



Canadian Academy of Health Sciences
Académie canadienne des sciences de la santé

Formal Care Workforce

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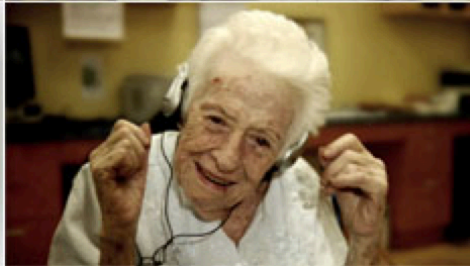
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Overview

- Who are the formal care workers?
- What are the caring conditions in long-term care (LTC)?
- What conditions do we need to improve?



Who are the formal care workers?



...on the frontlines

- **Professionals:**

- Registered Nurses
- Social Workers
- Occupational / physical therapists
- Physicians

- **Non-professionals:**

- Care aides / personal support workers (PSWs)
- Dietary aides
- Recreation Therapists



Workforce Composition

- 186,483 full-time equivalent personnel in “homes for the aged” (Statistics Canada – 2009/10, Table 107-5505)
- Most care workers work **part-time** and are **women**
- More **men** entering care work
- Increasing proportion are **immigrants**

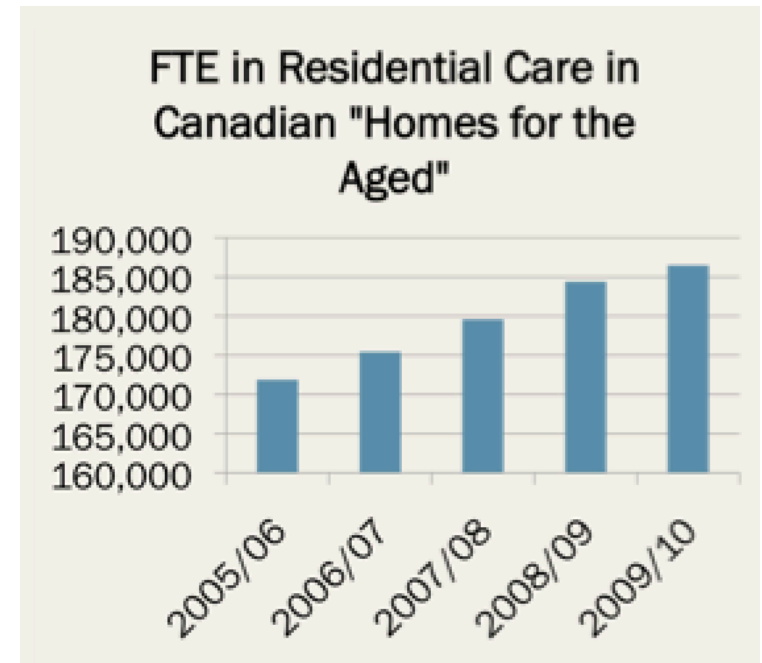


Caring Conditions in LTC



Caring Conditions

- Workforce is:
 - Growing →
 - Aging
- Doing “double shift” by providing care on the job & at home



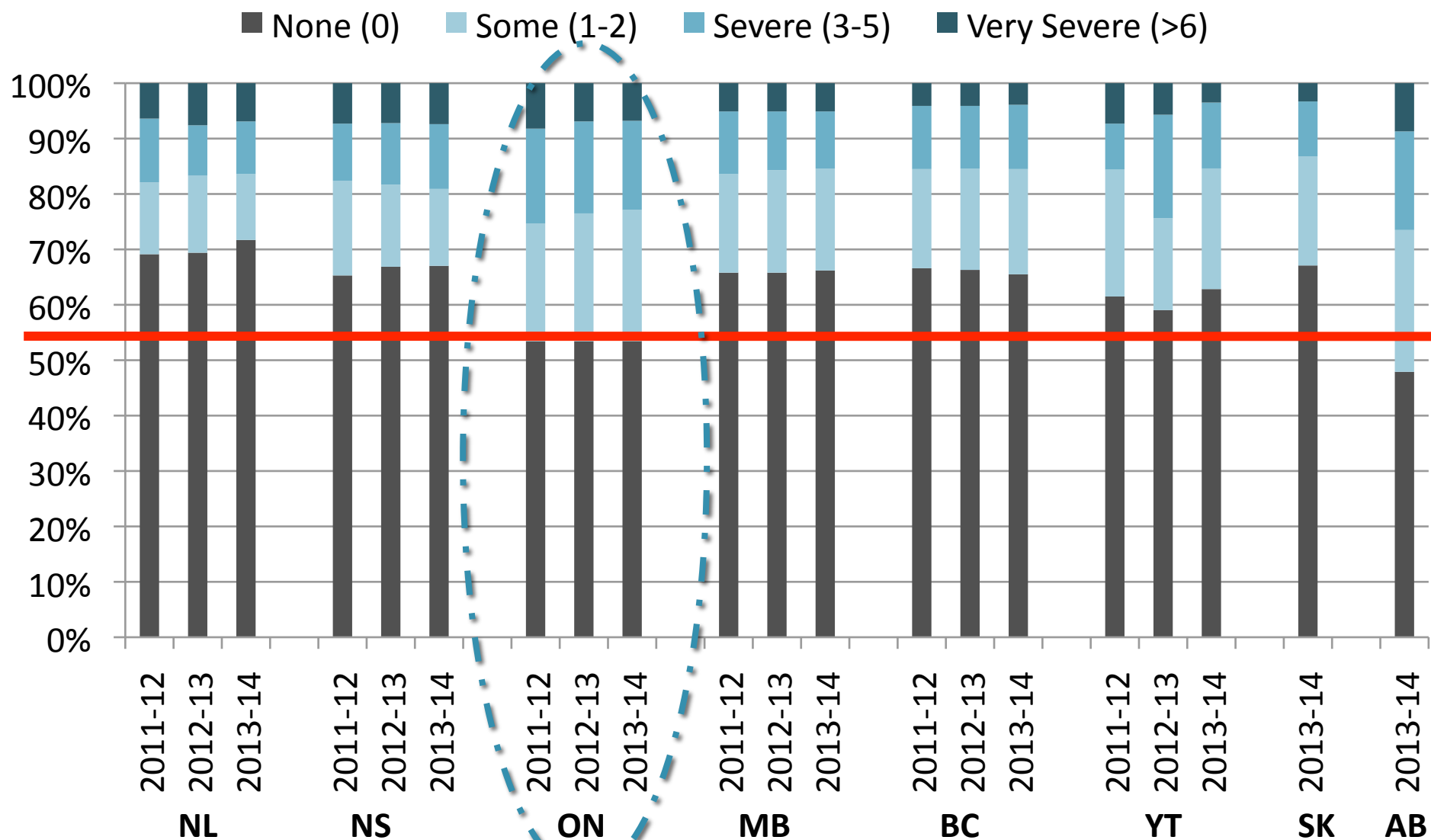
(Statistics Canada – 2009/10, Table 107-5505)



Caring Conditions

- Often **low status, fast paced & low autonomy** work
- Staff are routinely exposed to:
 - Low **staffing** levels
 - **Distress**
 - High rates of **illness & injury**
 - High rates of **violence**

Example: “Aggressive Behaviours”, by Province



Continuing Care Reporting System, 2011 - 2014



Caring Conditions

- Result in:
 - Job strain
 - Burnout
 - Lack of continuity with job turn-over
 - “Care Gap”



Improving LTC

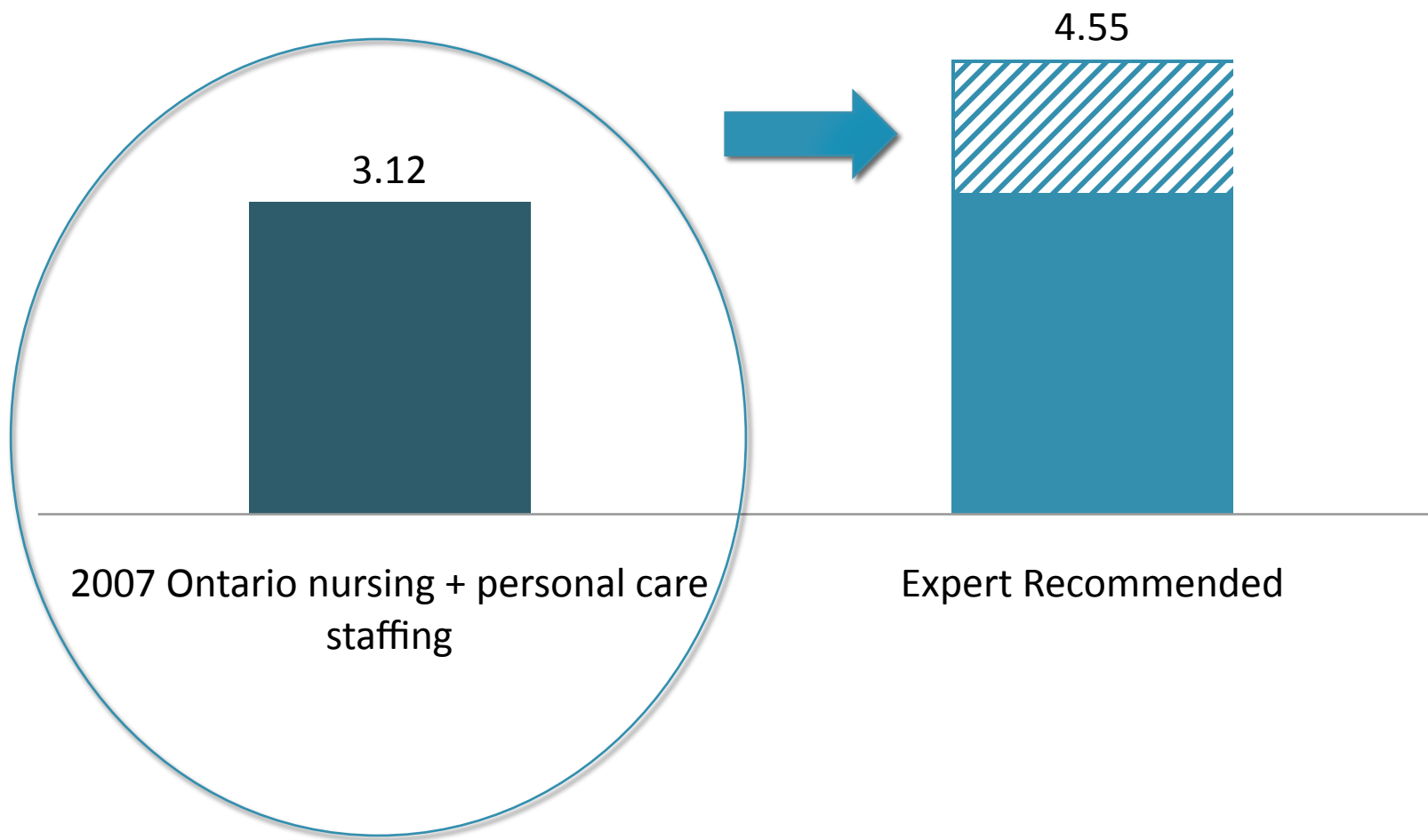
We know the existing formula...



...and it doesn't work

Example: Ontario Staffing Levels

Hours per resident per day (hprd)



Canada and Sweden are two rich countries with very *different* approaches to LTC

	Canada	Sweden
Ratio LTC FTE / 80+ in population	13.5	↑33.2
Spending (% GDP)	1.3%	↑1.8%
Staffing intensity: Frontline staff to residents	↓	↑
% private rooms	↓	↑
# residents / unit	25 - 30	↓8 - 10
Composition of workforce (estimates):		
- Registered Nurses	20%	5%
- Support Staff	20%	5%
- RPN / LPN / Assistant Nurses	15%	60%
- PSW / Care Aides	45%	30%
Right of Citizenship	No	Yes

Tamara Daly and Marta Szebehely (2012) "Unheard Voices, Unmapped Terrain: Comparing Care Work in Long-Term Residential Care for Older People in Canada and Sweden," *International Journal of Social Welfare*, 21, 139-148.
PMC4081477



Moving forward

- Learn lessons from other countries
- Prioritize staffing levels in order to:
 - Improve **social engagement** for residents
 - Create **safe** and **healthy workplaces**
 - Enable **work time** for
 - **training**
 - **skills** development & improvement
 - **collaborating** with colleagues



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