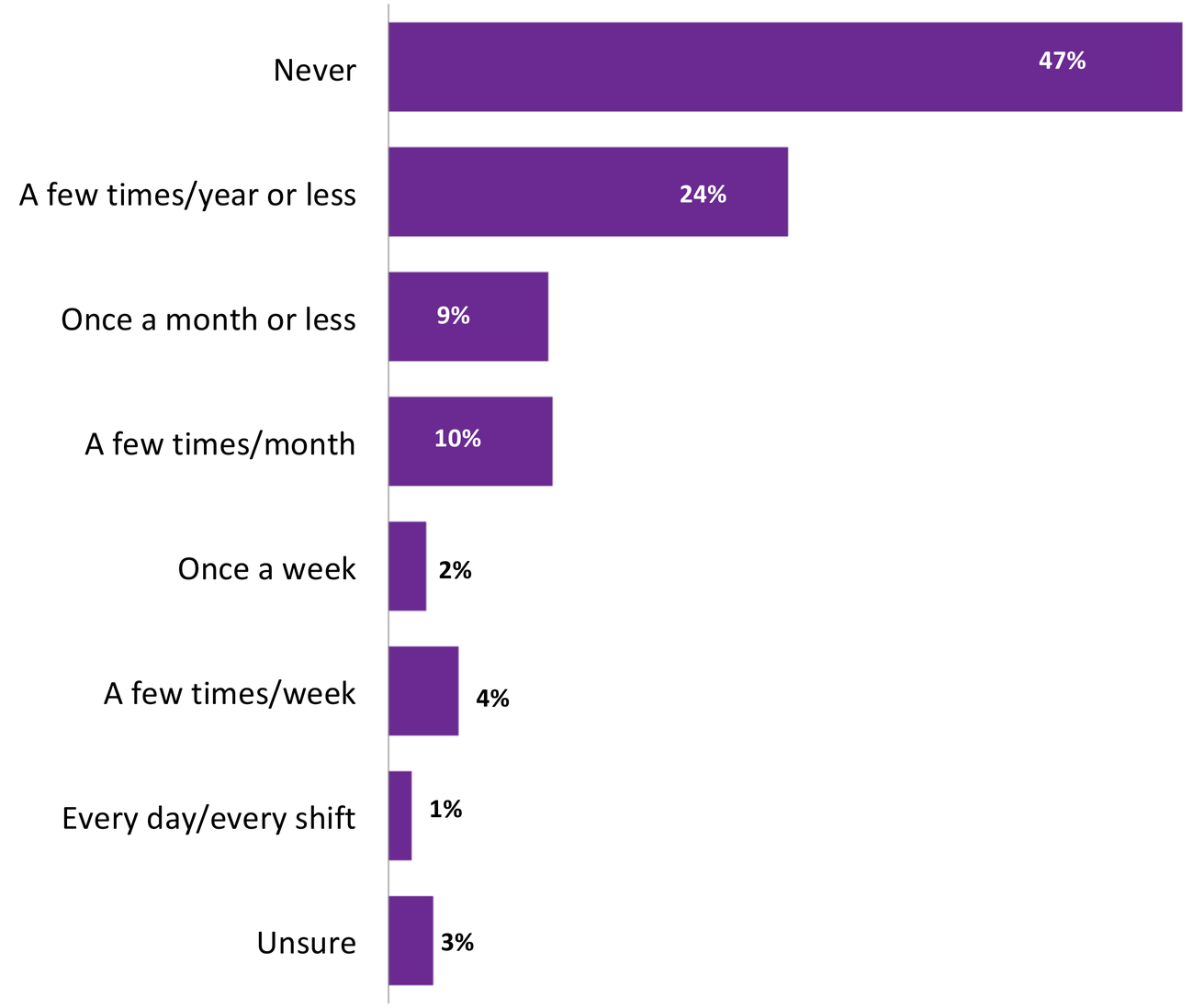
Half of nurses are displaced to another unit or reassigned at least once in the course of a year (50%). For 27% this can happen once a month or more.



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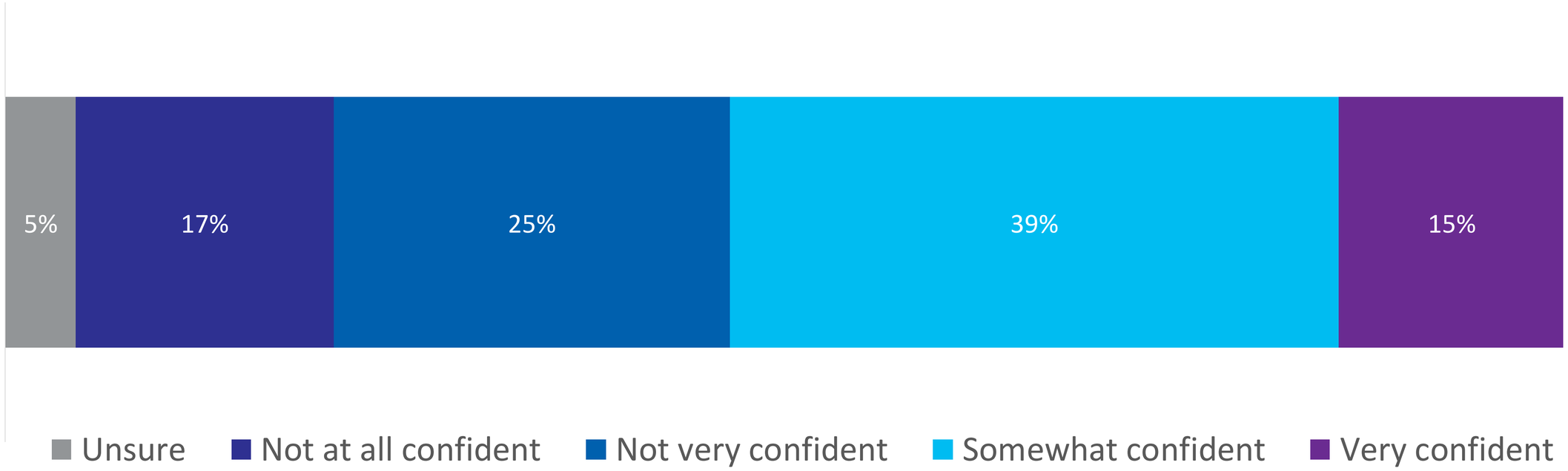
Just over half of reassigned or displaced nurses are confident in their training and experience for their new role (54%).



Concerns around quality of care

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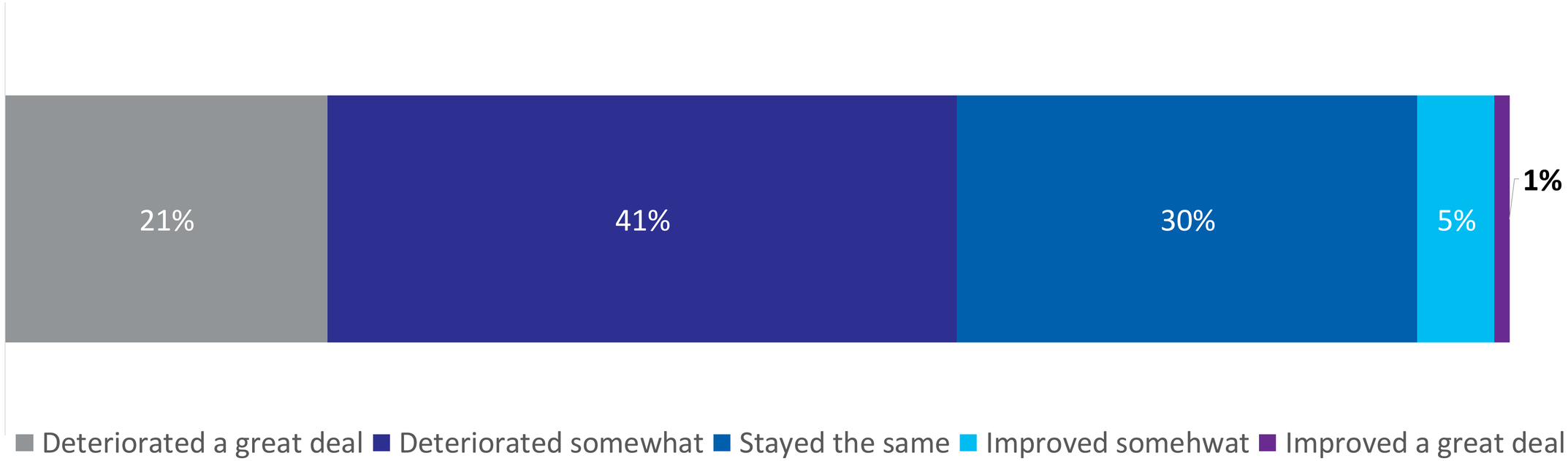
6 in 10 nurses said the quality of health care in their workplace has deteriorated in the last year (62%).



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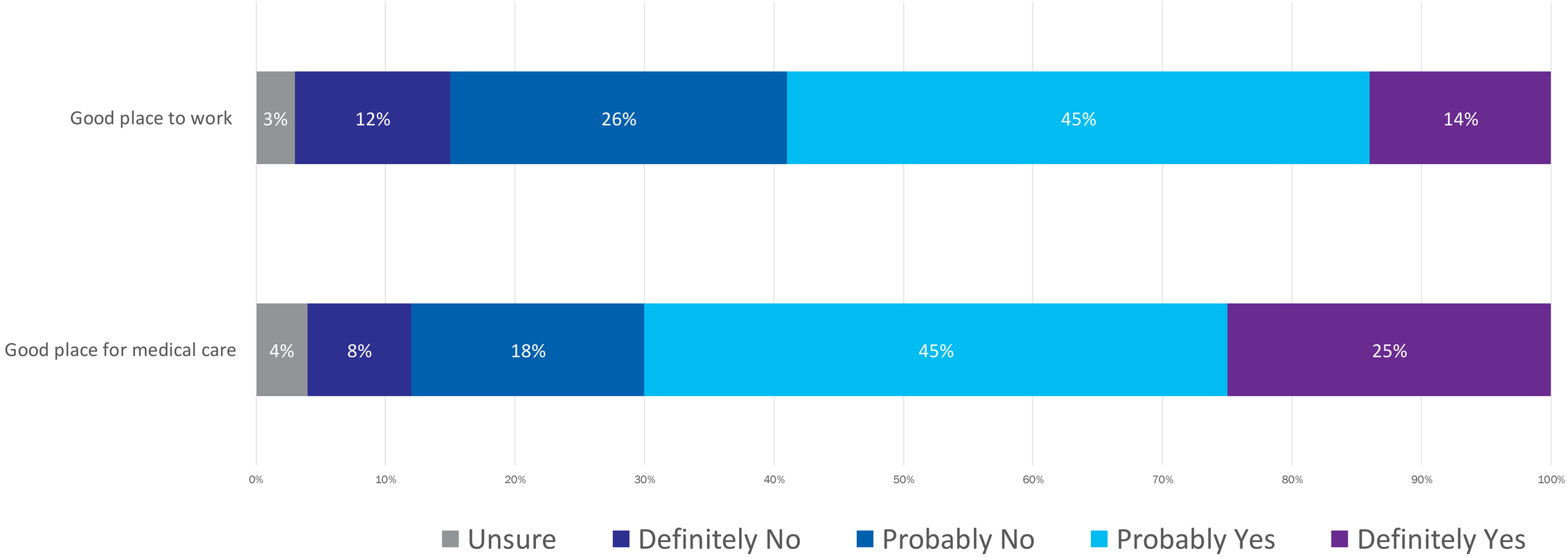
7 in 10 nurses recommend their workplace if care is needed (71%), but only 59% recommend it as a good place to work.



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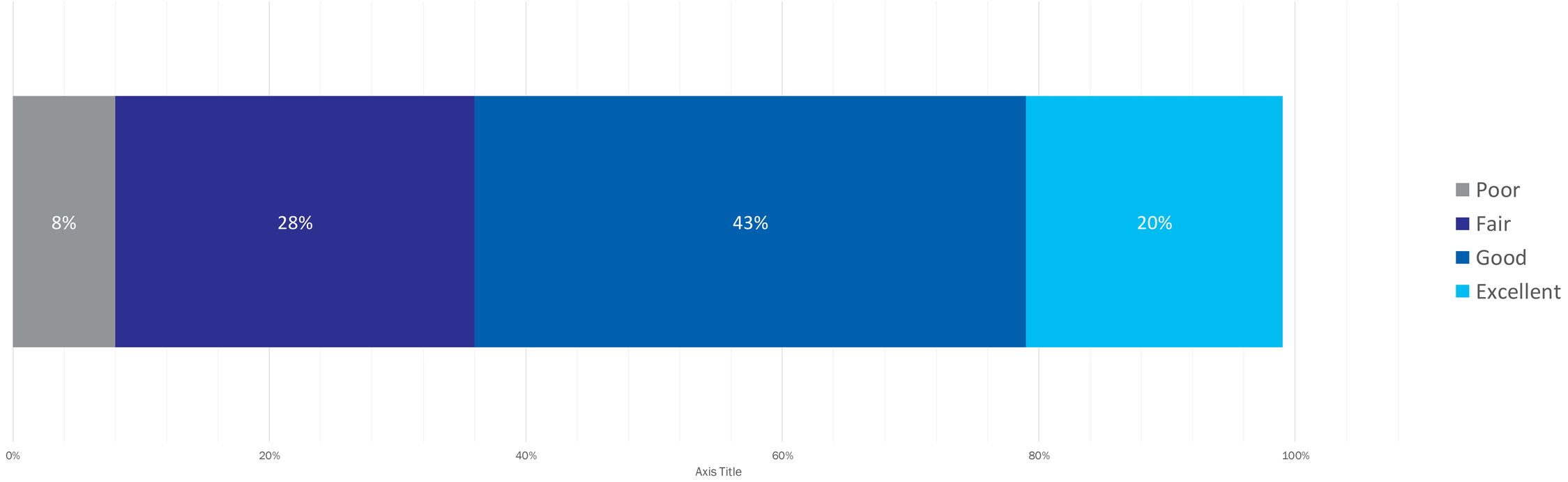
63% describe the quality of care in their workplace as good or excellent. 36% describe the quality of care as poor or fair.



Overtime

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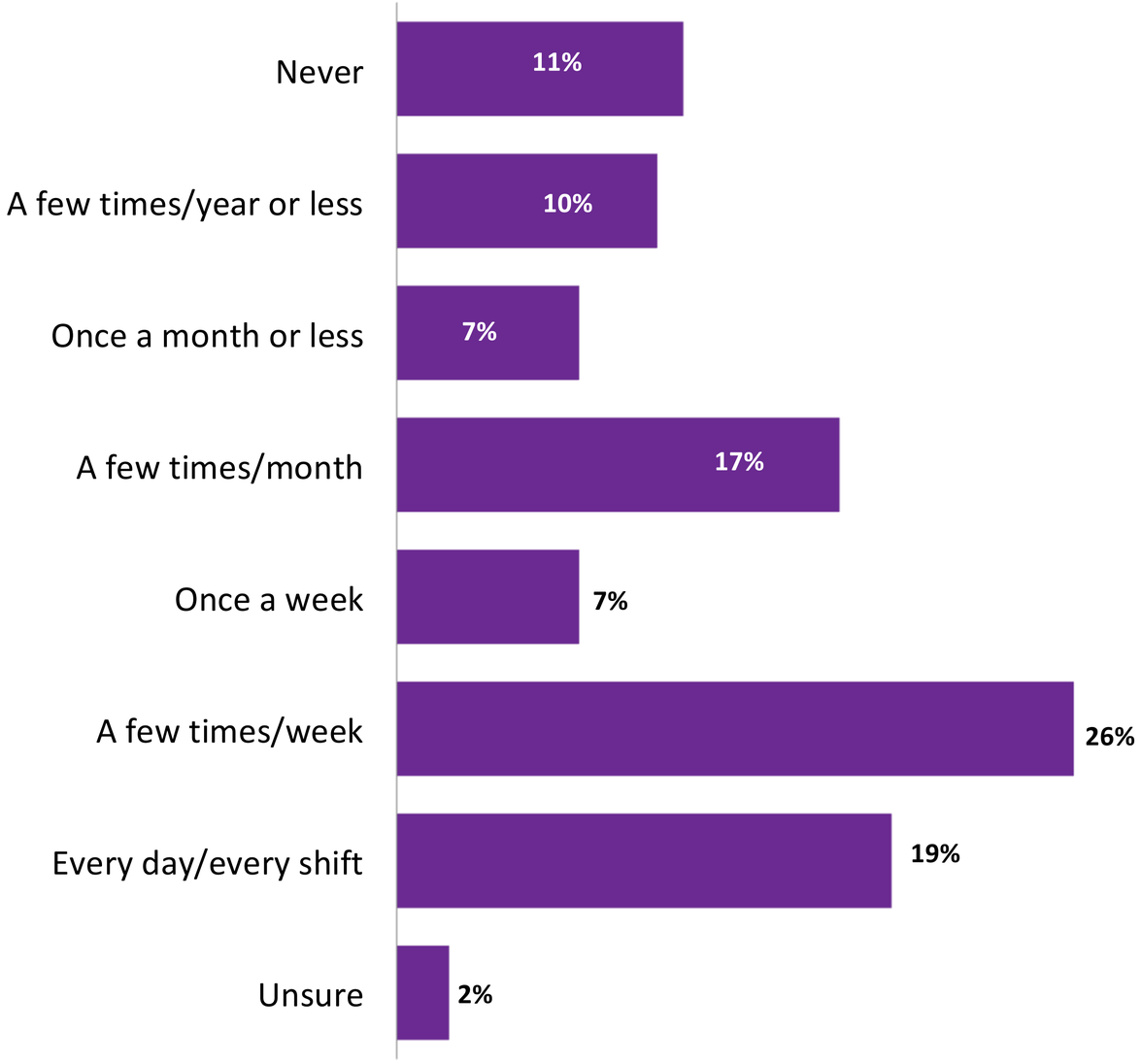
9 in 10 nurses have been asked to work overtime. 45% of these nurses are being asked to work overtime a few times a week or every day/shift.



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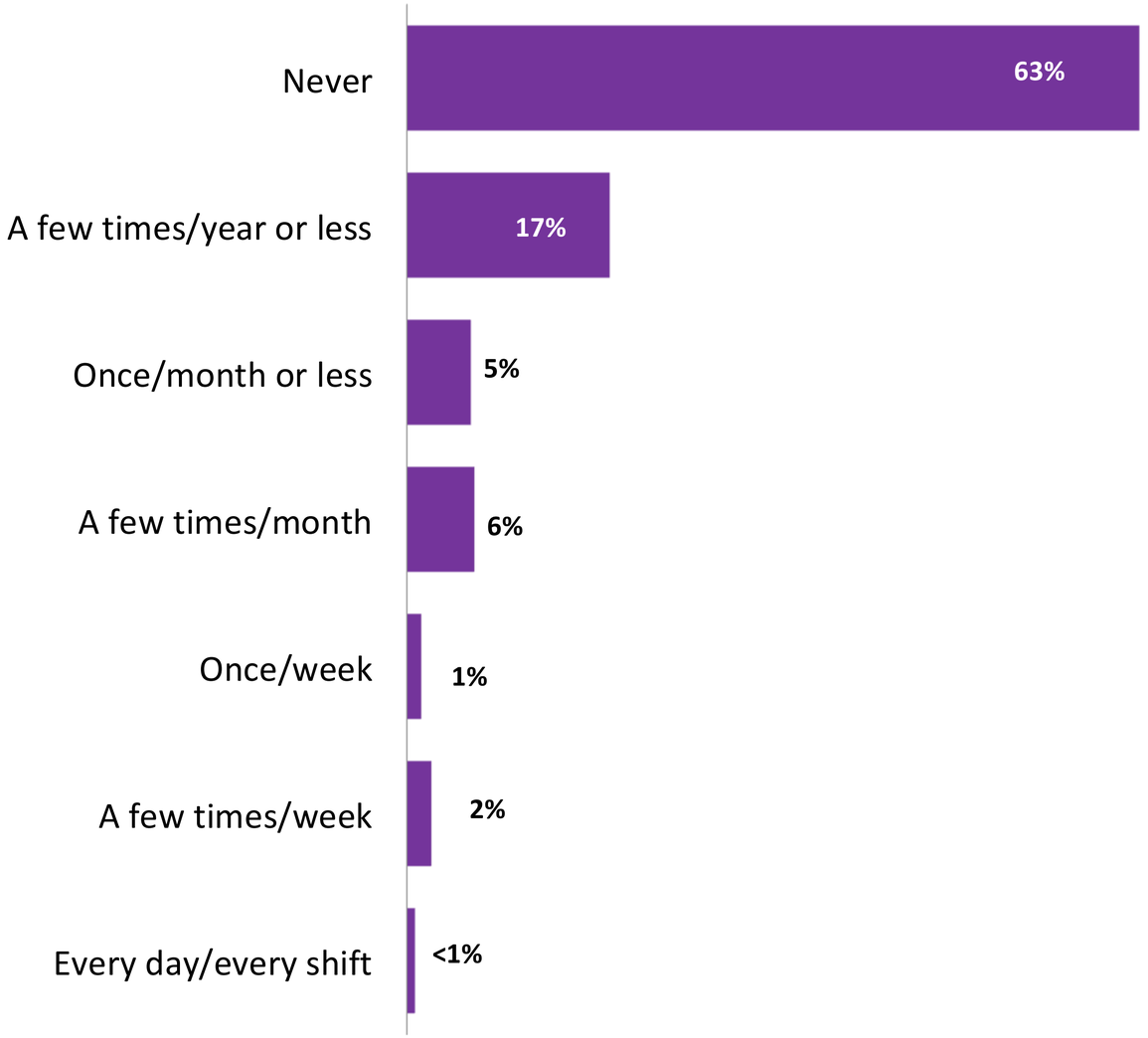
37% have been mandated to work overtime. Majority of these individuals have been mandated to do so a few times a year or less.



Early-career nurses are struggling.

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Early-career nurses are more likely to:

- Indicate they are dissatisfied with their career choice (44%)
- Indicate they intend to leave the profession (34%)
- Be interested in agency work (49.5%)
- Indicate they work every shift without full staff (42%)
- Give their workplace a poor or fail rating on patient safety (29%)
- Experience clinical symptoms of burnout (42%)
- Rate their mental health very poor or terrible (28%)

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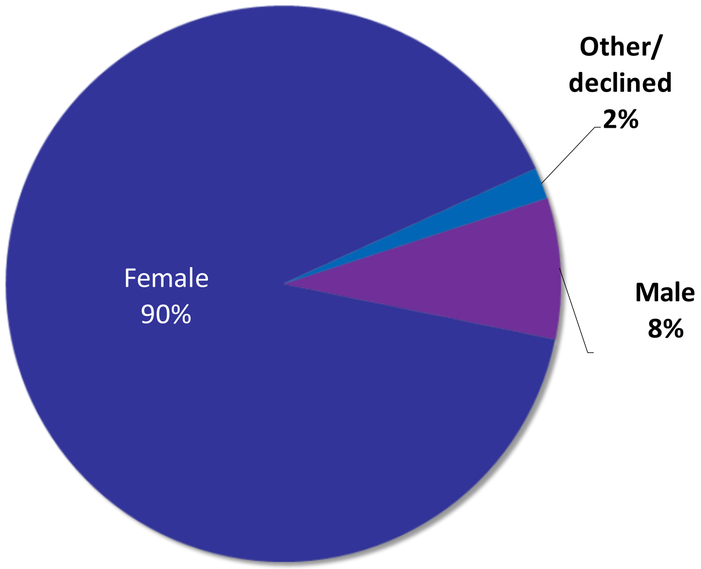
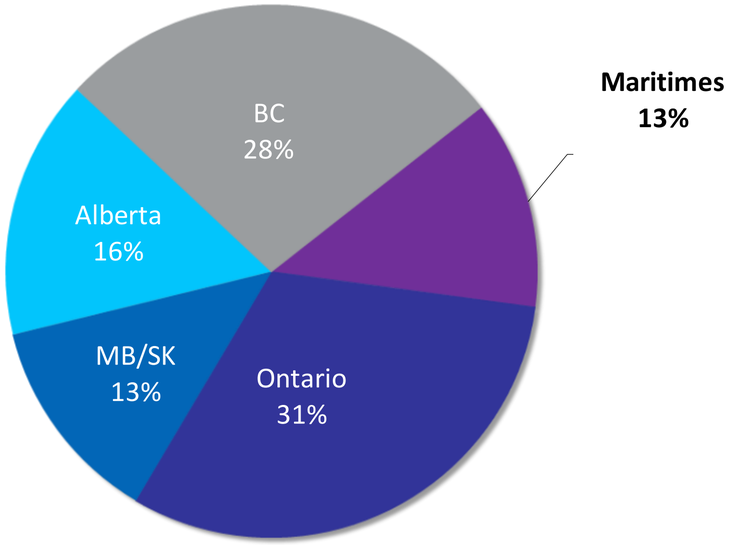
Respondent profile

GENDER



REGION



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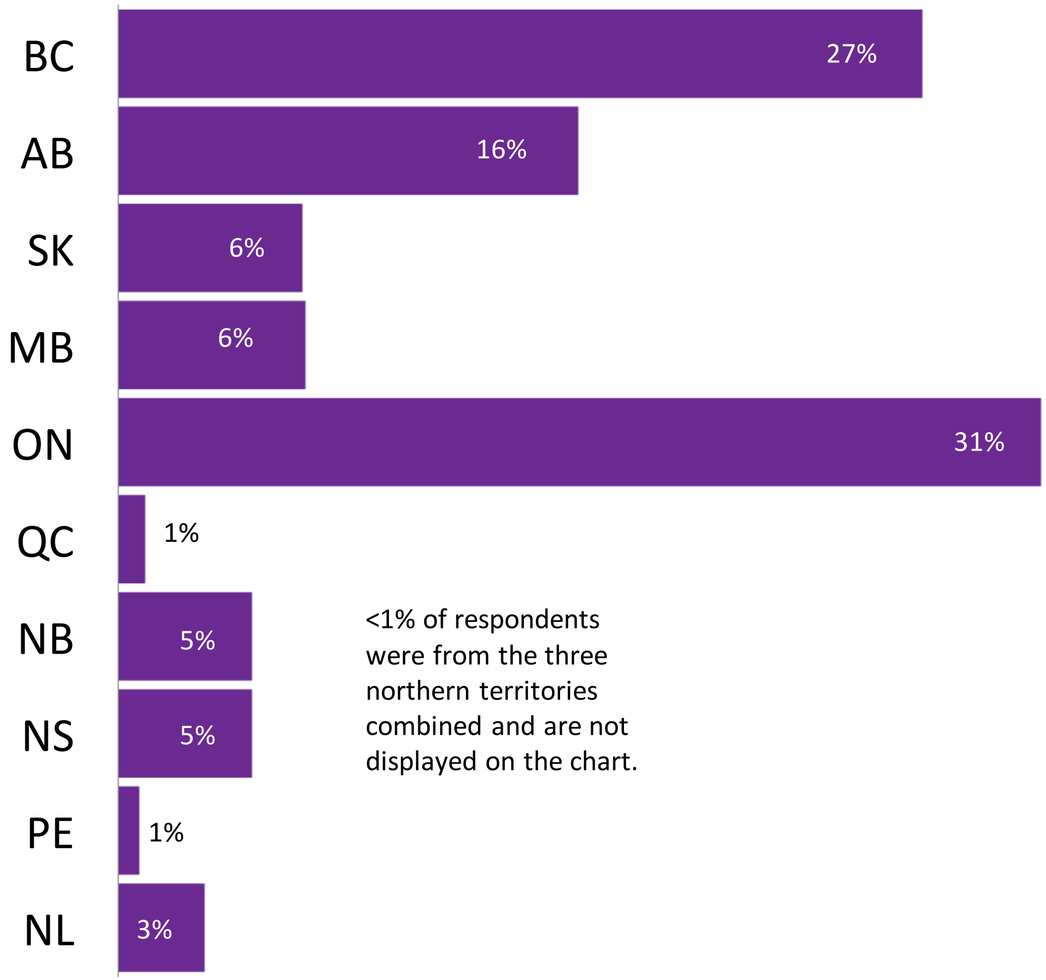
Respondent profile

Province or territory



<1% of respondents were from the three northern territories combined and are not displayed on the chart.

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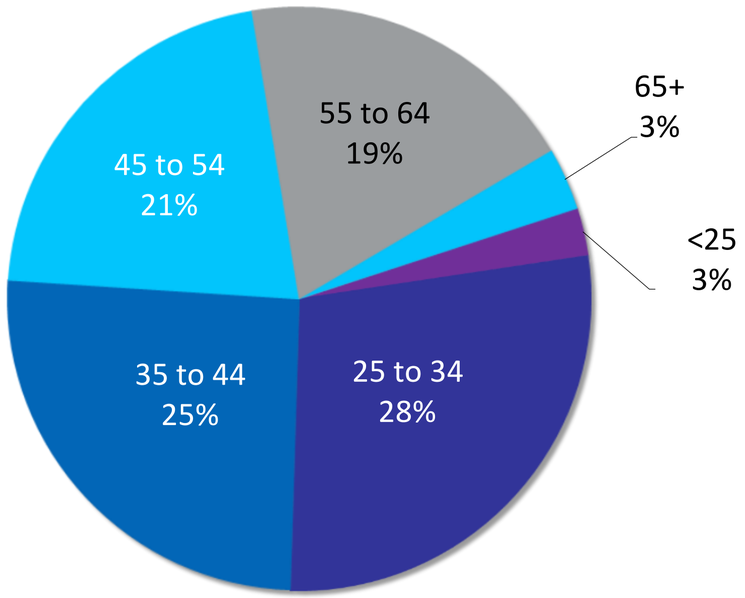
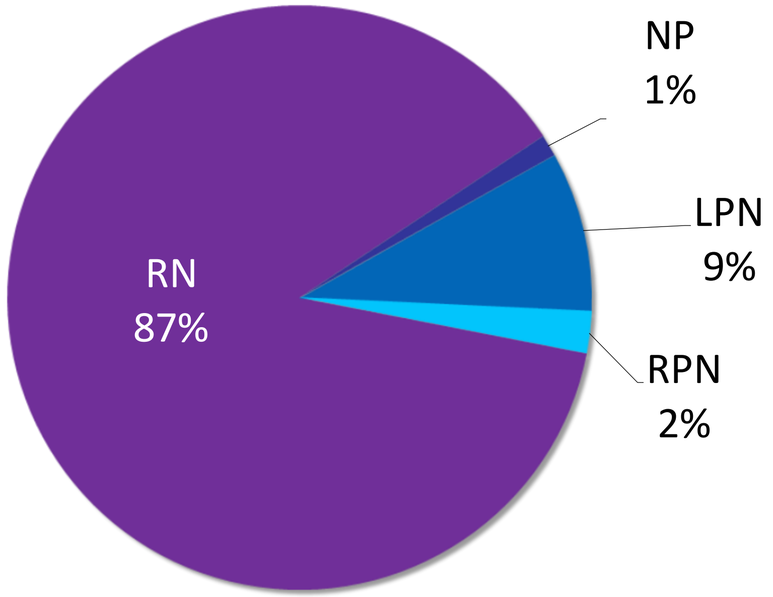
Respondent profile

AGE



DESIGNATION



<1% of respondents are Registered Practical Nurses and are not displayed on the chart.

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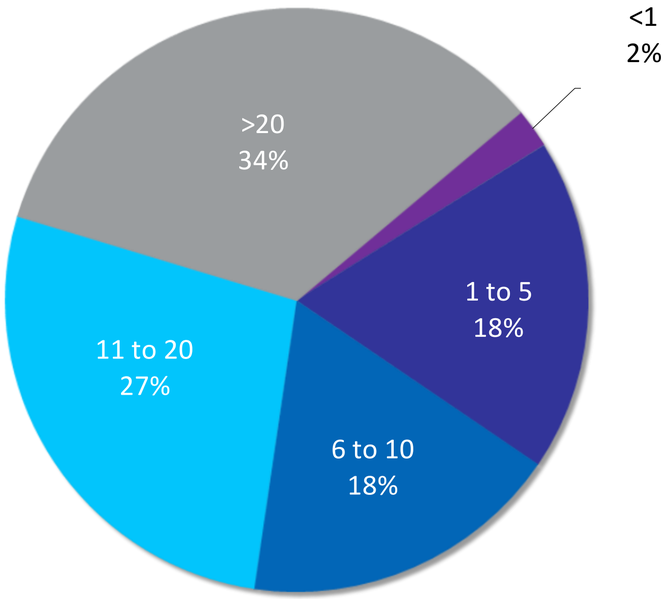
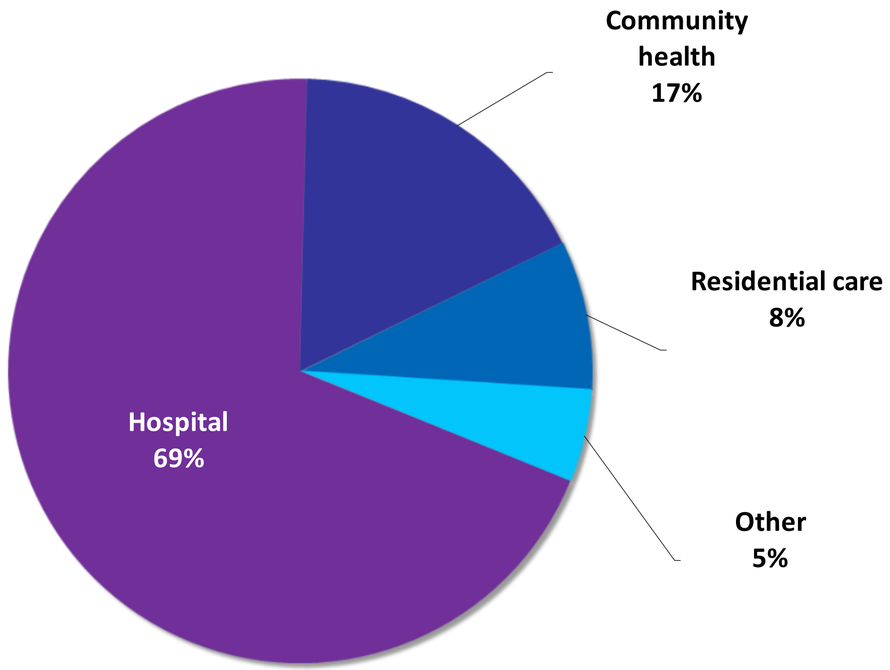
Respondent profile

TENURE (IN YEARS)



WORKPLACE



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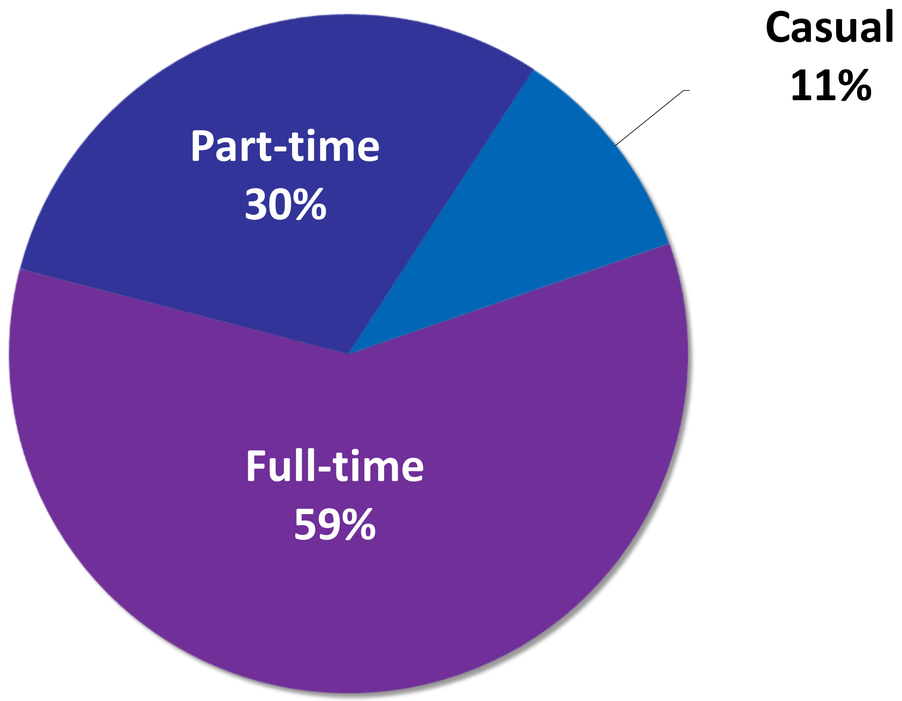
Respondent profile

WORK STATUS



Methodology

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Methodology

- 51% of emails received were opened.
- Respondents logged into the survey using smartphones (71%), computers (22%) and tablets (2%).
- Completion rates were highest on tablets (92%) and computers (90%), and slightly lower on smartphones (87%).
- Nurses who had not responded or completed a survey were sent reminders before new members were invited to participate.
- As Quebec is so heavily under-represented in this study, weights have been applied to all regions except Quebec, so national data can be analyzed as representative.
- The survey consisted of 96 questions, and the average time to complete the survey was 15 minutes.

Thank you.

Merci.

Miigwech.