



COVID-19 Nursing Survey - 1 Year later

Association of Regulated Nurses of Manitoba
January, 2022

Acknowledgements

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Qualitative Analysis

Thank you for sharing your voice

Responses: 1209

Method

Quantitative Data: Likert scales

Qualitative Data: Open text boxes

	Excellent	Good	Average	Poor
1. Overall quality	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Products value	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Purchase experience	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. After purchase service	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5. Customer service	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

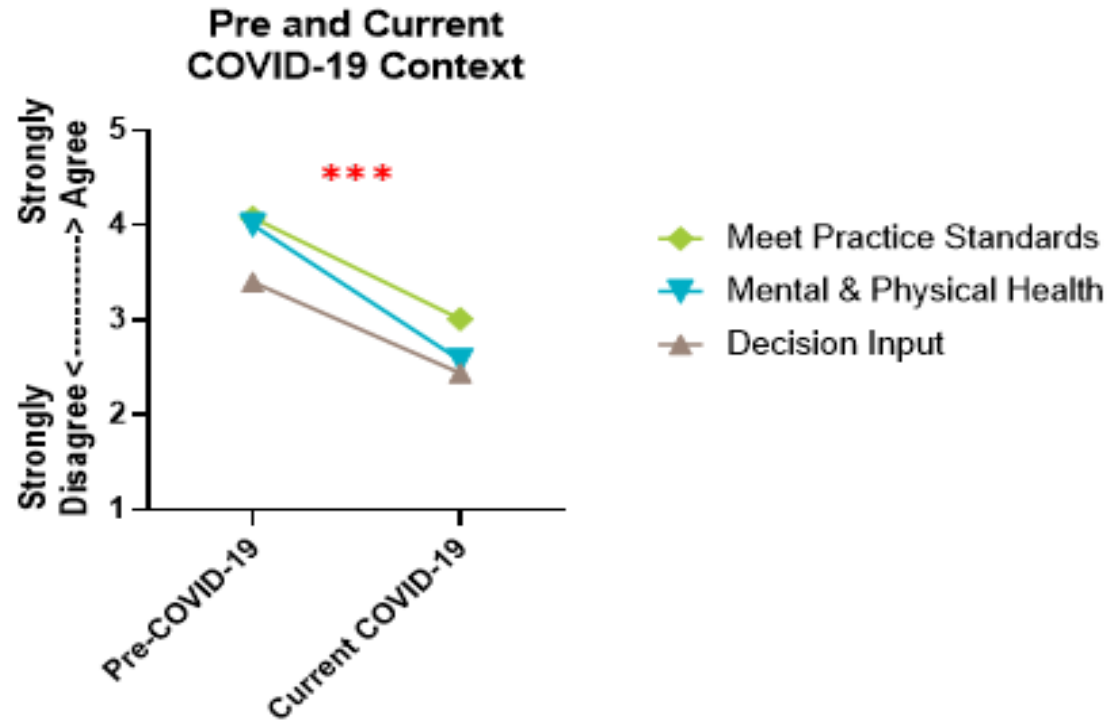
Prior to the pandemic... Since the pandemic

I feel confident that I...

- Meet practice standards outlined by my regulatory college
- Maintain a positive state of mental and physical well-being about my nursing role
- Have input into decisions that impact my practice



Changes pre- and current Covid-19 context

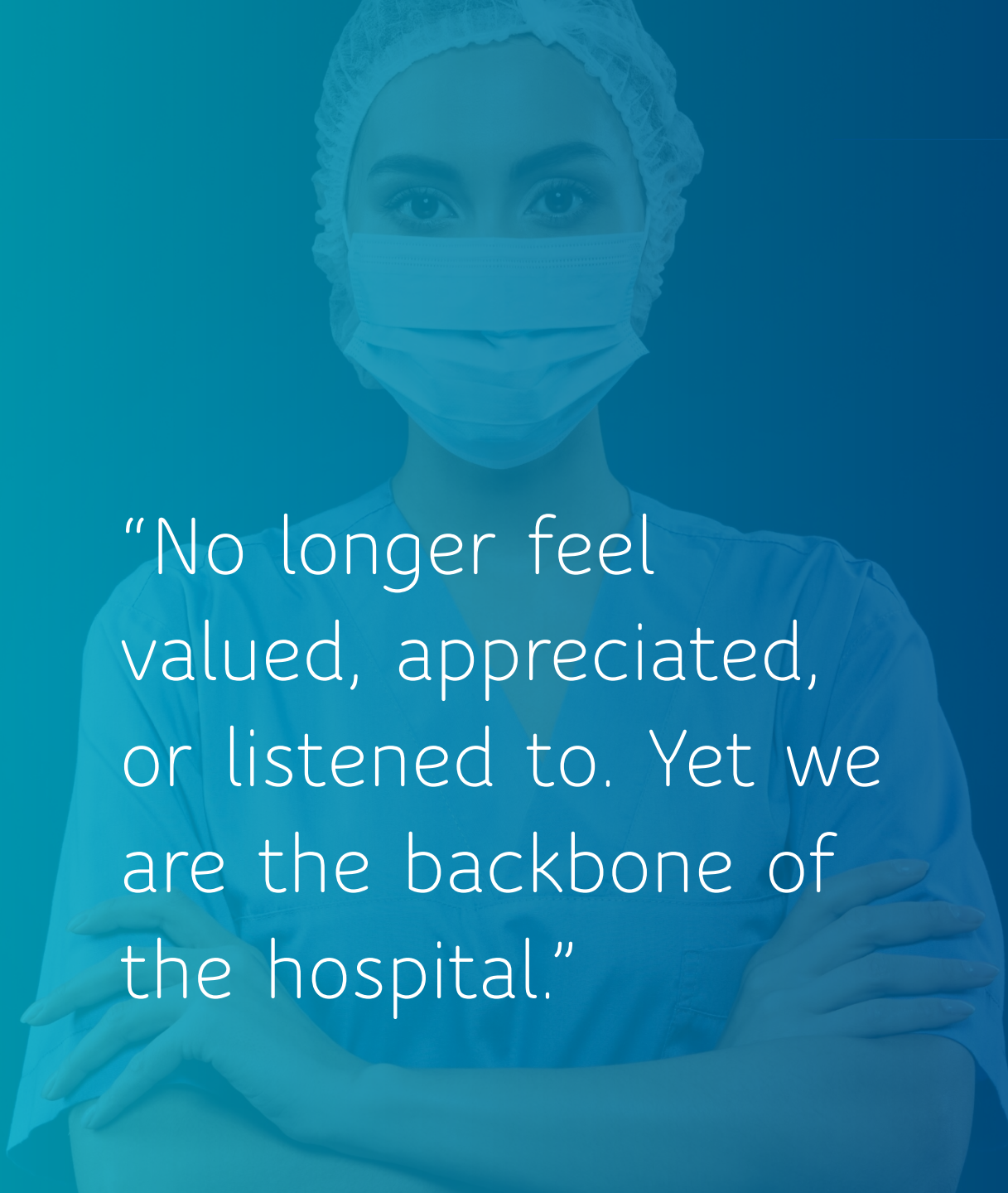


*** denotes p-values < 0.001

Qualitative themes

Nurses want:

- To meet practice standards
- Quality practice environments
- Their knowledge and expertise valued
- To be involved in policy/ planning that will impact their practice



“No longer feel valued, appreciated, or listened to. Yet we are the backbone of the hospital.”

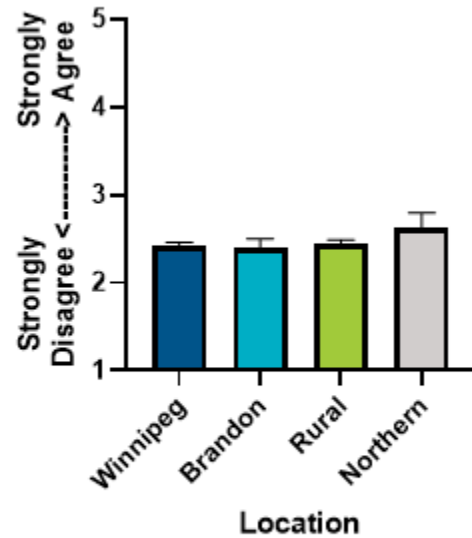
I believe that...

- Planning for the COVID pandemic has been adequate to meet client needs
- That patients/clients generally received the services they required from nurses
- That my patients/clients who are structurally disadvantaged received the services they required

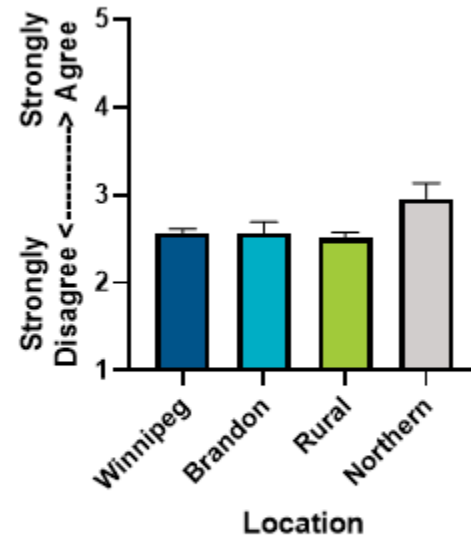


Covid-19 planning, nursing services, and vulnerable patient needs

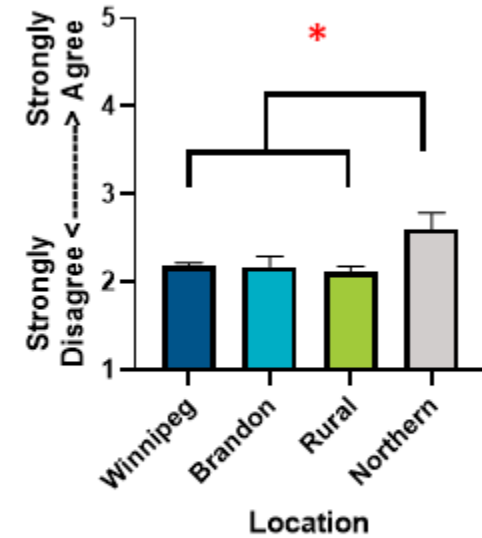
COVID Planning Meets Patient Needs



Nursing Services Meets Patient Needs



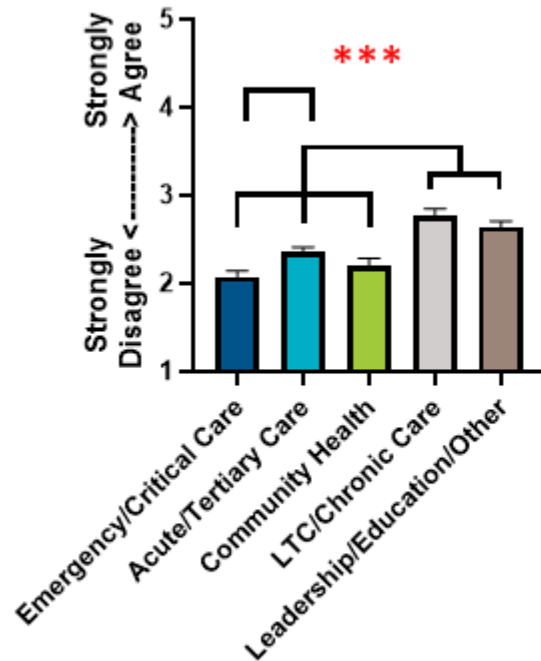
Structural Disadvantaged Patients Needs Met



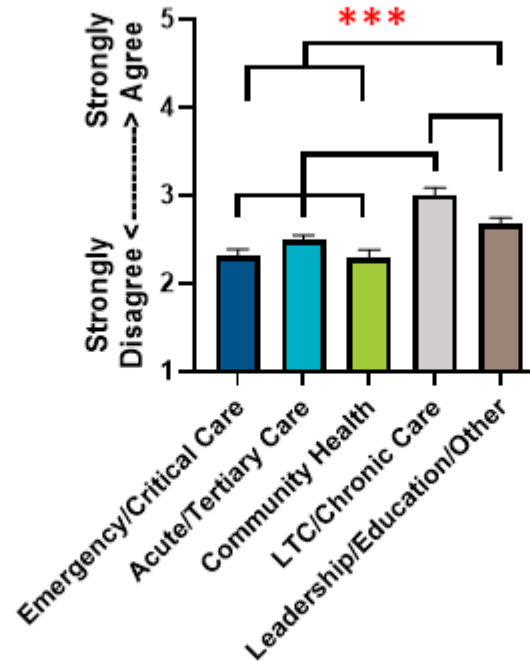
* denotes p-values < 0.05

COVID-19 planning, nursing services and vulnerable patient needs

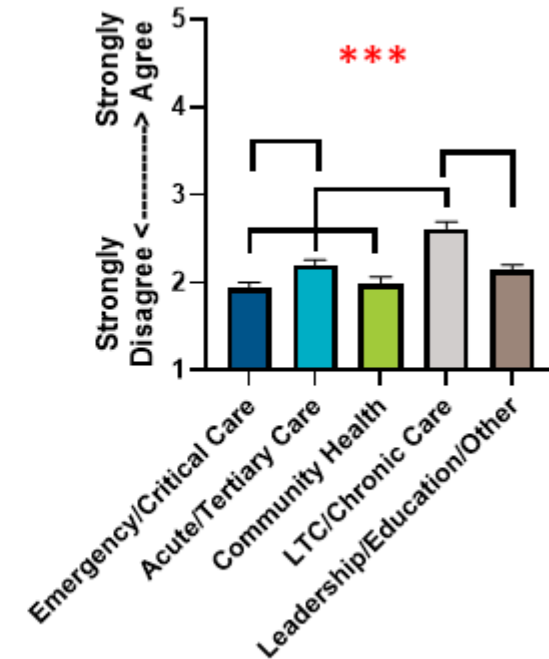
COVID Planning Meet Patient Needs



Nurses Services Meeting Patient Needs



Structural Disadvantaged Patients Needs Met



*** denotes p-values < 0.001

Qualitative themes

Nurses want:

- Adequate baseline staffing/EFTs
- Manageable caseloads
- For leaders to listen to their concerns when voiced

A photograph of a nurse in full personal protective equipment (PPE), including a blue gown, blue gloves, a white face shield, and a white surgical mask. The nurse is looking down at a patient, whose head is partially visible. The image has a blue tint. Overlaid on the right side of the image is a quote in white text.

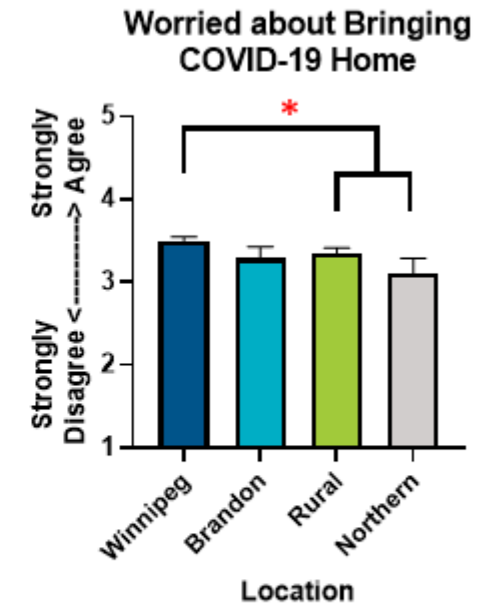
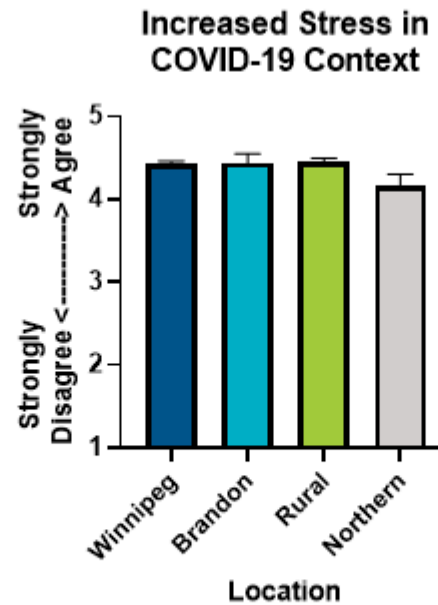
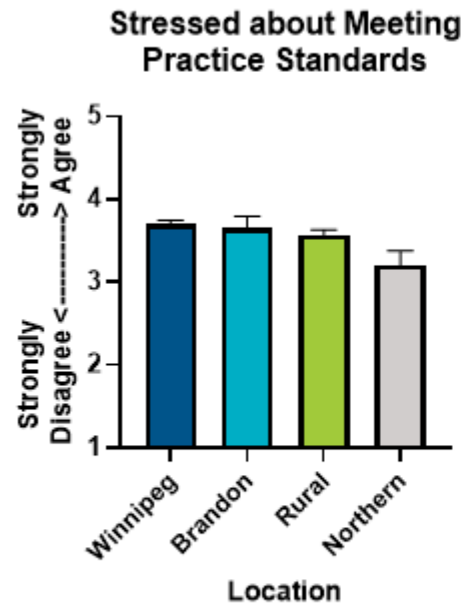
“Employers listening to employee concerns and actually acting on those recommendations.”

My practice setting respects my professional practice

- I am more concerned and/or stressed about meeting the professional practice standards outlined by my regulatory college
- I feel more stress at work than I did prior
- I worry that I will bring the virus home to my family

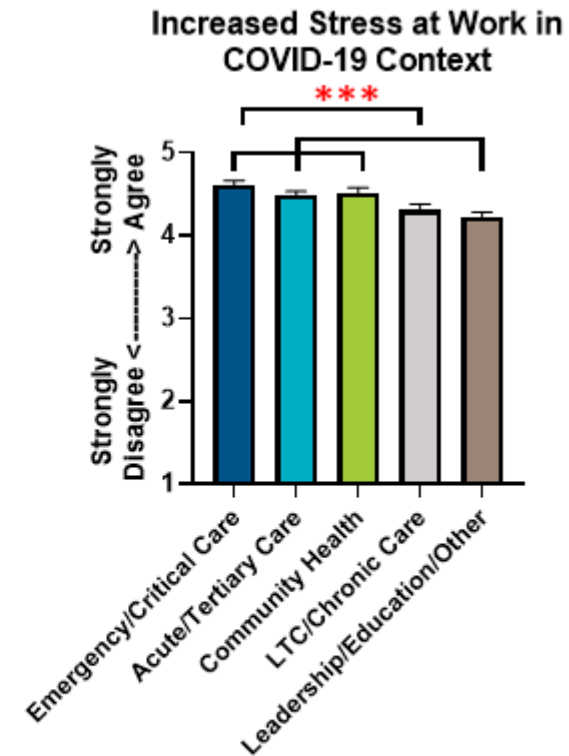
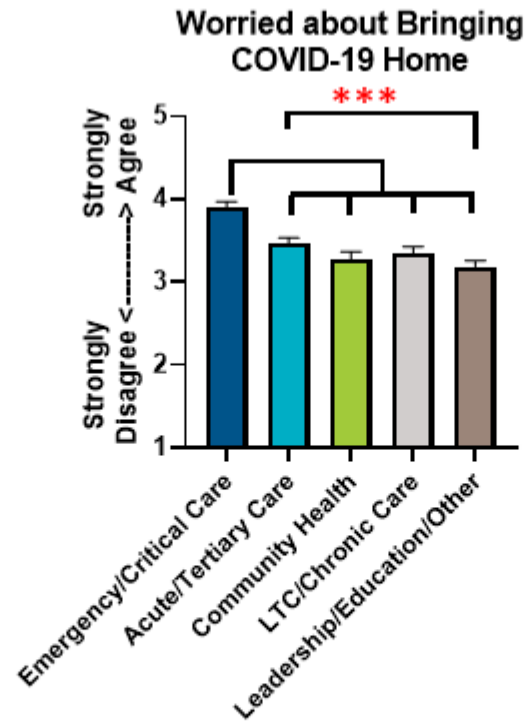
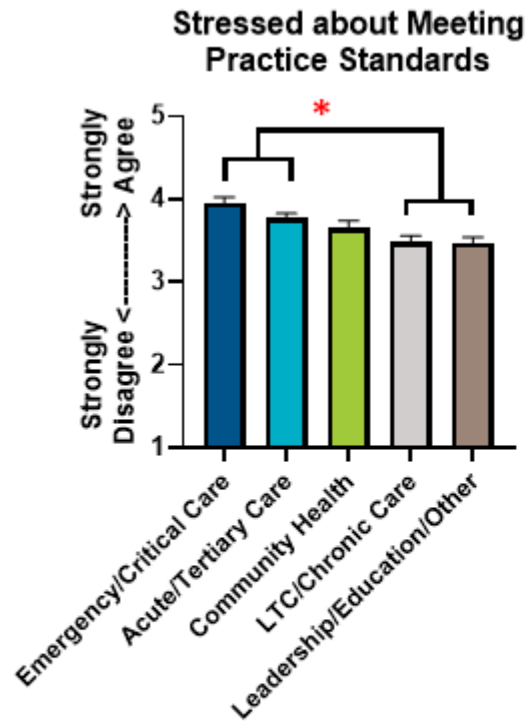


Stress Nurses are Experiencing



* denotes p-values < 0.05

Stress Nurses are Experiencing



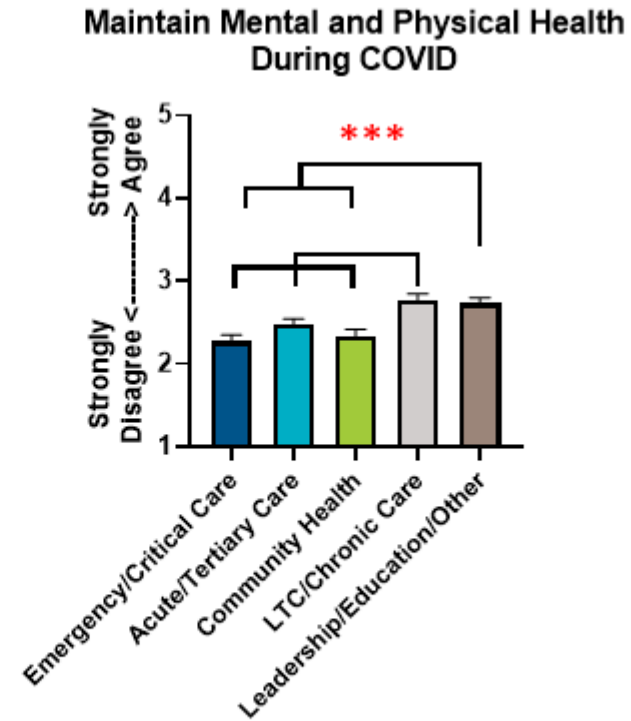
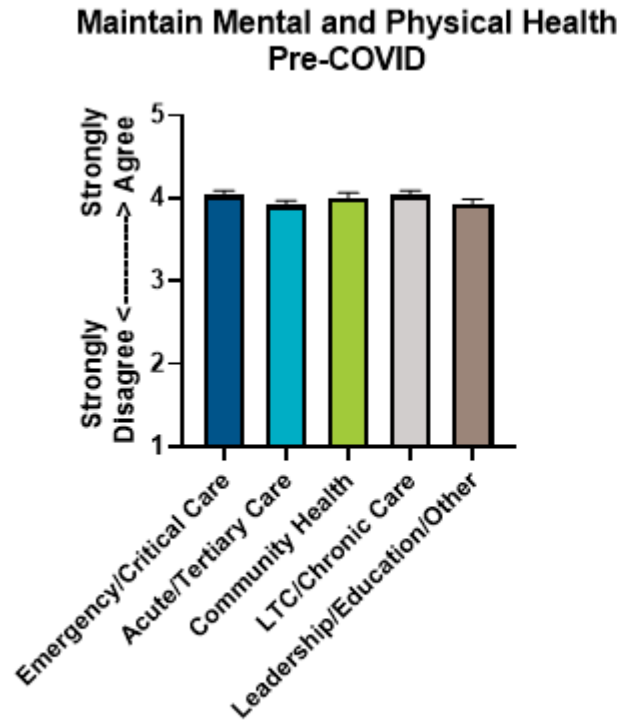
* denotes p-values < 0.05
*** denotes p-values < 0.001

My practice setting respects my wellbeing

- Prior to the pandemic, I was able to maintain a positive state of mental and physical well-being about my nursing role
- Since the pandemic I am able to maintain a positive state of mental and physical well-being about my nursing role



Nurses Mental and Physical Health



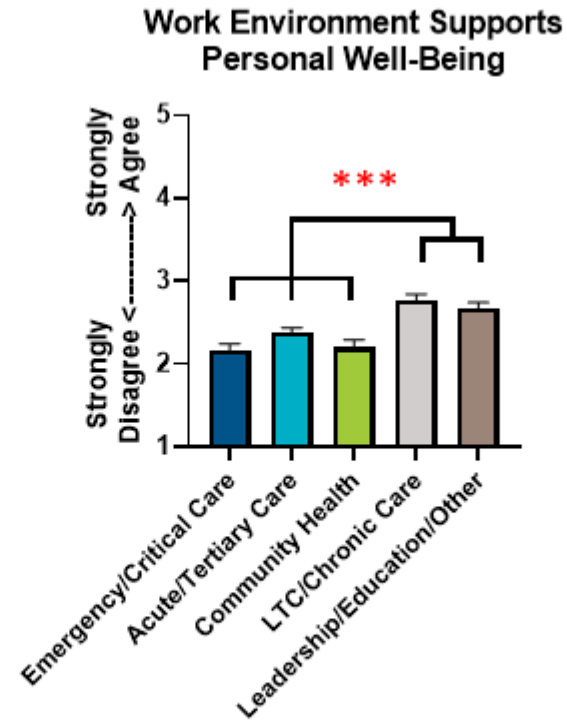
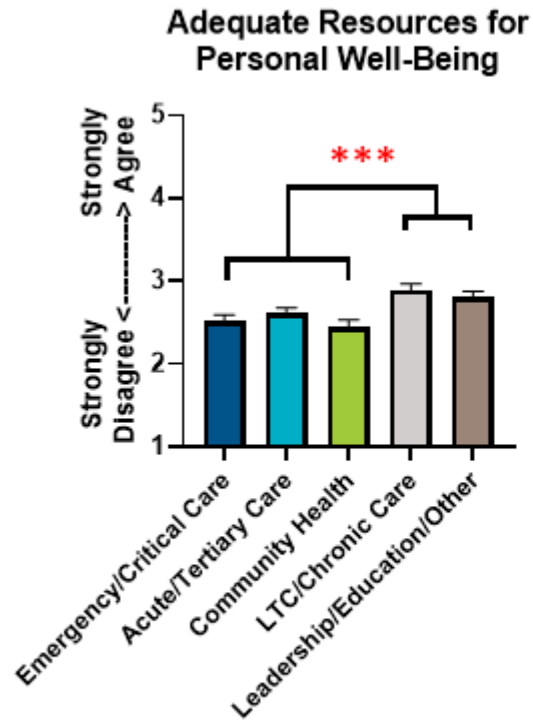
*** denotes p-values < 0.001

Respect for wellbeing

- I feel that there are adequate resources available to use when I need support for my personal wellbeing (counseling services, mental health resources, etc.)
- I feel that my practice setting is structured to support nurses wellbeing (time to debrief, staffing, organizational leadership)



Support for Nurses



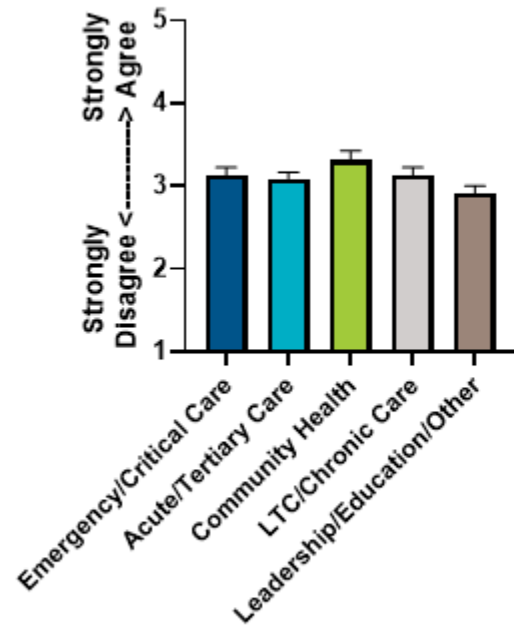
*** denotes p-values < 0.001

Intent to stay in the profession

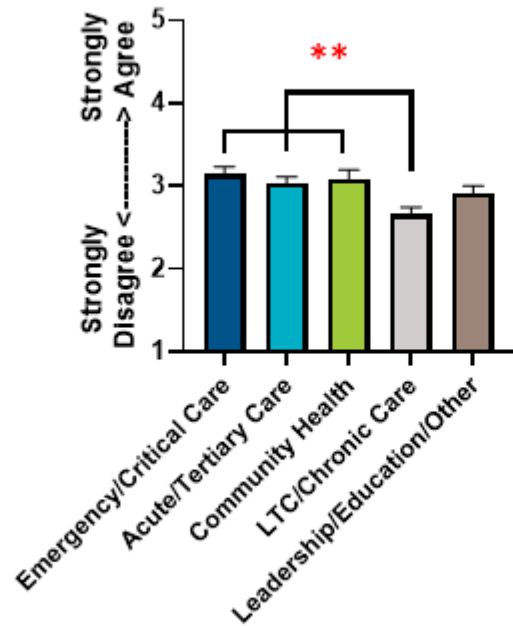
- Current nursing role for 1-5 years
- Stay in the nursing profession but change roles in the next 1-5 years
- Unlikely to stay in the nursing profession for the next 1-5 years
- I plan to leave the nursing profession immediately

Plans for Transitions in Nursing Profession

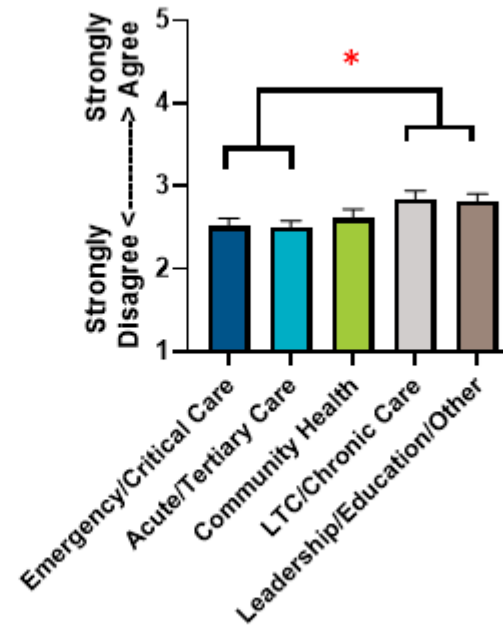
Stay in Current Position
3-5 years



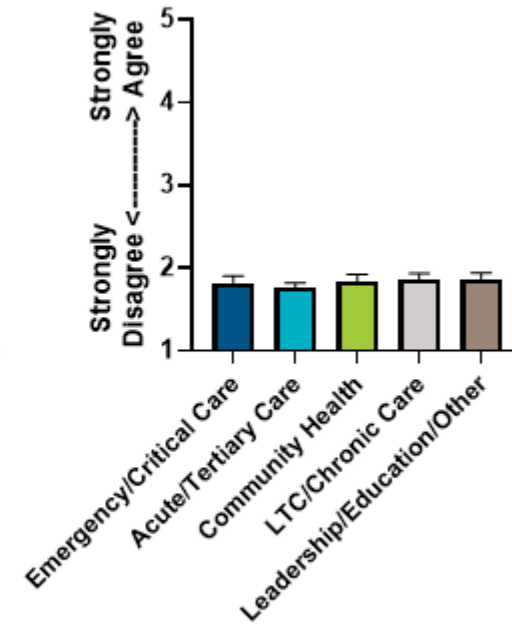
Change Current Position
3-5 years



Plan to Leave Nursing
3-5 years



Plan to Leave Nursing
Immediately

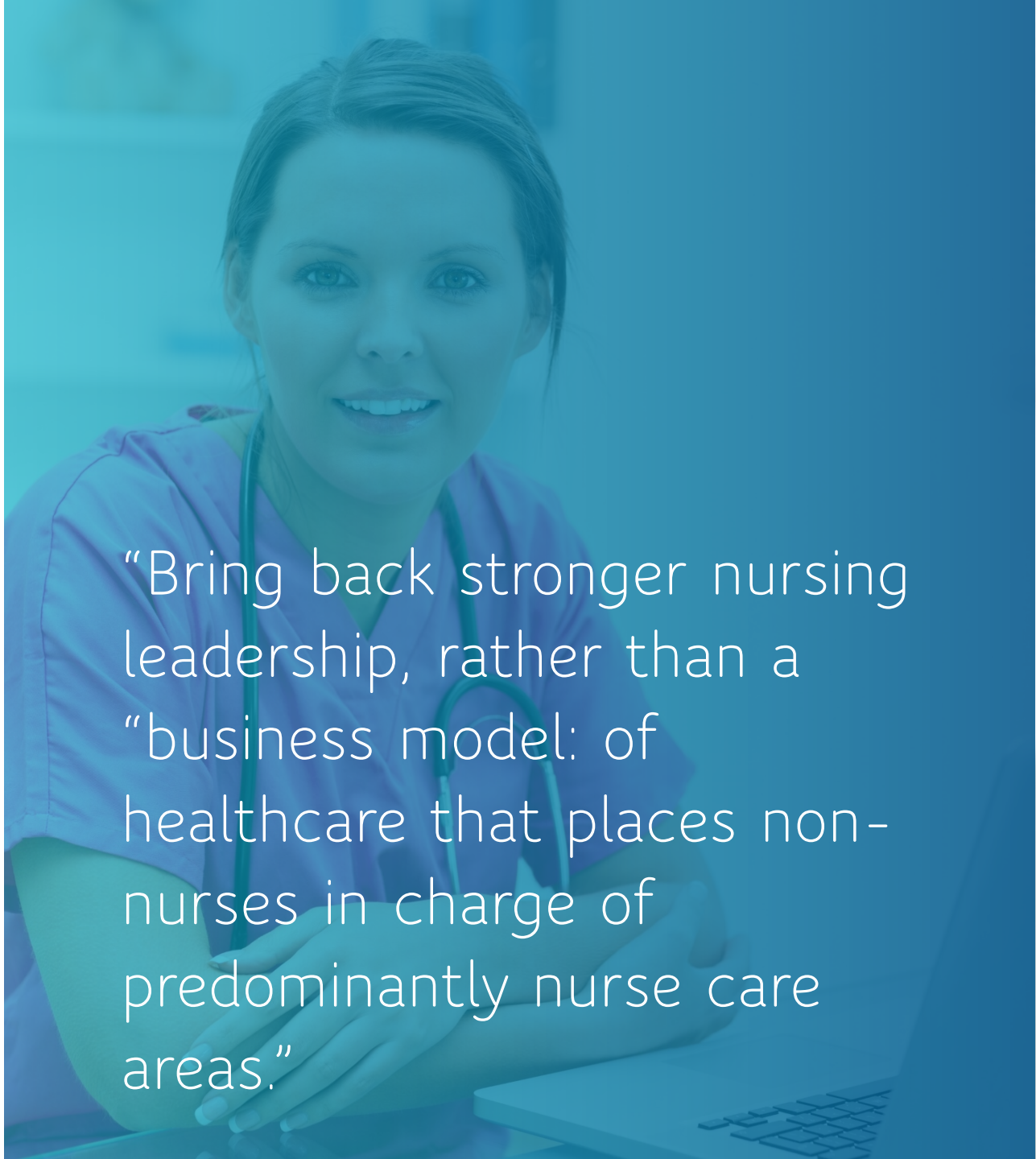


* denotes p-values < 0.05
** denotes p-values < 0.01

Solutions

Recruitment & Retention

- Adequate numbers of nurses to promote quality patient care
- Support nurses' professional practice via work environments
- Nurses' safety, physical and mental wellness
- Strong(er) Nursing Leadership
- Public education on the role of nurses/nursing



“Bring back stronger nursing leadership, rather than a “business model: of healthcare that places non-nurses in charge of predominantly nurse care areas.”

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