



Health Care Workers Experience During a Pandemic - Survey Results

John Oudyk (OHCOW), Peter Smith (IWH)
& the COVID-19 ad-hoc Survey Group

June 26, 2020



Members of COVID-19 ad hoc Survey Group:

- Ontario healthcare unions' H&S staff reps (ONA, SEIU, OPSEU, CUPE, Unifor, USW)
- Canadian Federation of Nurses Unions (CFNU)
- OFL, BCNU, HSABC
- Guy Potter, occupational psychologist with Duke University Hospital in North Carolina (COPSOQ International Network)
- Peter Smith, researcher with Institute for Work and Health (IWH)
- A variety of interested academics and activists from Canada and the US
- Valerie Wolfe, Daryl Stephenson & myself (OHCOW)



Survey content

- COPSQ (StressAssess) scales measuring **burnout**, **stress** and **sleep symptoms** (2 questions each);
- GAD-2 and the PHQ-2 scales to measure **anxiety** and **depression** symptoms (2 questions each);
- 3 questions from the DSM5 **acute stress** scale (pre-PTSD);
- 3 questions from a **self-efficacy** scale (General Self-Efficacy Short Scale (ASKU));
- custom made **exposure** scales (**PPE adequacy/availability**, similar for **preventive measures/procedures**, and **training**)
- COPSQ scales for **work pace**, **predictability**, **role conflict**, **supervisor support**, **colleague support** (created a similar question for **family support**)
- StressAssess questions about **psychological H&S climate**, and organizational **culture's tolerance of behaviours harmful to mental health**



Results as of June 23:

survey launched on April 6, 2020
unions distributed SurveyMonkey link
as of June 23rd:

5904 completed (at least 70% done) responses
≈30% abandonment (don't reach 70% of survey done)
unions participating (>50 responses):

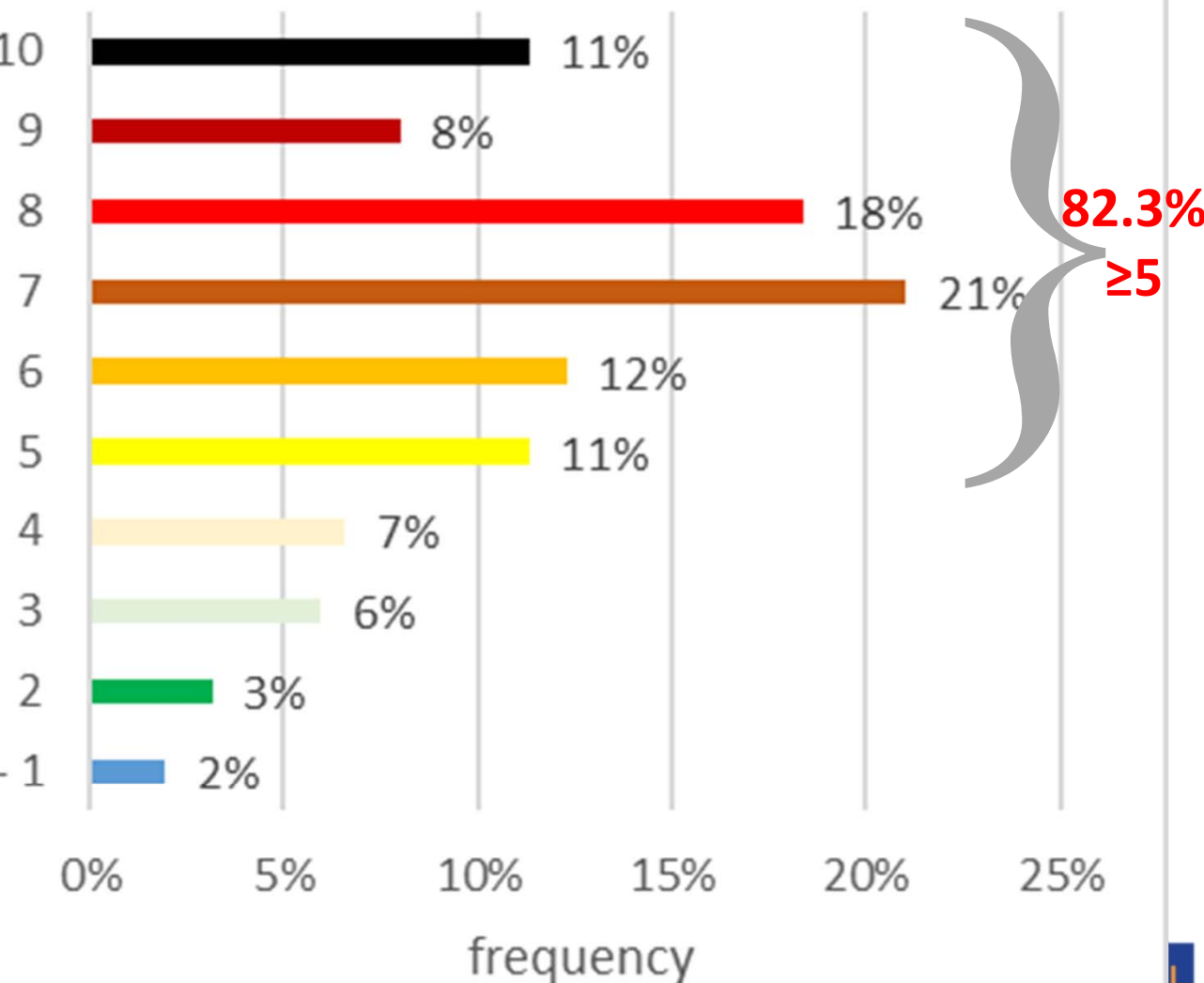
BCNU	1264
OPSEU	1010
SEIU	1004
ONA	704
UNA	391
HSABC	239
CUPE	207
Unifor	129
NSNU	101
USW	77
RNUNL	51



as much fear as I have ever felt! - 10

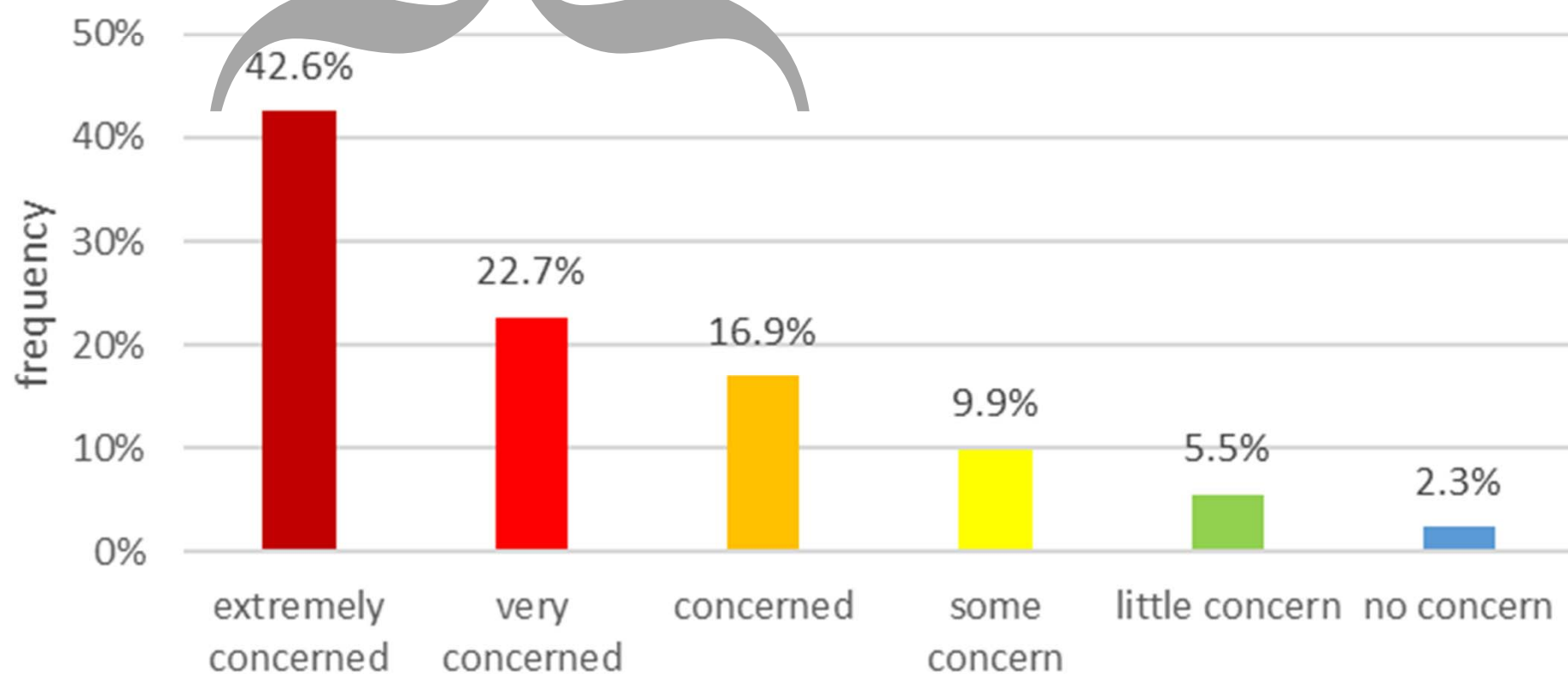
On a scale from **1 to 10**,
how would you rate your
current level of fear
about this whole
pandemic situation:

little to no fear at all - 1



How concerned are you about bringing the virus home to those with whom you live and/or friends?

82.3% concerned or more



		# of infected patients in organization		exposure to patients with COVID			# of infected workers at work	
	n=	at least 1 or more	don't know	direct contact	in same room	on same floor	at least 1 or more	don't know
all	5904	58.7%	21.6%	34.1%	4.7%	11.5%	33.2%	35.2%

		personal COVID experiences								
	n=	contact with COVID patient at work	contact with COVID patient outside work	told to work despite exposure	experienced symptoms similar to COVID	told to work despite symptoms	told to self- isolate	tested for COVID	tested positive for COVID	submitted workers' compensation for COVID
all	5904	19.7%	1.6%	15.3%	21.6%	5.3%	18.1%	15.9%	0.4%	0.8%
cleaning	109	20.9%	4.5%	25.4%	14.9%	4.5%	13.4%	16.4%	0.0%	0.0%
clerk	238	12.9%	1.2%	18.4%	27.0%	6.7%	17.8%	14.7%	0.0%	1.2%
contact tracing	13	0.0%	0.0%	0.0%	35.7%	7.1%	35.7%	21.4%	0.0%	0.0%
cook	26	12.5%	6.3%	12.5%	6.3%	0.0%	37.5%	25.0%	0.0%	0.0%
coordinator	188	10.5%	0.6%	11.0%	27.3%	5.2%	29.1%	16.3%	0.0%	0.0%
counsellor	66	8.3%	2.1%	18.8%	18.8%	2.1%	39.6%	10.4%	0.0%	0.0%
dietary aid	72	25.6%	0.0%	23.3%	7.0%	4.7%	14.0%	14.0%	4.7%	7.0%
LPN	485	17.6%	2.0%	15.9%	20.7%	7.4%	18.4%	16.0%	0.8%	1.2%
maintenance	17	25.0%	0.0%	25.0%	0.0%	0.0%	25.0%	16.7%	0.0%	8.3%
mgmt	106	19.7%	3.9%	11.8%	25.0%	7.9%	13.2%	18.4%	0.0%	0.0%
paramedic	80	34.7%	3.3%	14.9%	13.2%	1.7%	16.5%	8.3%	0.8%	6.6%
professional	298	17.7%	1.6%	14.2%	21.6%	5.5%	20.6%	17.4%	1.0%	0.3%
PSW	710	11.5%	2.4%	20.9%	22.4%	5.4%	20.2%	14.6%	0.9%	1.6%
RN	2425	20.3%	1.3%	13.8%	23.0%	5.0%	18.0%	17.5%	0.4%	0.7%
RPN	78	7.9%	1.1%	10.1%	34.8%	6.7%	19.1%	20.2%	0.0%	0.0%
SW	89	9.2%	4.6%	18.4%	21.8%	8.0%	18.4%	18.4%	1.1%	0.0%
technician	706	31.3%	1.3%	18.0%	17.7%	4.8%	13.8%	12.8%	0.1%	0.2%



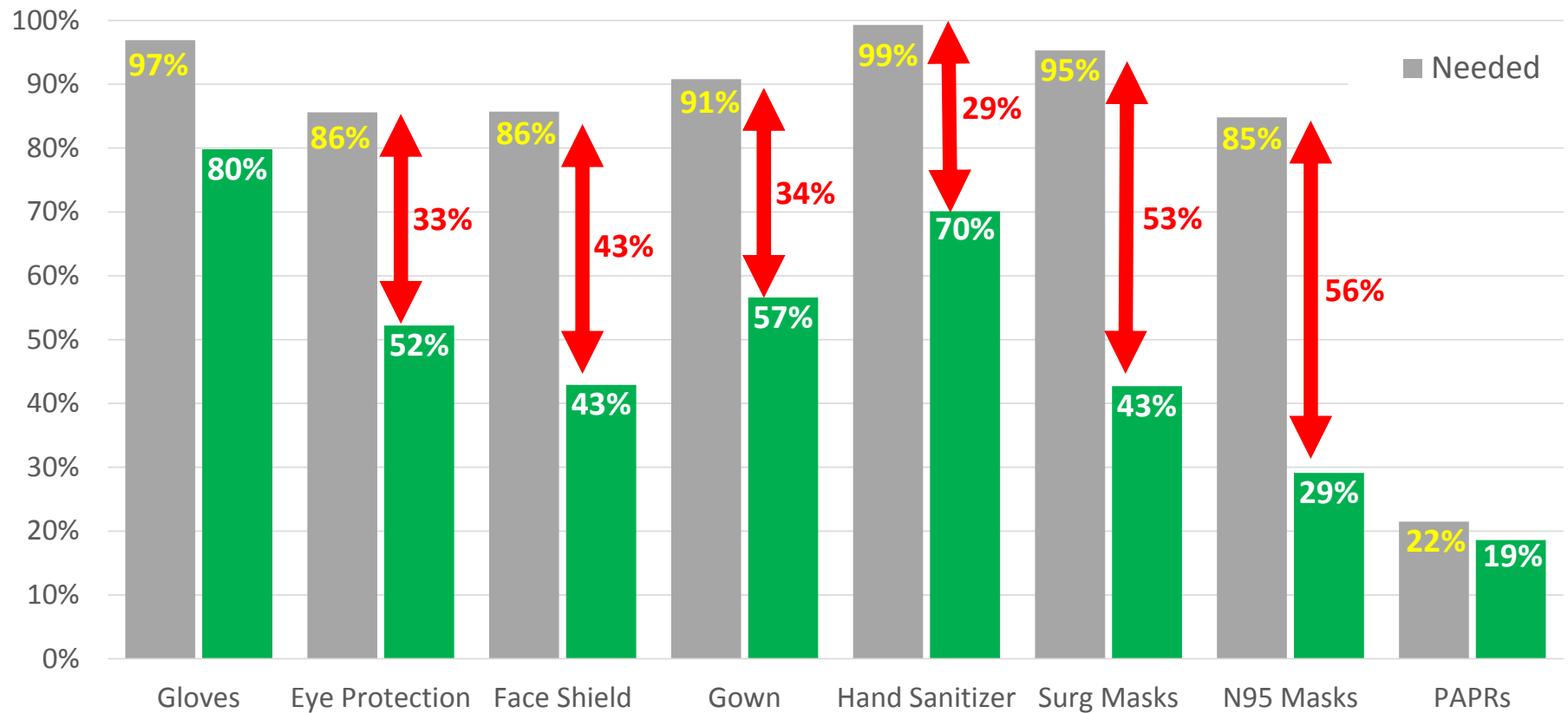
Personal protective equipment (PPE) supply and adequacy

Appropriate type and adequate supply	Appropriate type but inadequate supply	Inappropriate type, but adequate supply	Inappropriate type and inadequate supply	Needed, but not available	Not sure/don't know what is appropriate	Not applicable
Type of PPE is needed					Type of PPE is not needed	
Needs Met	Needs not Met	Needs not Met	Needs not Met	Needs not Met	Not Applicable	

(1) Gloves; (2) Eye protection/goggles; (3) face shield; (4) gown; (5) hand sanitizer; (6) surgical or procedure masks; (7) N95 masks; (8) PAPR (powered air particulate respirators)



Personal protective equipment (PPE) needs and needs met



	n=	gloves	eye protection/ goggles	face shield	gown	hand sanitizer	surgical/ procedure masks	N95 masks
all	5904	80.4%	52.6%	43.4%	56.8%	70.1%	43.3%	29.9%
cleaning	109	78.3%	56.0%	43.8%	66.0%	79.8%	34.3%	24.4%
clerk	238	72.0%	42.2%	41.9%	50.9%	71.3%	41.0%	28.5%
contact tracing	13	80.0%	40.0%	60.0%	60.0%	76.9%	50.0%	66.7%
cook	26	79.2%	50.0%	41.2%	66.7%	80.0%	63.6%	40.0%
coordinator	188	78.9%	53.4%	45.5%	58.4%	67.2%	53.6%	31.9%
counsellor	66	79.2%	61.3%	45.2%	70.6%	71.7%	58.3%	31.8%
dietary aid	72	72.3%	52.4%	44.4%	54.1%	84.1%	50.9%	35.6%
LPN	485	77.9%	44.0%	33.0%	52.1%	74.2%	37.7%	19.2%
maintenance	17	56.3%	69.2%	50.0%	50.0%	70.6%	46.7%	35.3%
mgmt	106	82.2%	69.6%	55.9%	57.9%	68.6%	67.0%	52.9%
paramedic	80	88.8%	90.0%	75.0%	58.2%	75.0%	59.5%	47.5%
professional	298	81.3%	59.6%	49.8%	59.1%	74.0%	56.3%	36.6%
PSW	710	74.9%	49.7%	28.6%	50.9%	66.3%	38.1%	20.8%
RN	2425	82.9%	52.7%	45.3%	58.0%	68.3%	43.3%	32.9%
RPN	78	69.7%	41.4%	36.6%	50.0%	52.6%	29.9%	23.3%
SW	89	79.2%	50.9%	46.6%	64.3%	65.1%	53.4%	27.9%
technician	706	84.4%	54.9%	48.9%	61.5%	74.7%	40.4%	29.2%



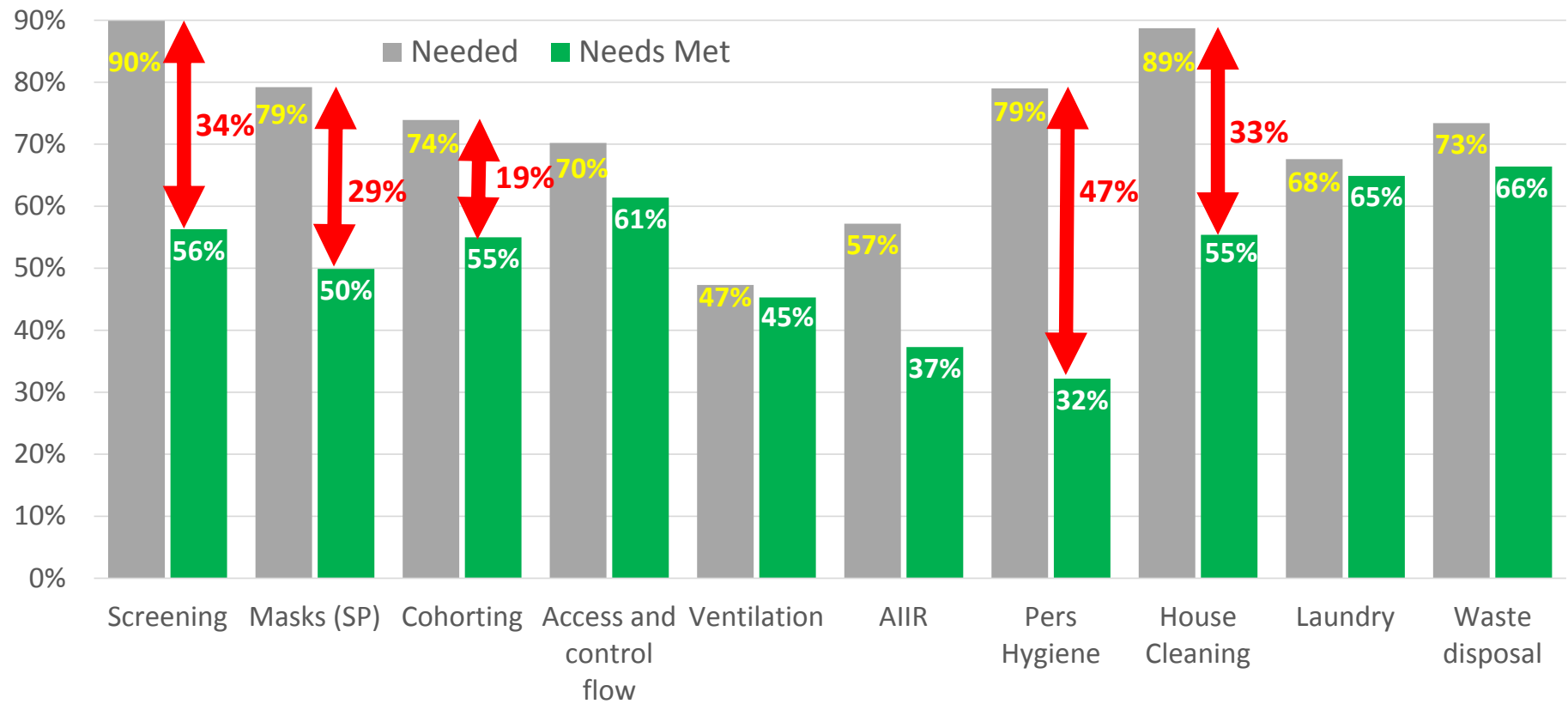
Adequacy of preventive infection control procedures (ICP)

Appropriate and adequately implemented	Appropriate type but inadequately implemented	Inappropriate	Lacking	Not sure/don't know what is appropriate	Not applicable
Type of ICP is needed				Type of ICP is not needed	
Needs Met	Needs not Met	Needs not Met	Needs not Met	Not Applicable	

(1) Screening incoming patients; (2) Symptomatic patients wearing masks; (3) cohorting patients; (4) restrict access and control flow of COVID patients; (5) ventilation system; (6) Airborne infection isolation rooms (AIIR); (7) Personal hygiene facilities; (8) house cleaning practices; (9) laundry cleaning practices; (10) waste disposal practices



Preventive infection control procedures (ICP) needs and needs met



Selected health outcomes (1)

Generalized Anxiety Disorder 2-item (GAD-2)

The following questions ask about thoughts, feelings, and behaviours, often tied to concerns about family, health, finances, school, and work over the last 7 days.

- Feeling nervous, anxious or on edge
- Not being able to stop or control worrying

Patient Health Questionnaire-2 (PHQ-2)

- Little interest or pleasure in doing things
- Feeling down, depressed or hopeless

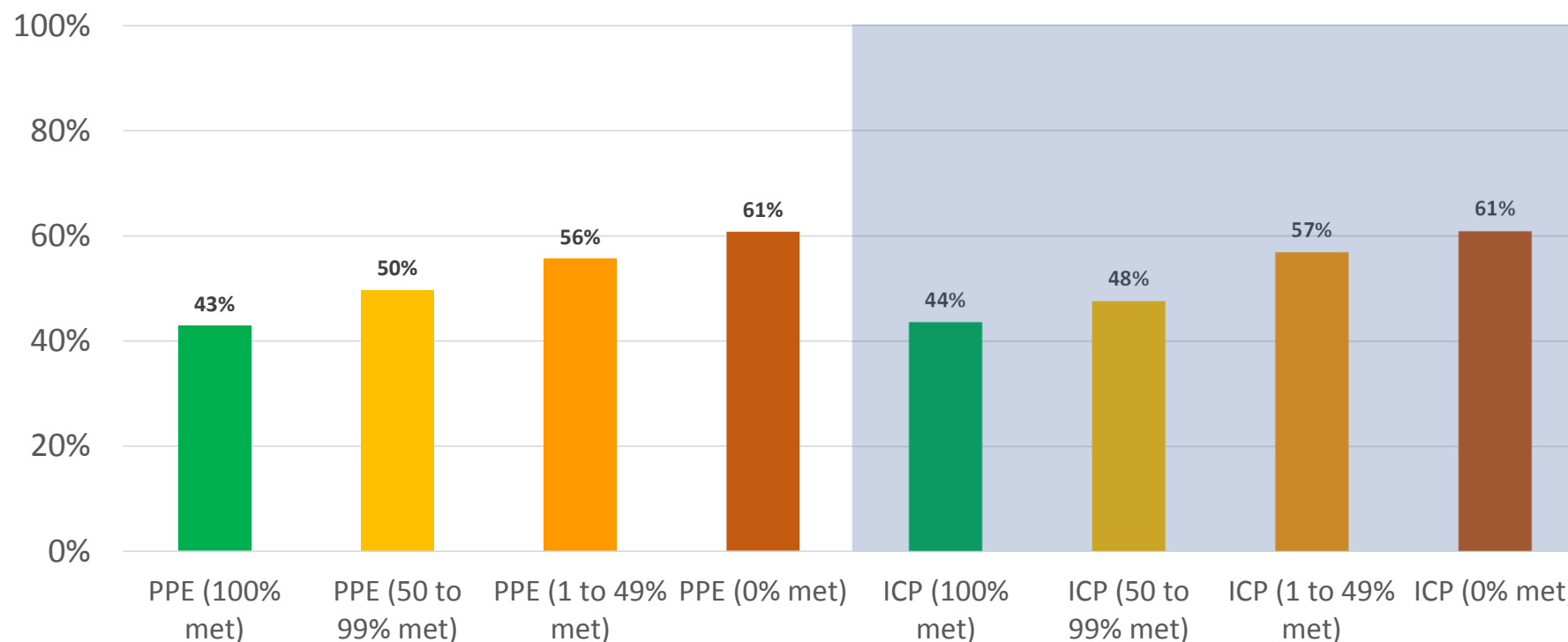
Response options: Not at all (0), several days (1), more than half the days (2), nearly every day (3).

Scores of **three and higher** standard cut point for screening for anxiety and depression.



		symptom scales								
		COPSOQ symptom scales			DSM5 acute stress		GAD-2		PHQ-2	
n=		burnout	stress	sleep troubles	acute stress score (%≥2)	acute stress score (%≥3)	anxiety score (%≥3)	anxiety score (%≥4)	depression score (%≥3)	depression score (%≥4)
all	5904	67	62	60	29.1%	5.7%	54.0%	40.3%	41.4%	27.3%

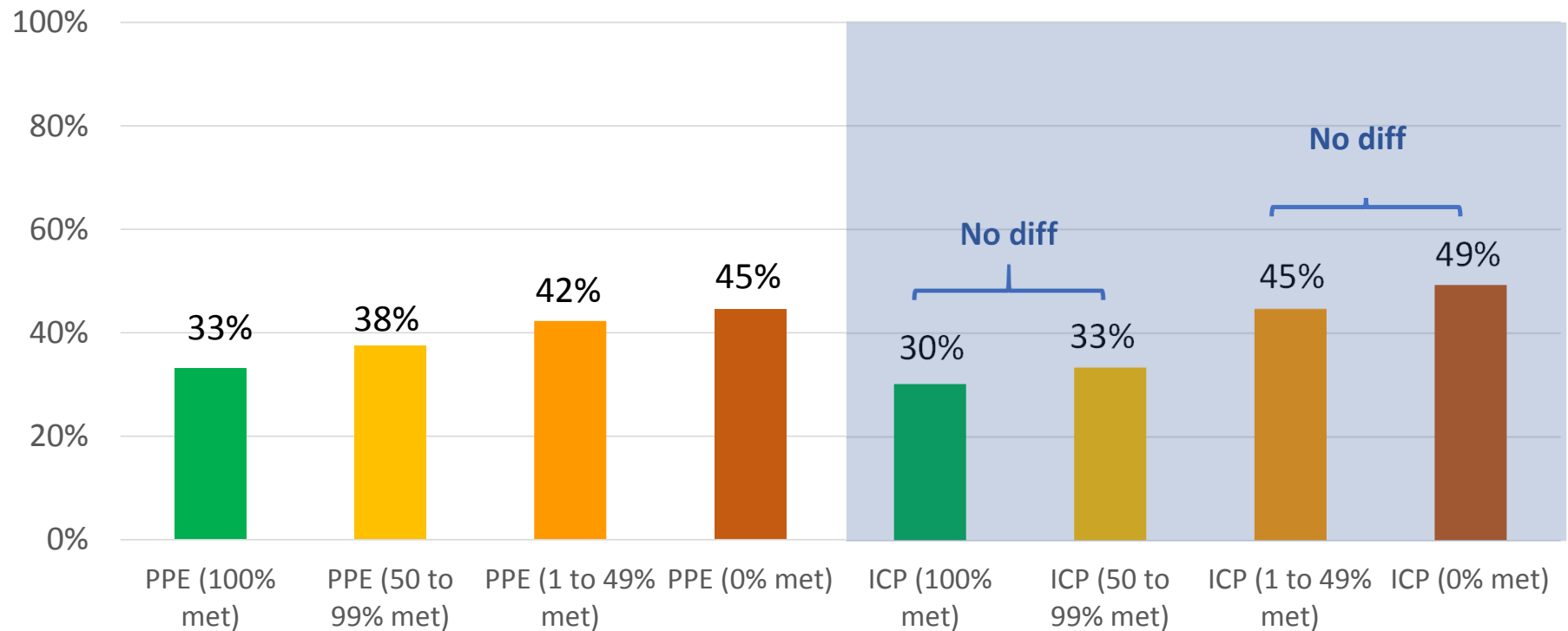
Adjusted* proportion of sample with anxiety (GAD-2) scores 3 and over by PPE needs met, ICP needs met (N = 5,988)



* Adjusted for age, sex, visible minority status, province, population density, type of healthcare facility, job tenure, current work hours, interactions with COVID-19 patients, patients at workplace with COVID-19, co-workers at workplace with COVID-19, experiencing COVID-19 symptoms, training related to COVID-19 and training in donning and doffing PPE.



Adjusted* proportion of sample with depression (PHQ-2) scores 3 and over by PPE needs met, ICP needs met (N = 5,988)



* Adjusted for age, sex, visible minority status, province, population density, type of healthcare facility, job tenure, current work hours, interactions with COVID-19 patients, patients at workplace with COVID-19, co-workers at workplace with COVID-19, experiencing COVID-19 symptoms, training related to COVID-19 and training in donning and doffing PPE.



Help for stressed workers:

- Ontario COVID-19 Mental Health Network <https://covid19therapists.com>

Ontario COVID-19 Mental Health Network

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We facilitate pro bono mental health services for healthcare workers who have been impacted by COVID-19.

REQUEST SUPPORT HERE



Thank you! ... any questions/comments?
(please use the chat box)

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