



# **2023 Member Survey Fall Update**

## ***Base Report***

**October 2023**

# Table of Contents

Introduction.....2

Methodology .....2

Survey Findings.....3

# Introduction

This document reports the base results of an open census survey of members of the Saskatchewan Union of Nurses (SUN), conducted by Praxis Analytics in September 2023.

SUN membership was contacted by email using a database provided by SUN.

## Methodology

The survey questionnaire was sent to all SUN members, of whom a net 1,635 individuals completed the survey. The result of the open census method is a non-probability sample, to which margins of error cannot be applied. However, based on SUN's membership, a random probability sample of this size would yield a general margin of error of plus or minus 2.2% at the 95% confidence level.

Responses were weighted by age, former health region, and professional designation to parallel SUN membership, according to population numbers supplied by SUN.

### Interpreting Results

In many cases data has been captured on symmetrical, verbally-anchored five-point response scales. This type of scale permits:

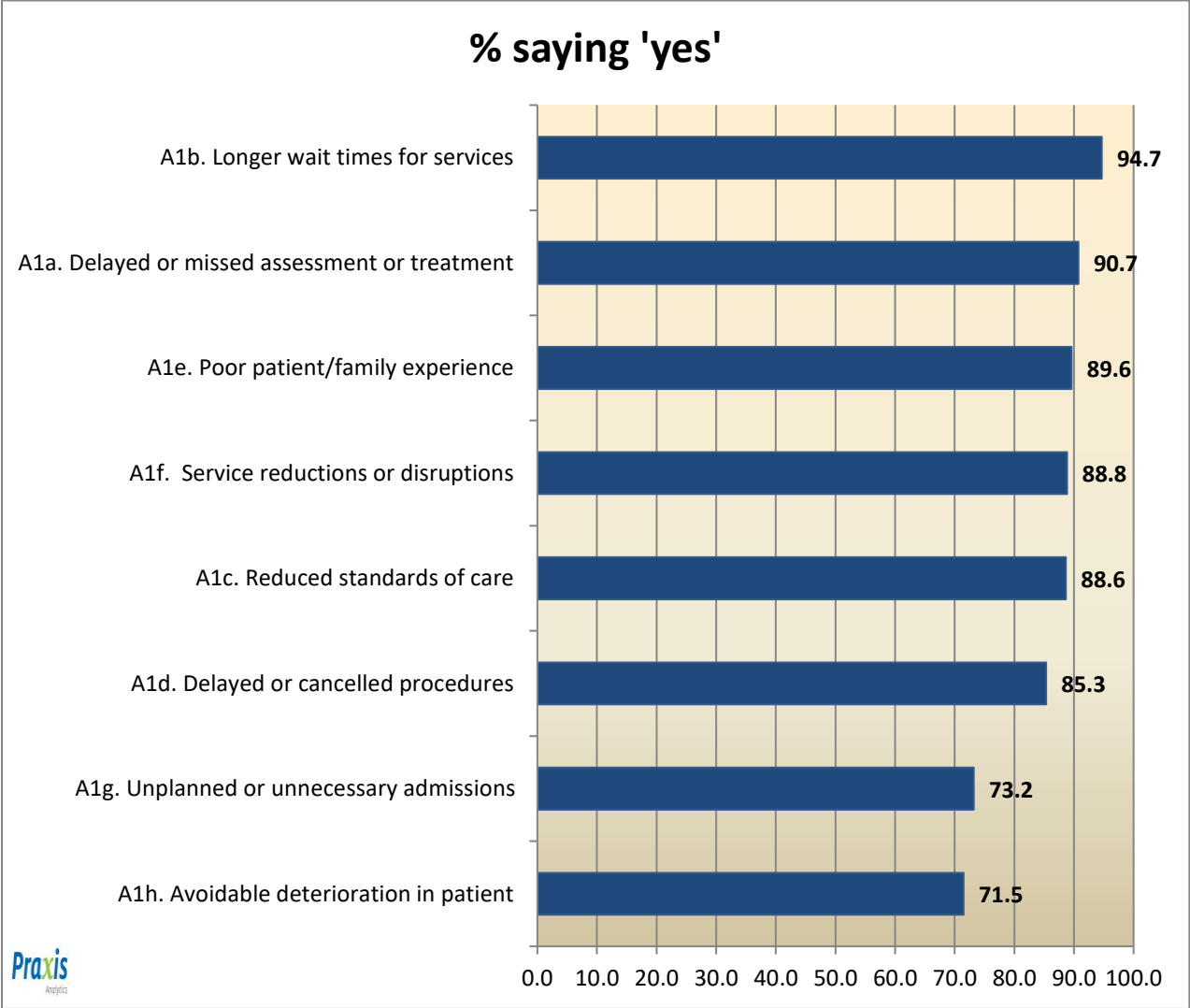
- Determining the extent of positive or negative response by comparing the percentage of responses on either side of the 3 midpoint.
- Identifying the extent to which the response pattern is normally distributed, or shows polarization.
- A single overall measure indicating the tendency for each question, by using the mean (average) of all responses from 1 to 5. The mean response level indicates whether the overall response pattern is positive or negative, and allows making simple comparisons between questions.

Mean response levels indicate the strength of response to a question. Strongly-held opinions are represented by either a 1 on the negative side – the most negative choice available – or by a 5 on the positive side of the scale – the most positive choice option.

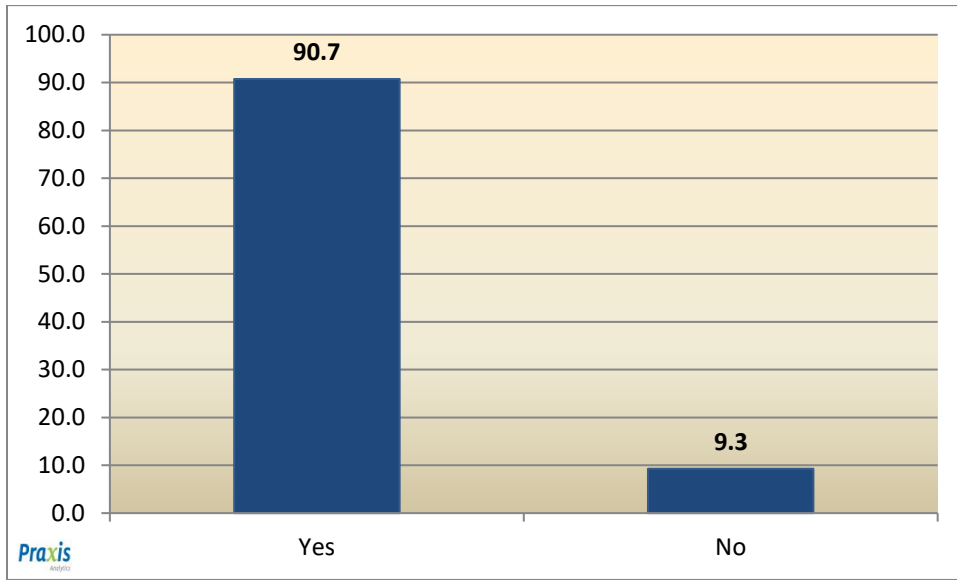
The midpoint of the scale is 3 so, when responses are averaged, an average or neutral response – mid-way between the polar choices of 1 and 5 – would be 3.00. Mean response levels above 3.00 suggest a positive overall tendency, while means below 3.00 suggest a negative overall tendency. Mean response levels of, say, 2.50 or 3.50 can be considered substantially negative or positive opinions. Mean response levels can be considered exceptionally strong if they approach values of, say, 2.00 on the negative, or 4.00 on the positive, respectively.

# Survey Findings

**A1. In your experience as a nurse over the last 12 months, have there been times when short-staffing has led to the following outcomes?**

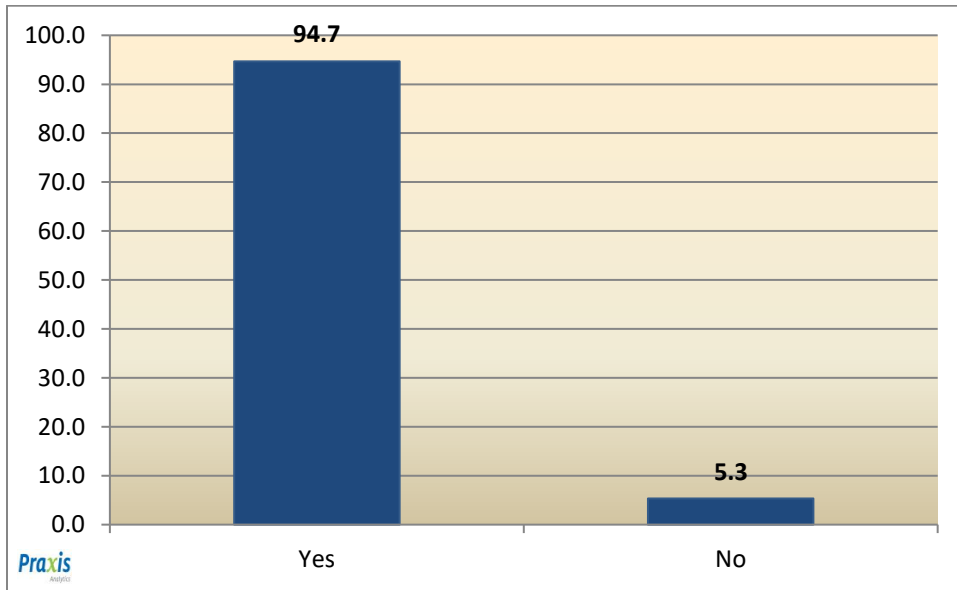


**A1a. Delayed or missed assessment or treatment**



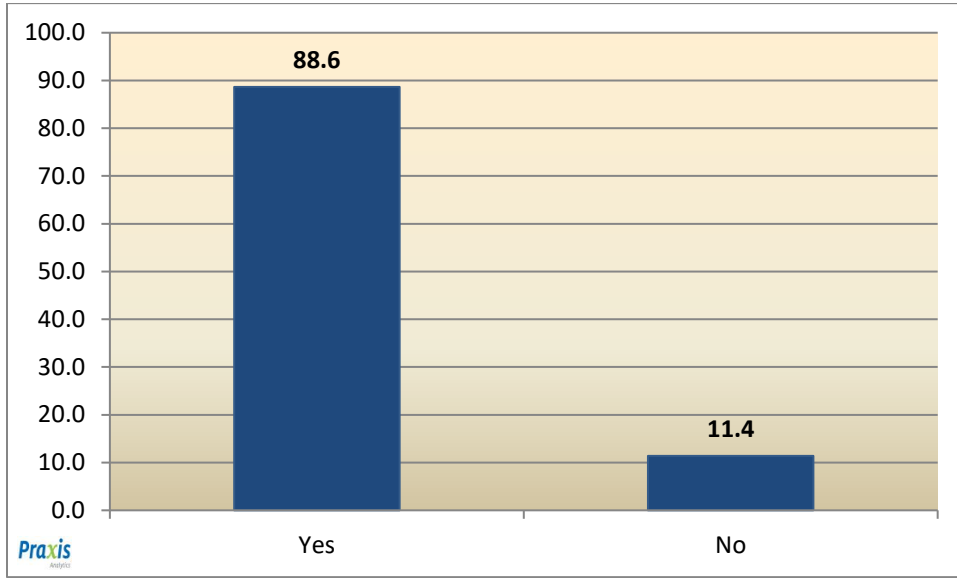
**N = 1,567**  
**Unsure/Decline = 6.2%**

**A1b. Longer wait times for services**



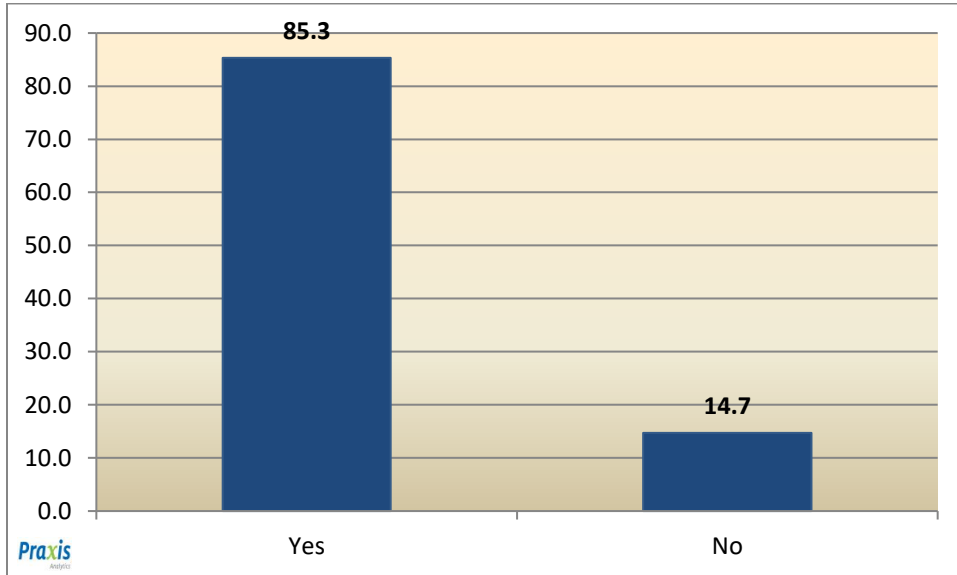
**N = 1,590**  
**Unsure/Decline = 4.8%**

**A1c. Reduced standards of care**



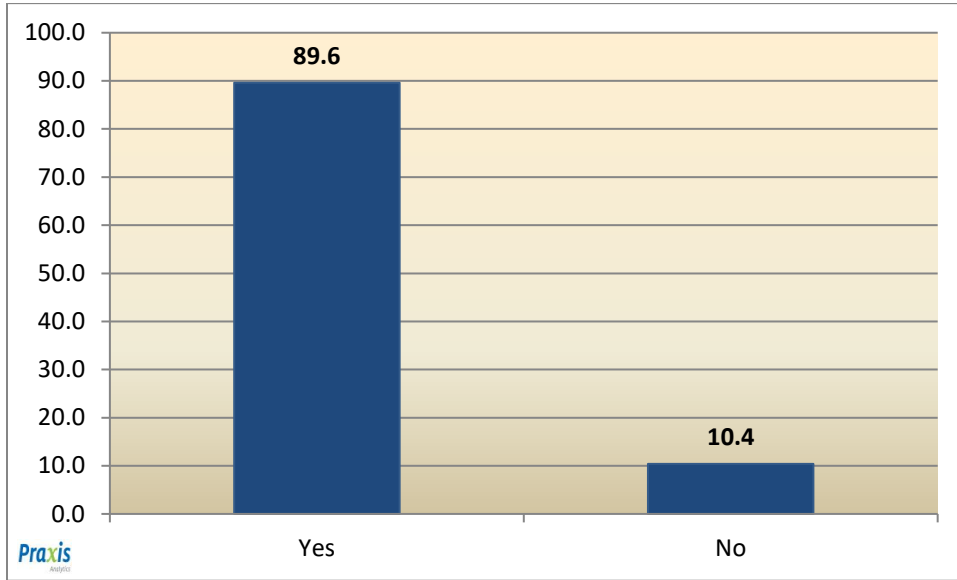
**N = 1,559**  
**Unsure/Decline = 6.7%**

**A1d. Delayed or cancelled procedures**



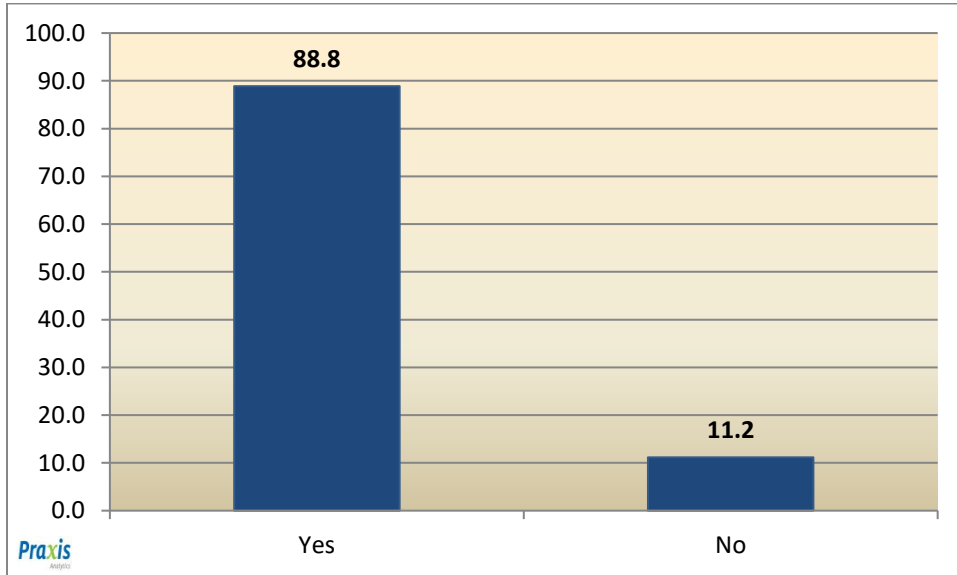
**N = 1,460**  
**Unsure/Decline = 12.7%**

**A1e. Poor patient/family experience**



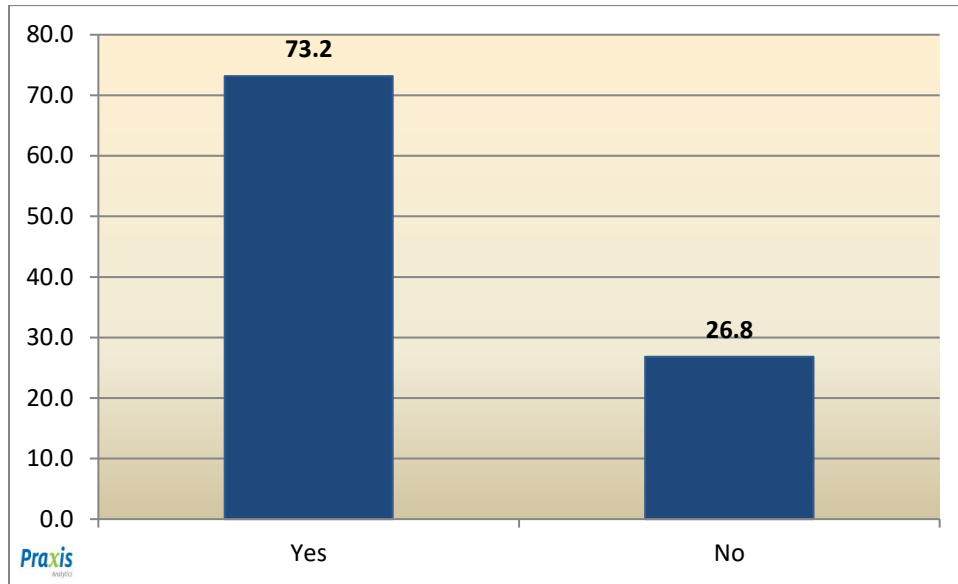
**N = 1,514**  
**Unsure/Decline = 9.4%**

**A1f. Service reductions or disruptions**



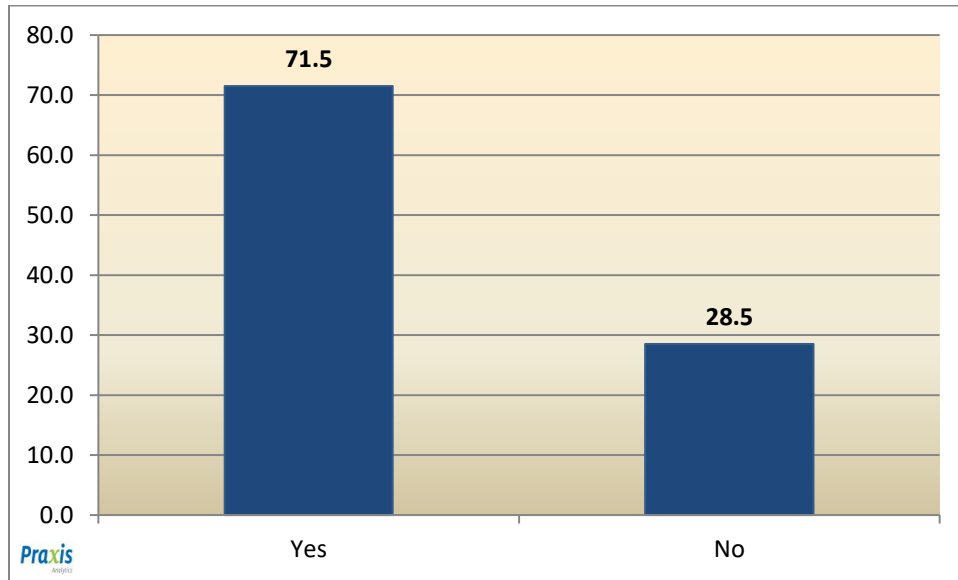
**N = 1,496**  
**Unsure/Decline = 10.5%**

**A1g. Unplanned or unnecessary admissions**



**N = 1,193**  
**Unsure/Decline = 28.6%**

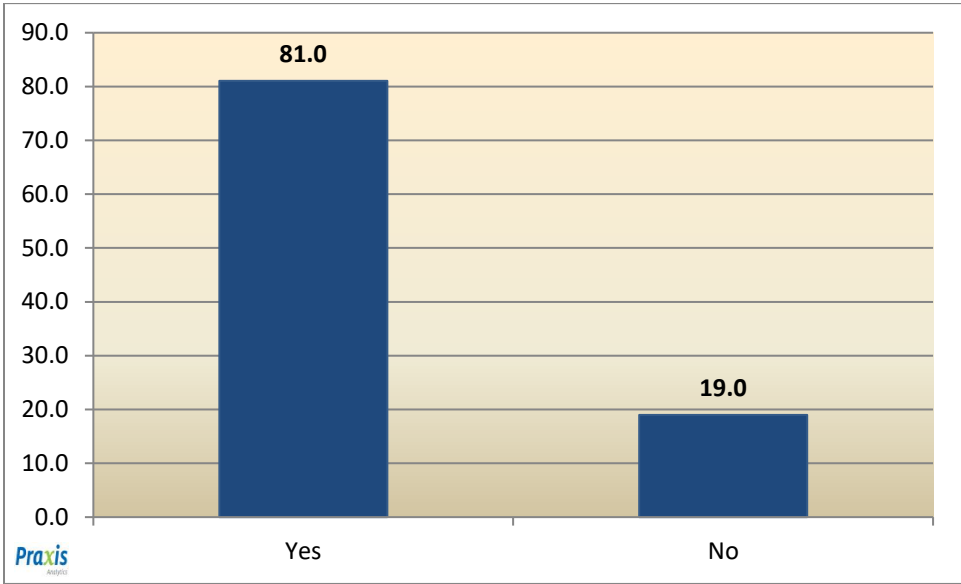
**A1h. Avoidable deterioration in patient**



**N = 1,191**  
**Unsure/Decline = 28.7%**



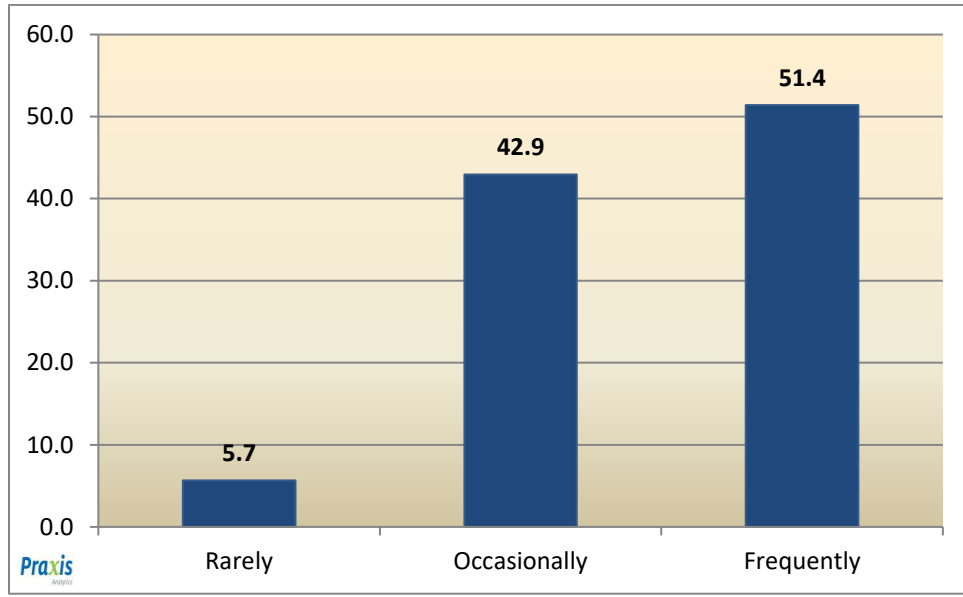
**A2. Are you aware of times on your unit when patients were put at risk due to short-staffing?**



**N = 1,413**  
**Unsure/Decline = 14.6%**

**A2a. How often are patients put at risk due to short-staffing?**

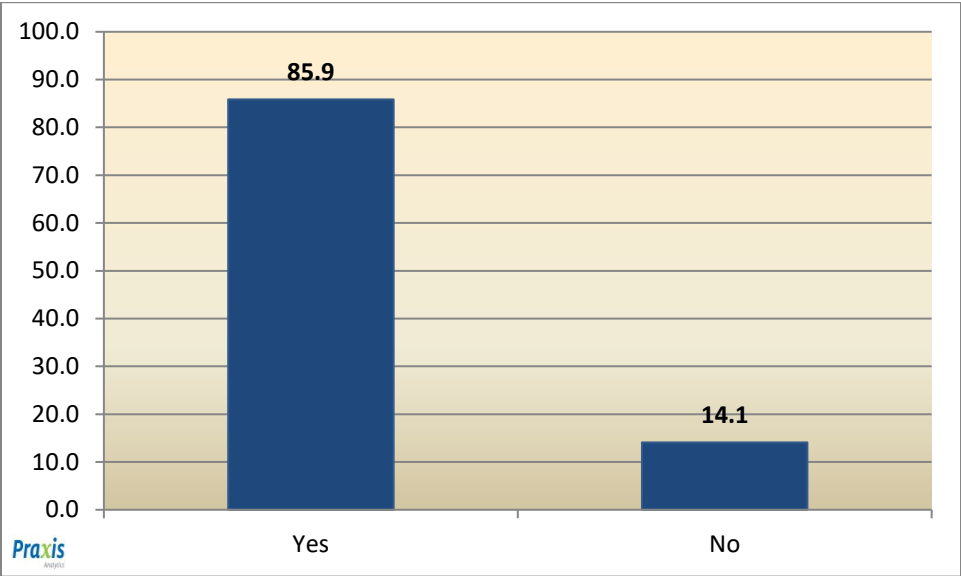
Asked of the 81.0% who say they are aware of patients at risk due to short-staffing (A2).



**N = 1,106**

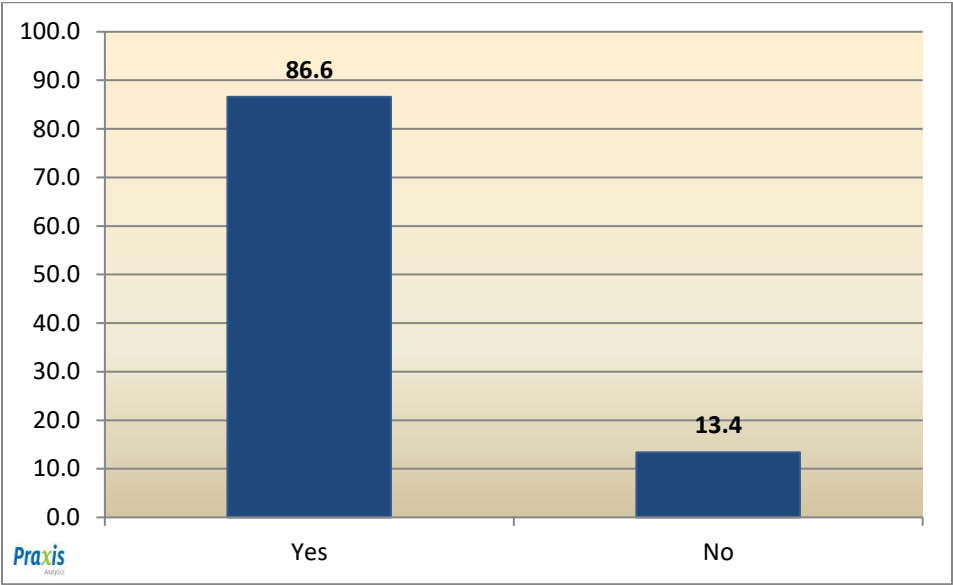
**Unsure/Decline = 2.0%**

**A3. In the last 12 months, have there been times when services have been reduced or disrupted in your area due to inadequate registered nurse staffing?**



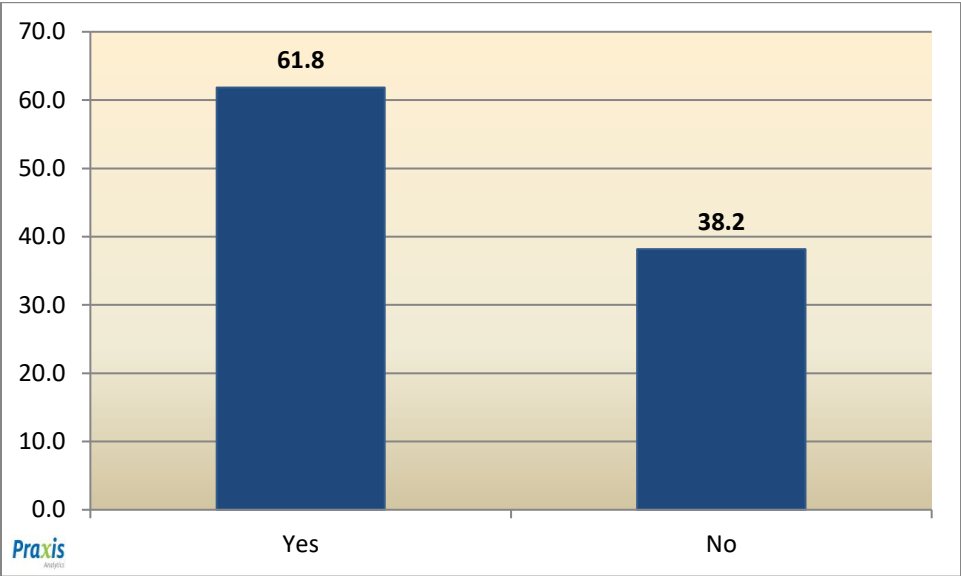
**N = 1,488**  
**Unsure/Decline = 9.3%**

**A4. In the last 12 months, have there been times when services have been reduced or disrupted in your area due to inadequate staffing of other members of your health care team?**



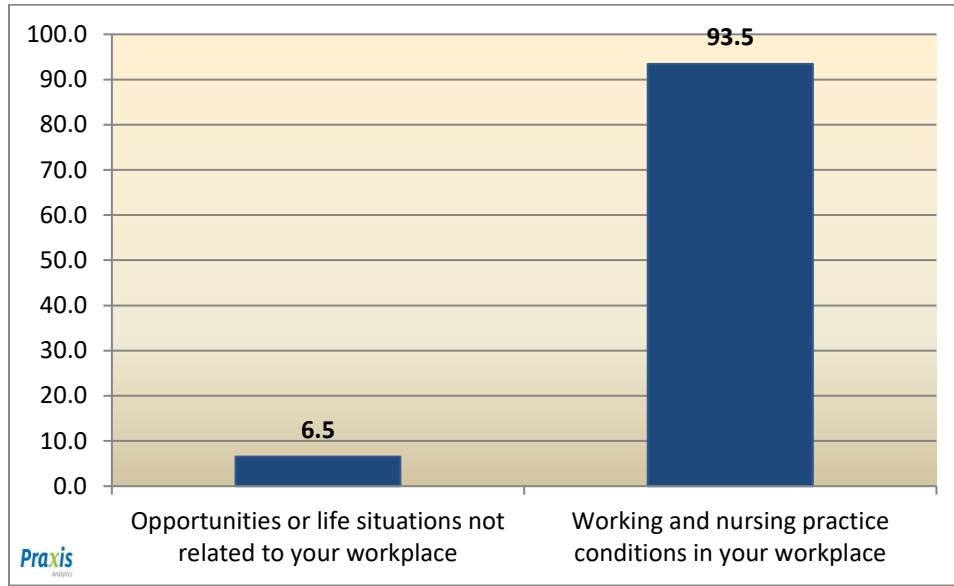
**N = 1,479**  
**Unsure/Decline = 9.6%**

**A5. In the last 12 months, have you given serious consideration to leaving the nursing profession for another line of work?**



**N = 1,522**  
**Unsure/Decline = 6.8%**

**A5a. Which of the following best describes why you considered leaving the profession?**  
Asked of the 61.8% who have given serious consideration to leaving the nursing profession for another line of work (A5).

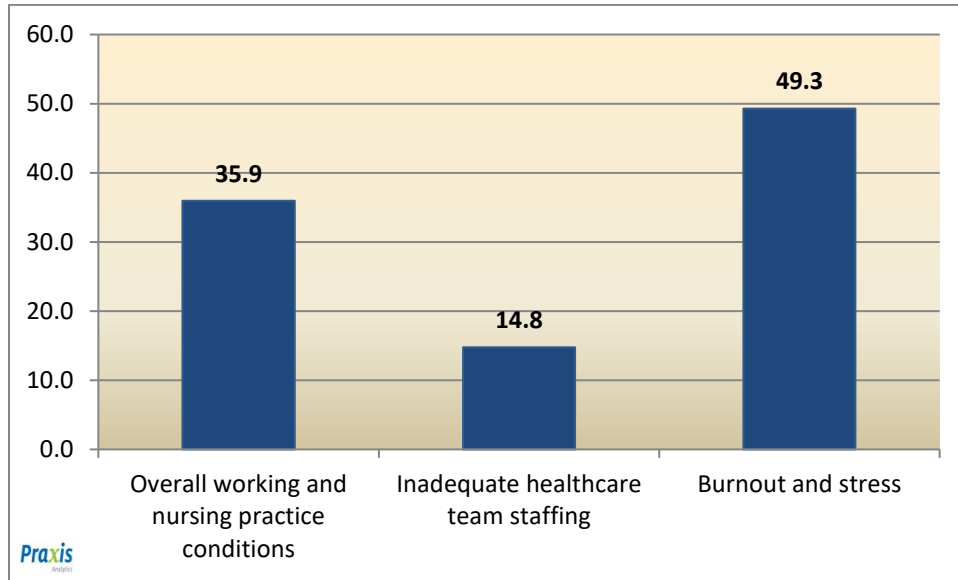


**N = 905**

**Unsure/Decline = 2.1%**

**A6. Which of the following best describes why you considered leaving the profession?**

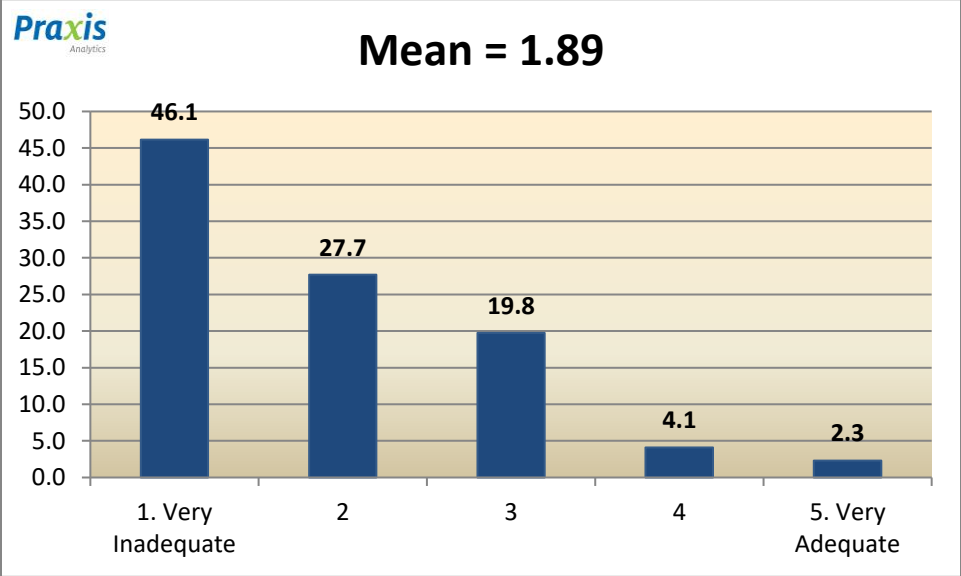
Asked of the 93.5% who selected “working and nursing practice conditions in your workplace” at A5a.



**N = 839**

**Unsure/Decline = 0.3%**

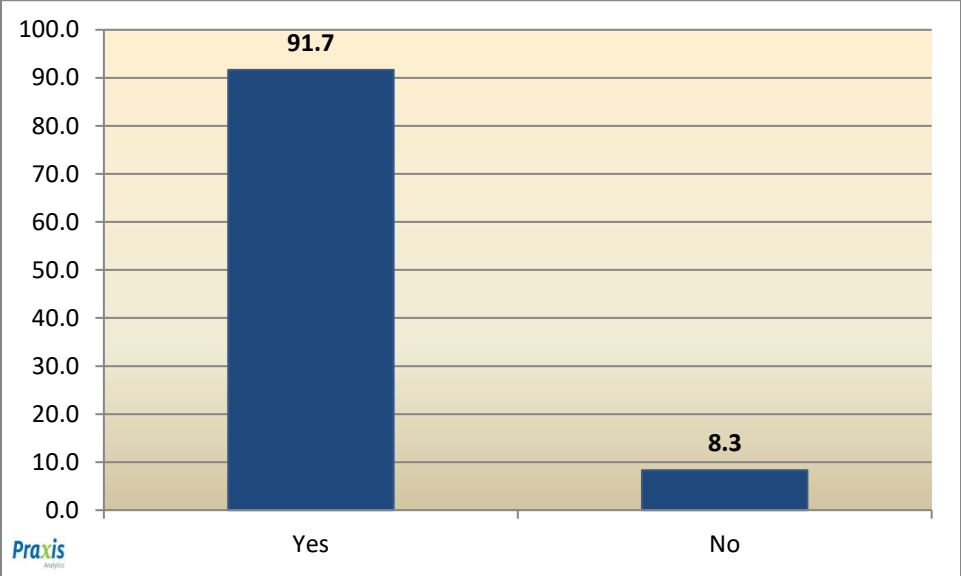
A7. How would you rate current efforts in Saskatchewan to recruit and retain the registered nurse workforce? Use a 5-point scale where 1 means Very Inadequate and 5 means Very Adequate.



**N = 1,516**  
**Unsure/Decline = 7.0%**

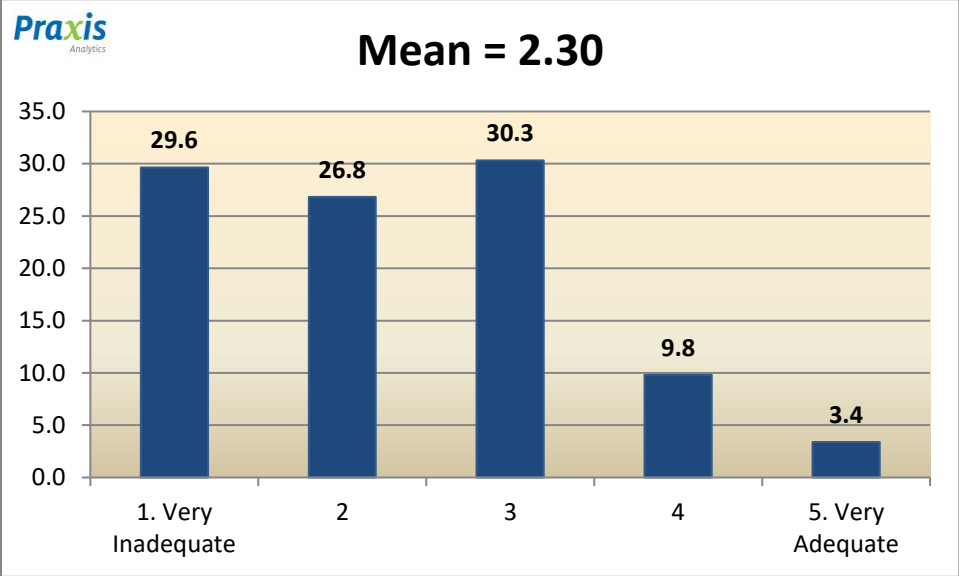


**A8. In the last 12 months, have your working conditions had a negative impact on your mental or emotional well-being?**



**N = 1,596**  
**Unsure/Decline = 2.2%**

A9. Please rate the adequacy or inadequacy of the supports available to you in your workplace, to manage your emotional or mental well-being. Pick a number on the 1-5 scale, from 1 for Very Inadequate, up to 5 for Very Adequate.



**N = 1,545**  
**Unsure/Decline = 5.1%**