

# Health & Safety Matters Exploratory Analysis Section 21 Committee Meeting Presentation, May 5, 2016

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# Findings of the PSW Health & Safety Matters Survey research study funded last year by the Ministry of Labour (grant # 13-R-030).

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PSW Colleen



# SAMPLE

## 1746 Respondents Fully Completed a Survey (reached the end)

### Demographic Characteristics

- Most (69%) of sample were **45 years or older**
- Most (94%) of sample were **female**
- Most (66%) were **married or living with a partner**
- 15% reported **living alone**
- 41% were **not born in Canada**
- 73% reported a **college or equivalent or higher** education
- Most (90%) reported that their **earnings were important or very important** to their family's economic well-being

PSW Christine



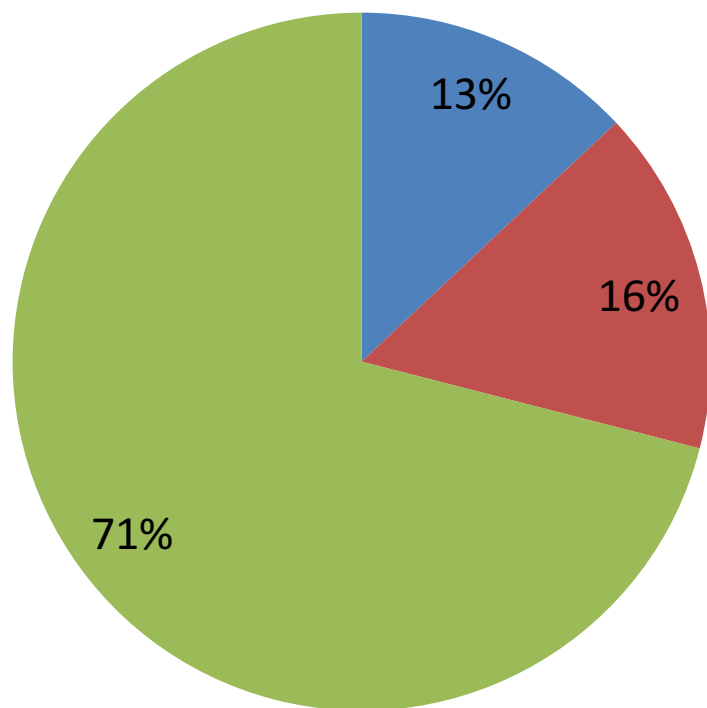
## Characteristics of Work, Years and Hours of Work

- 44% have been working 5 years or less as a PSW in the community
- 41% work less than 30 hours per week as a PSW in the community
- One-half (50%) prefer to work more hours per week
- Almost two-thirds (59%) do not have guaranteed hours of work

## Satisfaction with Work Hours, Pay and Benefits

- 51% were satisfied or very satisfied with the **number of hours** they work
- 48% were satisfied or very satisfied with their **schedule/shifts**
- 23% were satisfied or very satisfied with the **amount they are paid**
- 25% were satisfied or very satisfied with their **benefits**

# Satisfaction with Work



- Very dissatisfied/Dissatisfied
- Neither Satisfied or Dissatisfied
- Satisfied/Very Satisfied



PSW Hensigne

# Measures of Organizational Support, Supervisor Support and Peer Support

## Organizational Support Scale (7 questions)

- 41%-83% reported positive organizational support

Sample Question: Your organization supports you in times of personal crisis, illness or needing time off to help care for other family members (5 point scale, strongly disagree to strongly agree)

## Supervisor Support Scale (8 questions)

- 40%-71% reported positive supervisor support

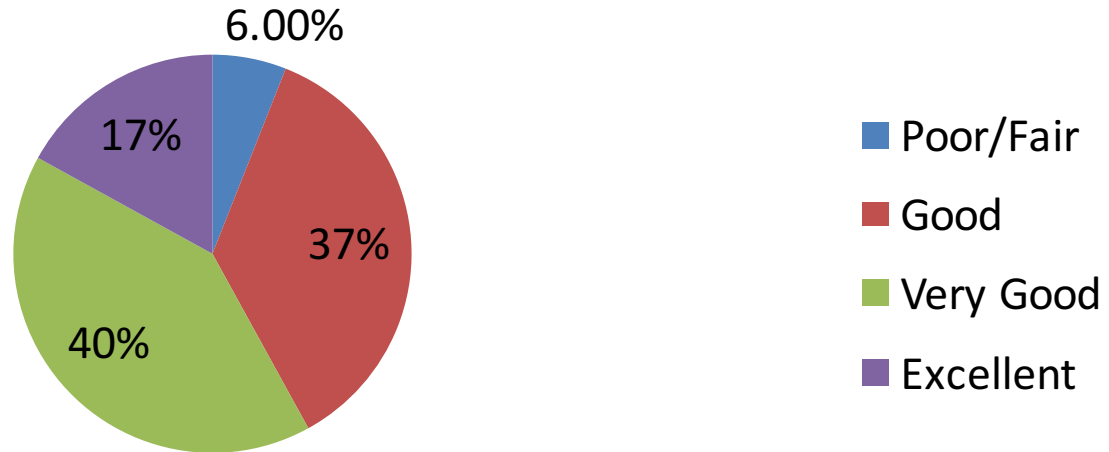
Sample question: Your supervisor is interested in you and your well-being (5 point scale, strongly disagree to strongly agree)

## Peer Support Scale (4 questions)

- 44%-61% reported positive peer support

Sample question: Your co-workers are supportive in times of personal crisis, illness or needing time off to help care for other family members (5 point scale, strongly disagree to strongly agree)

## Self-Reported Health



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## Long-term Conditions Diagnosed by a Health Professional

- 20% reported having **allergies**
- 17% reported having **high blood pressure**
- 17% reported having a **repetitive strain injury**
- 16% reported having **back problems**
- 13% reported having **arthritis**
- 11% reported having **migraine headaches**



# Musculoskeletal Disorders Scale

How often have you had each of these conditions in the past 3 months?	Most or All of the Time (%)
Back pain	17%
Pain or discomfort in your neck or shoulder	20%
Pain or discomfort in your arm, elbow or hand	14%
Sore or sprained muscles	9%
Pain or discomfort in your hips	9%
Pain or discomfort in your knees	13%
Pain or discomfort in your ankles or feet	13%



# Stress

- 25% reported that in the past 12 months, most days **at work** were **quite a bit or extremely stressful**
- 22% reported that thinking about the amount of stress in your **life**, most days are **quite a bit or extremely stressful**

## Work-related Injuries

- 15% reported that they were injured at work in the past 12 months

## Workplace Violence

- 20% reported that in their job as a PSW in the community, in the past 12 months, they were a victim of physical or sexual violence or harassment.

# Relationships with Self-Reported Health

## Positive Relationship

- Married
- Prefer more hours
- Satisfaction with number of hours, schedule/shifts, amount paid
- Organizational, supervisor, peer support

## Negative Relationship

- Living alone, age, born in Canada
- Years working as a PSW in the community
- Prefer less hours

## No Relationship

- Female
- Importance of income
- Hours worked per week , prefer the same hours, guaranteed hours
- Satisfaction with benefits

# Relationships with Diagnosed Back Problems

## Positive Relationship

- Born in Canada
- Years working as a PSW in the community
- Prefer less hours

## Negative Relationship

- Satisfaction with schedule/shifts, amount paid
- Organizational , peer support

## No Relationship

- Female, married, living alone, age
- Importance of income
- Hours worked per week
- Prefer more hours
- Prefer the same hours
- Guaranteed hours
- Satisfaction with number of hours, benefits
- Supervisor support

# Relationships with Diagnosed Repetitive Strain Injury

## Positive Relationship

- Age, born in Canada
- Years working as a PSW in the community
- Prefer less hours

## Negative Relationship

- Prefer more hours
- Satisfaction with schedule/shifts, amount paid
- Organizational , supervisor, peer support

## No Relationship

- Female, married, living alone
- Importance of income
- Hours worked per week
- Prefer the same hours
- Guaranteed hours
- Satisfaction with number of hours, benefits

# Relationships with MSD Scale

## Positive Relationship

- Female, born in Canada
- Importance of income
- Prefer less hours

## No Relationship

- Married, living alone
- Years working as a PSW in the community
- Hours worked per week
- Prefer more hours
- Guaranteed hours

## Negative Relationship

- Age
- Prefer same hours
- Satisfaction with number of hours, schedule/shifts, amount paid, benefits
- Organizational , supervisor, peer support

# Relationships with Injured at Work in Past 12 Months

## Positive Relationship

- Born in Canada
- Hours worked per week
- Prefer less hours

## Negative Relationship

- Satisfaction with schedule/shifts, amount paid
- Organizational , supervisor, peer support

## No Relationship

- Female, married, living alone, age
- Importance of income
- Years working as a PSW in the community
- Prefer more hours
- Prefer the same hours
- Guaranteed hours
- Satisfaction with number of hours, benefits

# Relationships with Work Stress

## Positive Relationship

- Importance of income
- Years working as a PSW in the community
- Hours worked per week
- Prefer less hours

## Negative Relationship

- Age
- Prefer more hours
- Satisfaction with number of hours, schedule/shifts, amount paid, benefits
- Organizational , supervisor, peer support

## No Relationship

- Female, married, living alone, born in Canada
- Prefer the same hours
- Guaranteed hours

# Relationships with Life Stress

## Positive Relationship

- Born in Canada
- Importance of income
- Prefer less hours

## No Relationship

- Female, married, living alone
- Years working as a PSW in the community
- Hours worked per week
- Prefer more hours
- Prefer the same hours
- Guaranteed hours

## Negative Relationship

- Age
- Satisfaction with number of hours, schedule/shifts, amount paid, benefits
- Organizational , supervisor, peer support

# Relationships with Satisfaction with Work

## Positive Relationship

- Hours worked per week
- Prefer the same hours
- Guaranteed hours
- Satisfaction with number of hours, schedule/shifts, amount paid, benefits
- Organizational , supervisor, peer support

## Negative Relationship

- Importance of income
- Prefer more hours
- Prefer less hours

## No Relationship

- Female, married, living alone, age, born in Canada
- Years working as a PSW in the community

# Relationships with Being a Victim of Violence or Harassment at Work in the Past 12 Months

## Positive Relationship

- Living alone, born in Canada
- Importance of income
- Prefer less hours

## No Relationship

- Female
- Years working as a PSW in the community
- Hours worked per week
- Prefer more hours
- Prefer the same hours
- Guaranteed hours

## Negative Relationship

- Married, age
- Satisfaction with number of hours, schedule/shifts, amount paid, benefits
- Organizational , supervisor, peer support

# Conclusions

- Demographic characteristics are associated with a number of health outcomes.
- The longer PSWs have worked as a community based PSW, the more likely they are to report health problems & stress. Many in this sample have only been working as a PSW in the community 5 years or less.
- The more hours PSWs work per week, more likely they are to report being satisfied with work. However, the more hours PSWs work per week, the more likely they are to report stress and being injured at work in the past 12 months.
- Many in this sample prefer to work more hours per week as a PSW in the community. Those that prefer to work more hours per week are less satisfied with their work but are more likely to have higher self-reported health and less likely to report work stress.
- Those who prefer less hours are less healthy and more likely to have health problems.
- Satisfaction with hours of work, schedule/shifts, pay and benefits are associated with health. Many in this sample are not satisfied with their hours, schedule/shifts, pay and benefits.
- Those with higher Organizational, Supervisor and Peer support are more likely to be healthy.

**Next Steps:** Multivariate Regression Analyses to examine associations in further detail.

# Questions? Thank you.

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